San Francisco Mayor’s Task Force on Anti-Human Trafficking:
Strategic Planning Retreat Summary

January 31, 2017 9 am—5 pm
Google, 188 Embarcadero, San Francisco, CA

Participants

Stephany Ashley, St. James Infirmary
Gena Castro Rodriguez, District Attorney’s Office
Victoria Chan, Asian Law Caucus
Saerom Choi, API Legal Outreach
Jennifer Daly, Legal Services for Children
Carly Devlin, Huckleberry Youth Program
Cristy Dieterich, Department of Public Health
Antonio Flores, SFPD Special Victims Unit
Kimberly Forbess, LYRIC
Marie Gaillac, Northern Coalition Against Human Trafficking
Johanna Gendelman, Family and Children Services
Alan Gutierrez, LYRIC
Elise Hansell, Department on the Status of Women
Antonia Lavine, SFCAHT/ NCJW
Carol Leigh, BAYSWAN
Alix Lutnick, RTI
Minouche Kandel, Department on the Status of Women

Menaka Majahan, Office of Small Business
Rebecca Marcus, Public Defender
Maggie McHale, Department on the Status of Women
Elisabet Medina, Child Abuse Prevention Center
Kristen Moore, Safe House
Emily Murase, Department on the Status of Women
Dyanna Quizon, Board of Supervisors
Vanessa Russell, Love Never Fails
Tony Siacotos, AMTA– CA
Mel Siltanen, Young Women’s Freedom Center
Emily Sims, RTI
Sarai Smith–Mazariegos, SHADE
Aradhana Tiwari, Employment Law Center
Hediana Utarti, Asian Women’s Shelter
Alia Whitney–Johnson, Freedom Fwd
Archie Wong, District Attorney’s Office

Facilitator: Lenore Goldman, Goldman Associates

Thank You!

- Google, for hosting us in its beautiful space.
- Lenore Goldman, for skillfully facilitating our retreat.
- All attendees, for bringing your passion and ideas, and for all of the work you each do.
Human trafficking is the use of force, fraud or coercion to compel someone to work, that can include, but is not limited to, trafficking in industry, domestic work, agriculture, and commercial sex. Force, fraud, or coercion is not required if the person involved in a commercial sex act is under 18.

The Task Force recognizes that not all persons who have experienced human trafficking may relate to the term “human trafficking” or the terms “victim” or “survivor.” We acknowledge that human trafficking is complicated, and it is difficult for a definition to universally cover all experiences.

The Mayor’s Task Force on Anti-Human Trafficking envisions a world free of human trafficking.

The San Francisco Mayor’s Task Force on Anti- Human Trafficking shall oversee a collaborative, comprehensive, and data driven approach that effectively prevents and coordinates responses to human trafficking situations and focuses on long-term solutions to this wide-ranging problem.

The Task Force commits to an approach that is responsive to a person’s individual experience, is informed by one’s self determination, and does not further traumatize or criminalize people*.

The Task Force supports San Francisco as a sanctuary city and is committed to supporting all immigrants and refugees, regardless of immigration status.

The Task Force works through a collaboration of government, business, and community based organizations, and includes those affected by trafficking and policies developed to address trafficking.

The Task Force makes policy recommendations to improve the lived experiences with persons who are trafficked.

* A “person” could be a client, victim or survivor.

- Preferred the combined definition that does not break out sex and labor trafficking.
- The audience defined for our plan were peers and stakeholders in organizations and departments working against trafficking.
- Wanted the definition to acknowledge limitations.
- A broad vision is more inspiring and motivational.
- Represents the supply chain, so references the “world” not just San Francisco or the Bay Area.
- Important in this climate to specifically include immigrant rights.
- Client centered instead of survivor or victim centered. Create a space for self determination.
- Trauma informed and anti-criminalized for those trafficked and organizations helping those who have been trafficked.
- Coordinates responses, but does not intervene in particular cases.
- Statement should recognize the Task Force’s effect on policies.
## Mayor’s Task Force Structure

### Membership Criteria

The group preferred the large task force model. The group discussed having an attendance requirement, but included attendance at subcommittees as a part of the overall attendance count. The Executive Committee will fine tune membership criteria.

