



SAFETY NET EXPANSION INITIATIVE - SAN DIEGO

Policy Environment Scan

October 2022



Polaris

Named after the North Star, an historical symbol of freedom, Polaris is leading a social justice movement to fight sex and labor trafficking at the massive scale of the problem - 25 million people worldwide robbed of the freedom to choose how they live and work. For more than a decade, Polaris has assisted thousands of victims and survivors through the U.S. National Human Trafficking Hotline, helped ensure countless traffickers were held accountable, and built the largest known U.S. data set on actual trafficking experiences. With the guidance of survivors, we use that data to improve the way trafficking is identified, how victims and survivors are assisted, and how communities, businesses and governments can prevent human trafficking by transforming the underlying inequities and oppressions that make it possible.

The Gender Phluid Collective

The Gender Phluid Collective was created out of the need to create more diverse and inclusive spaces for those who identify as Black/African-American/PoC intersecting with the African Diaspora within the San Diego LGBTQIA+, specifically those who identify as non-binary and trans. There are no absolute safe spaces, but GPC helps to create safer spaces. GPC provides support groups, resources for community health services, mental health services as well as help to provide items for those transitioning, or just need a little help maintaining.

Mission: The Gender Phluid Collective is a collective movement of entities working together to dismantle the narratives of racism, sexism, homophobia, transphobia, interphobia and all other prejudices towards gender identity and sexual orientation.

Alafia Diversity Equity LLC

ALAFIA Diversity Equality LLC (ADE LLC) is devoted to the nourishment and support of historically neglected communities through education, training, critical and informed assessment, personal and public actions. Our work is based on sharing knowledge and resources with diverse populations. Our work is targeted for the following five areas: Disparity and Inequality Research; Analysis and Recommendations for Workplace Environment and Contract Compliance; Civic Education, Engagement Training, and Research. This work can enrich and uplift all communities through shared accountability and collective responsibility.



Table of Contents

Executive Summary	4
Introduction	5
Safety Net Expansion Initiative - San Diego	5
The San Diego Policy Landscape	5
Services	6
Gaps in Existing Services	6
North County Services	6
South County Services	6
Phone Support Services	6
Impact Area Recommendations	7
LGBTQIA Centers	7
Housing Services	7
Health Education and Services	7
Employment Services	7
Legal Services	7
Stakeholder Power Mapping	8
City or County Office	8
Community Organization Allies	8
Other stakeholders to engage	9
Appendices	10
Appendix I: SNEI Stakeholders	10
Appendix II: Policy Consultant Team	11
Appendix III: Polaris Safety Net Expansion Initiative Team	11



Executive Summary

In 2020, Polaris, as part of its data-driven social justice movement response to trafficking, launched its big fights initiatives. The initiatives are designed to change the conditions that enable sex and labor trafficking in the United States. One component of the big fight, the strategic initiative to reduce sex trafficking in 25 U.S. cities, has three program focus areas: Shift legal accountability for trafficking, change norms around sex buying, and expand social safety nets for vulnerable populations.

The safety net expansion initiative (SNEI), a program focus of the strategic initiative on sex trafficking, is an upstream prevention program designed to prevent trafficking before it happens. The program implementation has a three phase design for each city. In Phase 1, Polaris identifies and engages survivor leaders, as well as local stakeholders in the anti-trafficking movement, organizations working with vulnerable populations such as immigrants and youths, and those working in intersecting areas such as housing and employment. In Phase 2, Polaris convenes collective discussions on city-specific vulnerable populations, possible solutions to vulnerability factors, tools needed for solutions, existing assets with potential, required stakeholder engagement, and priority area for Polaris support. In Phase 3, Polaris works closely with city stakeholders on moving the levers identified to close vulnerabilities.

The San Diego stakeholders ranked seven potential focus area for Polaris -

- 1 LGBTQ safe space,
- 2 Coordinating support access/outreach in marginalized communities,
- 3 Connecting parents of youth in community programs to needed resources,
- 4 Employment assistant programs for at-risk parents/aging-out youth,
- 5 Mental health support for trauma experiences,
- 6 Housing/basic needs outreach for vulnerable community adults and
- 7 Connecting organizations across sectors.

