



EMPLOYMENT & HUMAN SERVICES

MEMORANDUM

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To: Family and Human Services Committee
Contra Costa County Board of Supervisors

Date: November 14, 2016

CC: Devorah Levine, Assistant Director

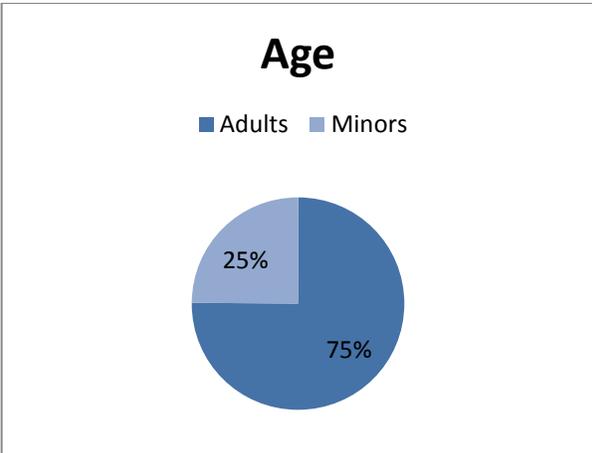
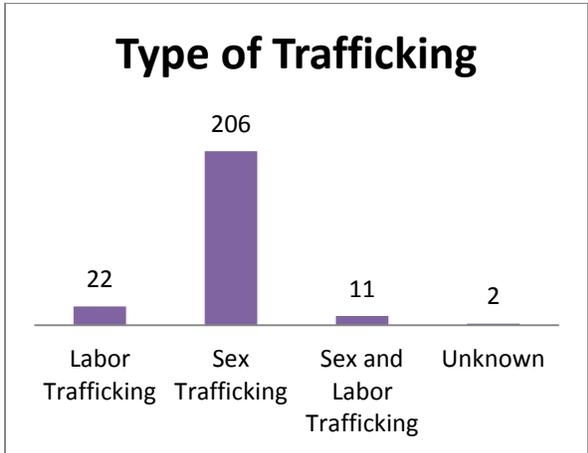
From: Employment and Human Services Department

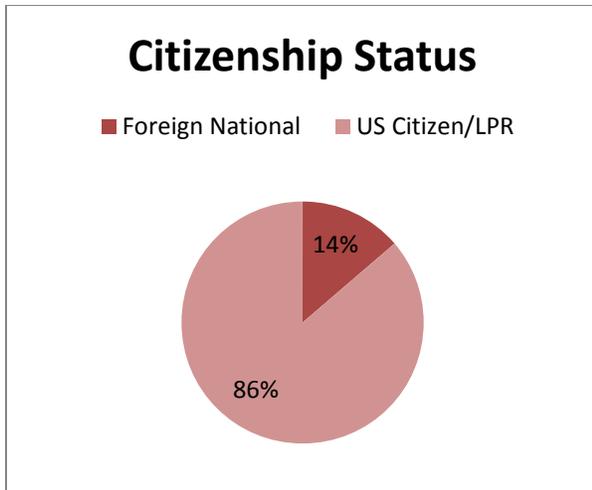
Subject: Update on Human Trafficking and Commercially Sexually Exploited Children & Update on Family Justice Centers

CREATING A SYSTEM OF CARE FOR ALL VICTIMS OF HUMAN TRAFFICKING

Since June 2014, the Zero Tolerance for Human Trafficking Coalition and its partners have continued to build and advocate for a comprehensive system of care. Over 240 victims of human trafficking (through a Federal Office of Victims of Crime grant) have received services. Yet human trafficking is highly under reported and data is hard to come by. Trafficking, by nature, is a hidden crime and victims seldom self-identify. A limited snapshot of data, gathered from six partner agencies including Community Violence Solutions, STAND! for Families Free of Violence, and Calli House is presented below.