### Formal MOUs

Membership to the Task Force should require some sort of MOU. MOU’s help to increase the likelihood of Federal funding. Having organizations complete MOU’s with the Task Force will formalize their commitment. Within the MOU should be a request for the organization to try its best to keep participation consistent with the same staff. The Executive Committee will work on draft MOU’s.

### Diversity of Members

The group discussed ways to involve people who have been trafficked in committees and the general Task Force. These should be compensated for their time. A smaller working group should determine best way to involve survivors (i.e. separate advisory committee, at meetings, etc.) The group would like to reach out to industry associations, more representatives from labor unions, Federal and State partners, the SF Sherriff’s Department, paramedics, SF General Hospital, SF WAR, faith groups, and the Immigration Commission.

### Voting Criteria

The group did not decide whether only MOU members of the group can vote or members who commit to a certain number of meetings can vote. It was a concern for the group having only certain agencies vote and whether those agencies could represent the varied concerns of the Task Force fully.

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![Diagram showing the structure of the task force committees: Executive Committee, Adult Trafficking Committee, Youth Trafficking Committee, Sex Work and Trafficking Policy Impact Committee.]

### Possible workgroups

Data, Prevention, Survivor Advisory

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For future committee meetings:

1. Set a standing agenda
2. Establish priorities
3. Create a work plan with a timeline
4. Identify tri/co-chairs to help staff and administer the committee. This can be a rotating position.
Analysis of the Task Force

**STRENGTHS/ SUCCESSES**

- Responsive to the community
- Creation of online Stanford training
- Diversity of members
- The Sex Worker and Trafficking Policy Impact committee
- SFPD Prioritizing Safety for Sex Workers Protocol.
- Community and government collaborations
- Anti– Trafficking roadmap
- Huckleberry 24 hour-response to sexually trafficked youth program implemented
- Decriminalization of juveniles
- Moving towards thoughtful language

**WEAKNESSES**

- Broad Focus
- Limited funding, staffing, and time
- Objectives are not clear
- Data collection
- Lack of survivor voice
- Regional boundaries
- Lack of support
- Safety and trust does not always exist
- Bureaucracy

**OPPORTUNITIES**

- A diverse group of people are on the Task Force
- Openness to new organizations and agencies
- Potential to be a national leader
- Public media campaign
- Networking
- The visibility and credibility from being the Mayor’s Task Force
- Further data collection

**THREATS**

- Federal impact
- Minors unable to access services
- Distrust of law enforcement from a community perspective
- Competing priorities of members
- City budget cuts
- Victims don’t come forward
- Insufficient housing and policies
Task Force Goals

Link, support and engage services across relevant city departments and agencies, community-based organizations, labor organizations and relevant businesses and industries to: identify gaps in services and ensure efficiency and comprehensiveness of service delivery; identify victims; decrease demand for goods and services created/provided by trafficked persons; implement trainings; and bring justice for victims.

**Goal 1**

**Present**

In the general Task Force meetings agencies and organizations should familiarize the Task Force with their mission and services.

**Share**

In subcommittees, agencies and organizations should present on what their organizations are currently doing that works and what does not work. Sharing information with other subcommittee members will help develop a full picture of what is happening within the focus area.

**Identify gaps**

After agencies share their practices, subcommittees should work to create a best practices list. This list will allow subcommittees to identify gaps where agencies need further funding or support.

**Request**

The subcommittees will present to the larger Task Force on the gaps they have identified. This request could be for funding, advocacy, or other forms of support.

1. Orient new members to the Task Force before they start attending meetings.
2. Offer a (bi) monthly in service training in which a member presents on their services.

**Goal 2**

Institutionalize the City of San Francisco’s response to human trafficking through policy, advocacy and collaborating with relevant departments, community-based organizations, businesses and labor organizations.