Polaris engaged Angelle Maua, The Gender Fluid Collective and Dr. Darwin Fishman, Alafia Diversity Equity, LLC (ADE) as consultants to conduct a policy environmental scan of San Diego to support establishing a safe space for members of the LGBTQIAP2+ community. The assessment was conducted over two months at the end of 2021.

This report is on the findings of the environment scan and stakeholder mapping. The scan identified on-site service providers in the North County and South County, as well as available phone support. The consultants identified LGBTQIAP2+ centers, housing services, health education and services, employment services and legal services as five areas that impact the LGBTQIAP2+ community, indicating the key stakeholders where applicable. The scan also identified government organizations and community organizations who are key stakeholders, their funding sources, and current policies relative to the LGBTQIAP2+ community.



Introduction

Safety Net Expansion Initiative - San Diego

In 2020, Polaris, as part of its data-driven social justice movement response to trafficking launched its big fights initiatives. The initiatives are designed to change the conditions that enable sex and labor trafficking in the United States. The three initiatives are to equip the global financial sector to disrupt trafficking, to end labor trafficking of migrant guest workers in the United States, and to reduce sex trafficking in 25 U.S. cities.

The strategic initiative to reduce sex trafficking in 25 U.S. cities has three program focus areas:

- 1 Shift legal accountability for trafficking
- 2 Change norms around sex buying
- 3 Expand social safety nets for vulnerable populations.

The safety net expansion initiative (SNEI) is an upstream prevention program designed to prevent trafficking before it happens. Studies have shown that some populations are disproportionately represented among sex trafficking victims - including people of color, immigrants, youth and LGBTQIA2S+ community members¹. Often these were people experiencing racism and ethnic discrimination² and their risk was impacted by several factors such as childhood experiences, family engagement and mental health³.

From 2020 to 2021, Polaris engaged local stakeholders in San Diego (See Appendix 1). The engagement began with familiarization interviews. Subsequently, stakeholders participated in two focus group sessions, with all participants attending at least one of the sessions. The focus group discussions were on city-specific vulnerabilities, possible solutions, existing assets with potentials, stakeholders to engage, tools for implementing solutions, and best opportunity for Polaris support. The group discussion identified and ranked seven potential focus areas for Polaris using participant votes - LGBTQ safe space (6), Coordinating support access/outreach in marginalized communities (6), Connecting parents of youth in community programs to needed resources (5), employment assistant programs for at-risk parents/aging-out youth (4), mental health support for trauma experiences (3), housing/basic needs outreach for vulnerable community adults (3), and connecting organizations across sectors (2). Consequently, Polaris focused on addressing the LGBTQ safe space challenge to vulnerability in the city.

The San Diego Policy Landscape

With a top priority focus identified, Polaris engaged Angelle Maua to research and translate this goal for improved services into policy and/or legislative recommendations specific to San Diego; and to identify and map relevant city agencies and officials, city council members, local partners, and others who will be needed to pass and implement any needed policy change.

The consultant conducted an environmental scan specific to the LGBTQIA2S+ community with these reported findings.

1 Dank, M., Yahner, J., Madden, K., Banuelos, I., Yu, L., Ritchie, A., Mora, M., & Conner, B. (2015). Surviving the Streets of New York. Urban Institute. Retrieved from <https://www.urban.org/sites/default/files/publication/42186/2000119-Surviving-the-Streets-of-New-York.pdf>

2 Vednita, N. (1993). Prostitution: Where Racism & Sexism Intersect. Michigan Journal of Gender & Law, 81, 81-89 Retrieved from <https://repository.law.umich.edu/cgi/viewcontent.cgi?article=1196&context=mjgl>

3 Franchino-Olsen, H. (2019). Vulnerabilities Relevant for Commercial Sexual Exploitation of Children/Domestic Minor Sex Trafficking: A System Review of Risk Factors. Trauma, Violence & Abuse, 1-13. Retrieved from https://sph.unc.edu/wp-content/uploads/sites/112/2019/02/Vulnerabilities-for-CSEC-DMST_Franchino-Olsen-002.pdf



Services

Gaps in Existing Services

Services for the LGBTQIAP2+ community such as housing, temporary housing with wrap-around services such as mental health support, food security, job security, basic life training courses, etc. do not exist in one specific location. They are scattered around the county. North and South County offers different services, mainly services catering to white spaces. Black, Indigenous, People of Color (BIPOC) spaces are non-existent. South and East County, the South Bay area have services for students, with few spaces for young adults aged 21 and older, although they have the same need as younger community members. The services are offered in very white spaces. Some LatinX, LatinE, Latino/a spaces exist but they are not very prevalent. Indigenous spaces are showing up and African American spaces are still hard to find.

