

SAN FRANCISCO COLLABORATIVE AGAINST HUMAN TRAFFICKING



Strategic Planning Leadership Retreat

NOTES

March 26, 2015, 10AM -2PM
Olive Room, Jewish Family and Children Services
2150 Post Street, San Francisco

Participants:

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I. WELCOME

- A. Nancy thanked everyone for coming.
- B. Antonia explained that a number of organizations sent regrets.
 - 1. Tara Anderson of the District Attorney's Office who will chair the Policy Committee sent her regrets. She will participate in the follow-up activities
 - 2. Theresa Sparks, Director of the Human Rights Commission, sent her regrets and wishes for successful work of the meeting. Emily will follow-up with Theresa to see how HRC would like to contribute to the Collaborative.

3. Christy Dieterich, SF Department of Public Health, Newcomers Health Program, sent her regrets and wishes for successful meeting.

II. 2014-2015 REPORT

Antonia distributed and reviewed her report of activities, operation, and governance (attached).

Emily recognized the leadership that Antonia and Nancy have provided to the Collaborative since its first community convening in 2009.

- A. Hellman Collaborative Change Initiative
Roberta and Teddi reported on a letter of interest that has been submitted to the Hellman Foundation
Funding up to 6 collaborations, for multi-year grants of up to \$400,000.
"Game changing" initiatives or clearly identified challenges. SCAHT identified 3 challenges:
 1. To improve data collection.
 2. To develop a volunteer clearinghouse.
 3. To establish a training program for SCAHT member agencies and other organizations and audiences.

III. OPERATION & GOVERNANCE "SWOT" ANALYSIS

A. STRENGTHS

1. Dedication & determination
2. People-their talent
3. Diversity of perspectives
4. Crossover - government, private
5. Mutual respect
6. Openness of collaboration, inclusiveness
7. Expertise
8. Vision
9. Exchange of experience, information
10. Strong female leadership
11. Credibility

B. WEAKNESSES

1. Lack of consistency in participation-Consider a membership model, dues:
2. Commitment, expectations
 - a. Clarify our roles, expectations
 - b. Have a clear committee structure
 - c. Membership form to indicate level of commitment
 - d. Increase accessibility to meetings (i.e., teleconference)
 - e. Follow application procedures per by-laws; any anti-trafficking organization can join.
3. Duplicate mission (ie., Mayor's Task Force, BAATS and SBCEHT); need to avoid duplicating resources
4. Under utilized volunteer resources
5. Lack of funding
6. Understaffing
7. Not enough survivors involved

C. OPPORTUNITIES

1. Foundations, Hellman Collaborative Change Initiative grant
2. Fully utilizing membership capacity
3. Leveraging existing resources
4. Learning from good practices, other models of collaboration (e.g., Domestic Violence Consortium)
5. Support member organizations with their own initiatives.
6. Advocacy/political involvement – one model is to hire an advocate
7. Website to enable an aggregation of volunteer opportunities
8. Congressional trafficking bill

D. THREATS

1. Fine line between sex worker rights vs. trafficking
2. Fragmented anti-trafficking community in Bay Area
 - a. Need a more aligned effort
 - b. Overlapping
 - c. Competition
3. Lack of clarity of what community participation looks like
4. Lack of data
5. Disenfranchising service providers - Lack of a value proposition for service provide

IV. MAJOR GOALS AND STRATEGIES - OPERATION & GOVERNANCE

We broke into 2 groups to discuss Goals:

GROUP 1: GOALS/STRATEGIES (Emily)**GOAL #1: Clarify Roles**

- 1.1 Review membership application process; make clear expectations for participation; require statement of commitment by participants
- 1.2 Clarify SFCAHT vs. Mayor's Task Force, BAATS and SBCEHT

GOAL #2: Funding

- 1.1 Raise funds for SFCAHT operations; convene a Development Committee
- 1.2 Raise funds for mini grants distributed by SFCAHT to individuals, organizations
- 1.3 Add Donate Button to website

GOAL #3: Volunteer Management

- 1.1 Explore existing volunteer management programs (e.g., Volunteer Match)
- 1.2 Convene a Volunteer Management Task Force to create job descriptions, tiered volunteer commitments.

GROUP 2: GOALS/STRATEGIES (Marianna)**GOAL #1: Increase Participation & Consistency**

- 1.1 Hold meetings at different agencies; give presentations on what they do
- 1.2 Creative innovative forms of engagement
- 1.3 Outstanding, innovative programming
- 1.4 Increase the value of information offered at meetings

GOAL #2: Clarify Our Vision/SFCAHT's Purpose

- 2.1 Governance Committee to review documents, edit
- 2.2 Programming
- 2.3 Publicize internally, externally

GOAL #3: Strengthen the Collaborative Structure

- 3.1 Strengthen subcommittee structures
- 3.2 Continue to have a staff person serve as Coordinator
- 3.3 Governance Committee to propose a new Co-Chair

V. PROGRAMMING SWOT ANALYSIS

A. STRENGTHS

1. Awareness Campaign
2. Engagement with other agencies
3. Collaboration with consulates
4. Communication - sharing information
5. Labor Trafficking Conference
6. State-wide conference
7. High quality programming, speakers
8. Diverse (i.e., youth)
9. We decide programming together
10. Efficient

B. WEAKNESSES

1. Burnout
2. Publicity - media outreach
3. Attendance
4. Planning ahead
5. Lack of continuity of agency representation
6. Outreach, involvement of youth
7. Training
8. Participation by men
9. Lack of coordination on programming
10. Connection to LGBT community
11. Need to also focus on labor and other areas of trafficking
12. Don't work on policy level, legislation, develop our position on issues, find a balance

C. OPPORTUNITIES

1. Raise awareness
 - a. Within agencies
 - b. A distinct role for SFCAHT
2. Work with faith-based communities on programming
3. Use website & available tools to promote our programming
4. Connect with LGBT community
5. Media
6. SFUSD - Maya Webb
7. Training

D. THREATS

1. Being stretched too thin
2. Preaching to the converted
3. Overlap (e.g., training)
4. Fragmentation/competition

VI. MAJOR GOALS AND STRATEGIES - PROGRAMMING

GOAL #1: INNOVATIVE PROGRAMMING

- 1.1 Use general meetings
- 1.2 Convene a Program Committee
- 1.3 Phone calls, speak with members for ideas

GOAL #2: ACTION PLAN

- 2.1 Annual Calendar
- 2.2 Task Force to meet 1 - 2 times - **First meeting April 9, 12:00 pm**
(Antonia, Emily, Helen, Kelly, Marianna, Nancy, Roberta, Sarai)
- 2.3 Training (Education Committee)

GOAL #3: PUBLICITY

- 3.1 Use PR agency, existing contacts SF Chronicle: Meredith May, Caille Millner
- 3.2 Plan ahead
- 3.3 PR Person or committee

GOAL #4: INCLUSIVE PROGRAMMING

- 4.1 Outreach to diverse agencies
(Hediana Utarti offered to help with volunteer recruitment and engagement)

VII. NEXT GENERAL MEETING – April 24, 12:00 pm