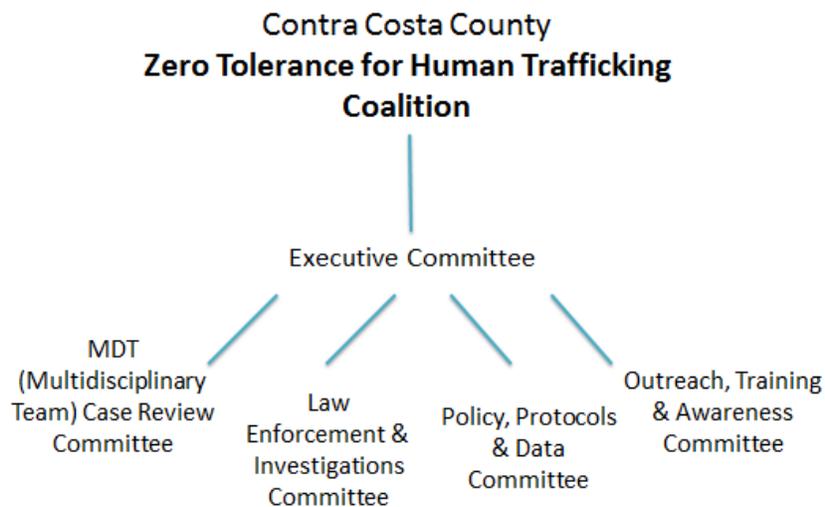
While awareness of sex trafficking increased in Contra Costa County in the last decade, awareness about labor trafficking and male victims is still lacking. This is represented in available data, which reflects mostly female victims of sex trafficking.





Strengthening a Coalition

In order to effectively serve victims, address gaps, and increase both awareness and collaboration, the Zero Tolerance for Domestic Violence Initiative re-structured its Human Trafficking Coalition to better address all aspects of trafficking and partnered closely with Child & Family Services to develop policies and protocols specifically for CSEC. In April 2016 the Coalition restructured and formalized its operations. These changes were made in order to improve outcomes, increase accountability, formalize participation, and ensure alignment with values.



The committees include:

Executive Committee

Goals of this committee include: organize, facilitate, schedule and run coalition meetings; create and manage clear, consistent and coherent messaging about the Coalition and its efforts and; oversee, hold accountable, and provide guidance to committee chairs and members.

Outreach, Education and Awareness Committee

Goals of this committee include: increasing public awareness and understanding of human trafficking in Contra Costa County; creating, coordinating and implementing county-wide outreach campaigns; managing standards of training; and tracking trainings and evaluations of trainings throughout the County

Protocol, Policy and Data Committee

Goals of this committee include: spearheading best practices at the leadership level of County agencies and partner organizations; making policy and legislative recommendations to County (and State) government officials; developing improved data systems; and collecting and analyzing data for trends, gaps, and patterns.

Multi-Disciplinary Team Case Review Committee

In April 2016 Contra Costa County launched its first Human Trafficking Multidisciplinary Team (MDT) to address all forms of human trafficking including, but not limited to, CSEC. The MDT meets monthly at Contra Costa County's Family Justice Centers to review complex human trafficking cases and provide support and resources to help survivors and their families meet their goals. The Human Trafficking MDT has three major goals: 1. Increase services and timely safety planning to survivors of human trafficking, 2. Increase knowledge for MDT partners and staff about services available for survivors and 3. Increase coordination and collaboration among MDT partners.

The MDT is well attended by multiple law enforcement agencies, District Attorney, Probation, service providers/NGO and public/behavioral health representatives. Meetings are engaging and participants leave with immediate resources and referrals for cases. For example: in one case discussion, mental health services were expressed as a need and a local community agency was able to meet with the client the next day to provide such services. Other examples of direct connection and collaboration on MDT cases include legal support, placement support, and job training resources. Participants also report feeling more connected to other services and agencies, as well as an increased knowledge and understanding of resources available to clients.

Law Enforcement and Investigations Committee

The District Attorney's Office began planning for a law enforcement task force in spring 2016. Objectives for this committee are: increase collaboration across law enforcement agencies on investigations and increase multi-disciplinary approaches to combatting human trafficking

RESPONDING TO COMMERCIALY SEXUALLY EXPLOITED CHILDREN

CSE-IT Screening Tool

As a Tier II County, Contra Costa Children & Family Services (CFS) began developing and implementing community wide and Child Welfare specific responses to the commercial sexual exploitation of dependent minors and human trafficking victims as outlined and mandated in SB 855 and SB 794 in spring of 2015.

To assist in identifying CSEC dependent children, CFS partnered with West Coast Children Clinic to pilot their Commercially Sexual Exploitation Identification Tool (CSE-IT) from approximately November 1, 2015 through March 31, 2016. The Permanency and Transition Units, who work with older youth, administered the tool for all youth ten years and older. From May to October of 2015, 135 youth were screened. 37% of those youth were noted as possible concern, or clear concern, in regards to commercial sexual exploitation. CFS has contracted with West Coast Children Clinic to use the CSE-IT in case-carrying units and with the Hotline/Screening Unit. Training has begun (including a Train the Trainer, held in August) and a full rollout in all divisions is anticipated by the end of 2016.