The following services exist in North County, South County, and by Phone Support

North County Services	<ul style="list-style-type: none"> • PFLAG San Diego • North County LGBTQ Resource Center • San Diego Youth Services • Trans Family Support Services • YMCA TAY Services
South County Services	<ul style="list-style-type: none"> • House of Resilience. (Password protected website) Facebook page <i>Pilot housing program for trans women and trans Black women particularly.</i> • San Diego Pride Center - https://sdpride.org/ • The San Diego Black LGBT Coalition • The San Diego LGBT Community Center Hillcrest • South Bay Community Services <i>No visible LBGTQ+ services.</i>
Phone Support Services	<ul style="list-style-type: none"> • 211 - must be HIV+, domestic violence victim, substance abuser. Nothing for folks who just need housing without wrap-around services. • Trevor Project - no human interaction or help on the other end. • TransLifeLine - helpful but help is not immediate.



Impact Area Recommendations



LGBTQIA Center

The community should design and build a new LGBTQIA+ Center in the 4th District.

Key stakeholders that can help facilitate this include:

North County LGBT Center, San Diego Black LGBT Coalition, and Townspeople.



Housing Services

There is a need to revamp and expand housing options.

Revamp:

There is a need to make the current hotel voucher program in the county a more secure process. Providers should change from the current motels program to secure hotels in locations that are safe.

Expand:

Townspeople - Currently, they have a hotel voucher program for 30-day emergency housing, but criteria are exclusive to those that are HIV+, Veterans, and other criteria that do not apply to the LGBTQIA+ community.

New Space:

In the near future, contingent upon policy guidelines and timelines, the construction of a new space, such as a tiny home community, or acquisition of housing that can be converted into housing for multiple individuals would greatly benefit the LGBTQIA+ community. The Restoring Citizens Model could be adapted to fit this context.

Key stakeholders that can help facilitate this include:

County Board of Supervisors - Chair Nathan Fletcher, and Vice Chair Nora Vargas.



Health Education and Services

High schools should have sex education classes with curriculums that include training on healthy sexual relationship, setting boundaries, red flags in conversations, and recognizing trafficking. Resources should include counseling services which should be provided by therapists who have training and expertise with serving the LGBTQIA+ community.

Key stakeholders that can help facilitate this include:

San Diego County Office of Education Charisma De Los Reyes and Violeta Mora.



Employment Services

The new center should have employment counseling services to assist the community with skills development and job placement.



Legal Services

The new center should provide free legal services with emphasis on housing and employment law, as well as legal services for immigrants.



Stakeholder Power Mapping

The consultants engaged various government and community organizations in conversations about LGBTQIAP2+ safer spaces. Information on contacts include indicated level of support, funding sources, and existing programs where applicable.

City or County Office

San Diego District Attorney's Office

✉ **CONTACT:** Deputy District Attorney Casey French, Casey.French@sdca.org

👍 **LEVEL OF SUPPORT:** Active Supporter.

👁️ **FUNDING SOURCE:** San Diego County

District Attorney's office has a Human Trafficking Task Force.

San Diego County Office of Education (SDCOE)

✉ **CONTACT:** Charisma De Los Reyes, charisma.delosreyes@sdcoe.net and Violeta Mora, viomora@sdcoe.net (Project Specialists); and Paige Metz (Handles specific human trafficking content for teachers, and staff.)

👍 **LEVEL OF SUPPORT:** Active supporter

👁️ **FUNDING SOURCE:** San Diego County and UBS Optimus Foundation grant.