**Committees and Priorities**

<table>
<thead>
<tr>
<th>Executive</th>
<th>Youth Trafficking</th>
<th>Adult Trafficking</th>
<th>Sex Work and Trafficking Policy Impact</th>
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<tbody>
<tr>
<td>2. Develop a process for adopting and implementing policies across departments.</td>
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<td>2. Engage industry on the Stanford on-line trafficking training.</td>
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<td>3. Identify stakeholders and involve new actors and ages.</td>
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<td>3. Expand the Healthy Nail Salon Program to include information on labor rights.</td>
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<td>4. Develop a regional shelter housing policy and program.</td>
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<td>5. Expand employment/vocational services for survivors of trafficking.</td>
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<td>6. Collaborate with regional efforts that align with the Task Force.</td>
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<td>7. Leverage city purchasing to prioritize traffic</td>
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<td>8. Record expungements for persons trafficked in the annual report, and work</td>
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GOAL 3 Prevent human trafficking by addressing issues that create vulnerability.

Affordable housing for homeless and at risk youth and adults.

**Success Metric:** # of new housing units/rooms made available in 2017

Provide trauma informed workplaces and sustainable wages for youth and adults.

**Success Metrics:** # of corporations providing trauma informed placement and # of placements

Housing

Employment

Student Education

Street Outreach

Mentoring

Foster Care

Establishing relatable and healthy mentors for at risk youth.

**Success Metric:** # active mentors

Education for children, youth, teachers, and administration on healthy relationships, human trafficking 101, and trafficking recruiting tactics.

**Success Metrics:** # students and teachers trained, level of expertise before and after education and impact to chronic absenteeism.

Educating massage parlors, nail salons, and strip clubs about their rights & alternatives. Providing accurate information on where to get help.

**Success Metric:** # of employees trained

Improve Foster Care System

**Success Metrics:** Reduce # of referrals to foster care especially in racial groups highly impacted by trafficking (African American/ Latino), measure referral and utilization of services as alternative to foster care.

All efforts should ensure support of undocumented families.

*Thank you Vanessa Russell from Love Never Fails for creating this graphic.*

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<td>Housing</td>
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<td>Street Outreach</td>
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GOAL 4

Engage with local and regional collaboratives that raise awareness, change public perception, and seek to develop regional approaches to prevention, identification and service delivery.

Importance

- Connect to youth
- Capacity Building—interns!
- Connecting with other sanctuary cities

Easier
- Collect data on trainings
- Brief elected officials (Local/State)
- Outreach campaigns should continue across the Bay Area

Harder
- Collaborate with regional efforts that align with Mayor’s Task Force*
- Collaborate with survivor networks (Funding, opportunities for consult)
- Regional shelter housing policy/program*

Dedicate funding for anti-human trafficking

Webinar showcasing best practices

Media guidelines shared

Network with other collaboratives*

Collaborate with professional organizations*

* Also in Goal 2

The committee each objective belongs to:

- Youth Trafficking Committee
- Adult Trafficking Committee
- Executive Committee
- All of the Committees
GOAL 5  Promote the self-determination and rights of people who have been impacted by Human Trafficking

Objectives

1. Create survivor led space for people who have been impacted by human trafficking to support self determination.
   By June 30, 2017, form a group with diverse representation and participation of people impacted by trafficking.
   Create a survivor’s definition of support mechanisms that are needed.

2. Prioritize victims rights, education, and protection in the legal process.
   Record expungements for persons trafficked in the annual report and work collaboratively to get more expungements.

3. Make sure to connect survivors to resources
   Create a pamphlet with resources and rights. Measure how many are distributed and what agencies distribute.

4. Create an infrastructure to make sure steps 1-3 takes place and to support the goals of community members

Infrastructure

- Ensure and stay aware of safe space
- Training
- Internships
- Network of resources
- Variety of service options
- Review process with survivor feedback