Partnership between CFS & Community Violence Solutions

To address the unique and critical needs associated with CSEC, CFS contracted with Community Violence Solutions (CVS) and Catholic Charities. CVS works county wide to provide case management support to CFS families and CSE children and youth. Catholic Charities is providing clinical Path II services to families and CSE children and youth who do not have an open Child Welfare case but are in need of services. CFS will continue to develop and implement developmentally appropriate, trauma informed, culturally relevant programs and services to address CSE children, youth and their families.

Developing Trauma Informed Approaches

In addition to utilizing best practice responses for our CSE children, youth and families, CFS plans to implement trauma informed approaches for delivery of services among our Child Welfare Social Workers and support staff. CFS is in the process of developing Sanctuary Institute practices. The Sanctuary® Model is a blueprint for clinical and organizational change which, at its core, promotes safety and recovery from adversity through the active creation of a trauma-informed community. The model, based on a recognition that trauma is pervasive in the experience of human beings, forms the basis for the Sanctuary Model's focus not only on the people who seek treatment, but equally on the people and systems who provide that treatment.

CFS CSEC Policy

The development of the CSEC Policy, which includes specific child welfare practices and responses to CSE children and youth, is in process. A CFS Leadership Team meets monthly with a workgroup whose participants include Child Welfare social workers, supervisors, and support staff, as well as a Parent Partner, a drug and alcohol Early Interventionist, and a Domestic Violence Liaison and Staff Development. The purpose of the workgroup is to provide the Leadership Team consultation and feedback in the development of CSEC policies and practices. In addition, an attorney from the Office of County Counsel attended the CSEC Workgroup to provide updated training on the changes made to W&I Code 300b (2).

Policy development for CSEC is being completed in phases. To date, a draft Hotline/Screening and Emergency Response policy and practice have been completed. Once approved in the coming months training and field testing will begin. The next phases of CSEC policy and program development include our Permanency and Transition Units followed by our Court and Continuing Services Units.

We anticipate that the full CSEC Policy will be developed, field tested county wide, and published in final form by June 2017. Lastly, in collaboration with our Continuum of Care Reform Initiative, we are developing a model for the Child and Family Team Meetings that will address children and families exposed to commercial sexual exploitation. This model will be in place on January 1, 2017.

In the meantime, the Leadership Team provides ongoing case consultation to Social Workers and Supervisors. The team continues attending Unit meetings, Division meetings and CFS leadership meetings to inform CFS staff of our progress as well as present updated information on service delivery options. We continue to provide information and support to encourage Social Workers to nominate CSE children and youth to the CSEC MDT.

In order to build a fully robust and complete system of care for CSEC within the Child Welfare system, there needs to be full time staff dedicated to the issue and program. We are exploring our options to accomplish this given our resources.

DEVELOPMENT OF CONTRA COSTA FAMILY JUSTICE ALLIANCE

Recently, Zero Tolerance led and completed a planning process to establish a network of Family Justice Centers, now known as the Contra Costa Family Justice Alliance. The Alliance provides a formalized structure for shared governance and sustainability of the Contra Costa Family Justice Centers. There are currently two Centers: the West Center in Richmond started as a pilot in 2011 and moved to its permanent site in June of 2015; and the Central Center in Concord opened its doors in March of 2015. Planning for a third center to serve victims of violence and their families in the eastern regions of the county is underway.

FAMILY JUSTICE CENTER ACCOMPLISHMENTS TO DATE:

People Served

Between October 1, 2015 and September 30, 2016, the Family Justice Centers provided services to 1,756 individuals who experienced interpersonal violence, exceeding our goal of 1,500 people. Services impacted 1,440 children living with these clients. We provided comprehensive and integrated services while working together with 17 on-site partners at the West Center and 19 partners at the Central Center. On-site partners include 7 law enforcement partners, 2 public agencies and 20 community based organizations.

In 2016, FJC added critical services in response to our clients' needs. In partnership with RotaCare Richmond, we offer free medical services at the West Center. Through Lawyers for Family Justice, we provide free or low cost legal services to clients. Our newest on-site partner is COPE Family Support Center which provides evidence-based Triple P parenting classes at our West Center.

Demographics of our clients are as follows:

- 76% of our clients are between ages 25 and 59; 10% are between 18 and 24; and 9% over 60.
- 40% of our clients are Latino, 22% White, 18% African American, and 8% Asian.
- 80% of our clients seek services related to domestic violence, 12% sexual assault, 7% child abuse and 5% elder abuse.
- 65% report monthly income of \$2,000 or less.
- 91% of our clients are female.
- 17% of our clients have no health insurance, and 40% are on MediCal or emergency MediCal (undocumented).
- 16% reported that they are disabled.
- 25% do not speak English.