Currently, there are three programs offered in middle school and high school through the San Diego Trafficking Prevention Collective and the SDCOE - PROTECT, Project ROOTS, and kNOw MORE.

San Diego County Board of Supervisors - Office of Racial Equity & Justice

✉ **CONTACT:** Andrew Strong, Director, andrew.strong@sdcounty.ca.gov

👍 **LEVEL OF SUPPORT:** Passive Supportive. New department

👁️ **FUNDING SOURCE:** San Diego County Board of Supervisors.

San Diego County Sheriff's Office

✉ **CONTACT:** Edith Sanchez Cruz, Community Representative, Edith.SanchezCruz@sdsheriff.gov

👍 **LEVEL OF SUPPORT:** Unaware. Non-active. New to the department.

👁️ **FUNDING SOURCE:** County of San Diego Board of Supervisors

Community Organization Allies

North County LGBT Resource Center - North County SD

✉ **CONTACT:** Max Disposti, CEO, maxrome@cox.net

👍 **LEVEL OF SUPPORT:** Active supporter

👁️ **FUNDING SOURCE:** County and City grants, and gifts

Townspople

✉ **CONTACT:** Stacey Drew, Director of Supportive Services, stacey@townspople.org

👍 **LEVEL OF SUPPORT:** Active supporter

👁️ **FUNDING SOURCE:** San Diego County grant and gifts



Other stakeholders to engage

Chair Nathan Fletcher, SD County Board of Supervisors, District 4

Vice-Chair Nora Vargas, SD County Board of Supervisors, District 1

Mayor Todd Gloria:

Assemblywoman Dr. Akilah Weber

Monica Montgomery-Steppe, City Council District 4



Appendices

APPENDIX I

SNEI Stakeholders

Mary- Ellen Barrett
*Chair, San Diego Human Trafficking and
CSEC Advisory Council*

Christina Cesa
Survivor Advocate with CAST/Dignity Health

Diane Doherty
*Interim Executive Director
San Diego Family Justice Center*

Buki Domingos
*Survive Leadership Network San Diego
(SLNSD)
Framework- IRC
Racial Justice Coalition of San Diego (RJCSO)*

Jennifer Gigliotti
*Program Coordinator | I CARE Program
San Diego Youth Services"*

Eric Harris, BSW
Independent contractor/consultant

Melissa Haupt
*Director of Programs – LifeSpring & Project
LIFE
North County Lifeline*

Susan Johnson
*Director & Co-Founder
Alabaster Jar Project"*

Kim Berry Jones
*Director
Center for Justice & Reconciliation
Point Loma Nazarene University*

Dion Sayles McKinney
*Client Liaison/Community Outreach
Coordinator
Free To Thrive*

Jamie Beck
*President & Managing Attorney
Free To Thrive*

Dora Mendivil
*Regional Director – IV
Center for Employment Training (CET)*

Marjorie Saylor
*Founder/CEO
The Well Path*

Joanna Tol
*Policy Analyst
County of San Diego Health & Human
Services Agency*

Keelin Washington
Survivor Advocate/ Mental Health Coach

Don Wells
*Chief Empowerment Officer
Just in Time for Foster Youth*

Stacey Williams
*Director, Human Trafficking Prevention
Programs
PCI Global Communities*

Marisa Ugarte
*Executive Director
Bilateral Safety Corridor Coalition*

Annalisa Verdugo
*Team Lead
Home Start*

Lauren Pollick-Presson, M.S.
*Deputy Director of Housing Services
Home Start*



APPENDIX II

Policy Consultant Team

Angelle Maua
The Gender Fluid Collective
9921 Carmel Mountain Road, #122
San Diego, CA 92129
thegpcollective@gmail.com

Darwin Fishman, Ph.D.
Alafia, Diversity and Equity, LLC
232 Lindell Ave
El Cajon, CA 92020
darbfish7@hotmail.com

APPENDIX III

Polaris Safety Net Expansion Initiative Team

Lillian Agbeyegbe, DrPH, CHES, CPH
Community Engagement Manager
lagbeyegbe@polarisproject.org

Robert Beiser
Director, Strategic Initiative on Sex Trafficking
rbeiser@polarisproject.org