Our work at the Family Justice Center is so gratifying because our clients inspire us with their determination, courage and hope. One recent case highlights the effectiveness of our one stop model: Charlotte came to us after spending three weeks in the hospital with multiple rib fractures inflicted by her boyfriend. While at the hospital, she met with a police detective (who works at our Center) who encouraged her to come to our Center. Charlotte met with a Navigator, who connected her to 5 different resources: she obtained help in getting a civil restraining order through one of our attorneys; was connected to a domestic violence advocacy partner who offers support groups; applied for public benefits; obtained information about the criminal prosecution process; and started the Victims of Crime compensation process.

Impact

The intended outcomes of our work are demonstrated in three areas: coordinated seamless services for victims of interpersonal violence (IPV); capacity building and partnership support; and building supportive and knowledgeable community.

Coordinate Integrated Services

We organize our services into two groups: crisis support and long term safety. Crisis support services are coordinated through our Navigators, who connect clients to services they need to leave their abusive situations or deal with their present crisis. After dealing with crisis, we offer services to get our clients to long term safety and independence by working on four domains: health, education and training, wealth and community.

- The number of IPV clients served (1,756) increased, compared to the previous one-year period.
- We expanded our partnership by adding more on and off site partners.
- Out of the 778 clients who filled out client survey, 96% were satisfied with the services, 98% felt safe and comfortable at the Center, and 98% would recommend the Center to a friend in need.
- Per the Concord police department, domestic violence related assaults went down by 20 percent while reports of domestic violence restraining orders (DVRO) went up by 20%. The latter indicates that victims are more knowledgeable about DVRO's and more readily report DVRO violations.
- Our Women INspired to Grow and Succeed (WING) program completed 2 6-week series with 19 participants. Each participant created her own resume. Each received a

library card. 3 became Family Justice Center clients, and 1 became a Community Fellow after a rigorous selection process.

Capacity Building and Partnership Support

Our capacity building and partnership support strategy includes monthly multidisciplinary team (MDT) case reviews of high danger domestic violence and human trafficking cases and law enforcement training coordination. In addition, through the Family Justice Institute, we offer trainings and workshops to educate service providers and the public about issues related to IPV.

- Of the 33 partners who completed partner surveys in July 2016, 78% stated that they could connect clients to more resources, compared to 68% who shared that view in July 2015. 90% stated that they understood our shared vision and how their organization contributed to it, and 87% felt a sense of community at the Center.
- Each month, about 20 agencies participate in the DV MDT meeting and review 2 to 4 cases per meeting. Of the reviewed cases, 95% of victims were women, 90% had children and 50% were still married to their abusers. On average, each victim was connected to 4 different resources during the meeting. 10 out of 11 partners surveyed said that they learned something new by attending the DV MDT, and 55% reported that their victim was connected to another partner agency as a result of the DV MDT.
- In one year, the Family Justice Institute offered 13 workshops, attended by 341 individuals. We developed these workshops in response to training needs identified by our partners. The topics include IPV 101, Human Trafficking 101, child abuse mandating reporting, elder abuse and DV restraining orders, cycles of violence and supporting LGBTQ survivors.

Community Building

We strive to support resident-centered and community-based prevention strategies. We aim to engage residents and foster their ownership of the Family Justice Center, build on community assets, and improve connections among residents, public agencies and non-profit organizations. Our Community Fellowship Program has advanced this approach, engaging 10 local resident survivors with leadership development training and opportunities for 10 months. In turn, our Community Fellows have brought community input and survivor insight to our work. They have been involved in every facet of our work and have made significant contributions. Here are three examples:

- Fellows noticed that children sitting in waiting room were grabbing our flyers and drawing all over them. At their suggestion, we now have coloring paper and markers that we provide to children waiting in the lobby.
- Fellows identified as one deterrent to obtaining services the fear that if parents report domestic violence their kids will be automatically taken away. This inspired a Family Justice Institute training in January where experts from Children and Family Services and Legal Aid Society Juvenile Dependency Program walked attendees through the CFS process.
- Fellows have shared that the reason more people don't come into our Center is that many families need the support and contribution from everyone in the family, and that "striking out on one's own" many not be the answer for everyone. One fellow gave examples from her own personal experience about how her marriage has grown and changed over time and wonders why there is not more support for intact families to gain skills in improved family relationships and communication. This feedback

has impacted the design of this year's Innovations Conference on the theme of Restorative Justice.

We also host monthly Project Connect gatherings, intended to build community, offer learning opportunities and share stories. 143 individuals, many of them our current or former clients, have come together for Project Connect.