



CalGRIP 7 *My Sister's Keeper*

FINAL LOCAL EVALUATION REPORT

January 1, 2015 – December 31, 2017

LONG BEACH

GRIP

Gang Reduction, Intervention & Prevention

P R O J E C T



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"Promoting health equity through science, community, and collaboration."

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INTRODUCTION

The City of Long Beach has grappled with gang violence since the 1940s. Although gangs have historically trafficked drugs to earn money, the trafficking of young women is becoming more prevalent. Globally, human trafficking generates \$32 Billion a year in profit. In the United States, California is one of the top four destinations to buy and sell girls (Coalition to Abolish Slavery and Trafficking, 2012). According to the Long Beach Police Department (LBPD), each victim can generate up to \$300,000 annually for the gang.

Long Beach has approximately 6,000 known gang members and 60 active gangs based on LBPD data. Approximately 7% of all gang members are female (National Gang Center, 2013), while self-report studies reveal that between 20-46% of gang-affiliated individuals self-identify as female (Miller, 1998). Based on these estimates the number of female gang members in Long Beach can range from a low of 360 to a high of 2,760. LBPD has reported that the majority of human traffickers in the city are gang members. In 2014, LBPD reported 17 human trafficking cases, 10 of which were gang-related. According to the Los Angeles County Probation Department, 100% of human trafficking cases filed by the District Attorney were against a gang member. LBPD further reported that these gang members are typically mid- to high-level ranking gang members.

Long Beach is in a new era and the increasing human trafficking cases call for a multi-prong approach to address gang violence and gang victimization. The CalGRIP 7 Project was designed to reduce and prevent membership, and starve the gang of its critical source of income (i.e., human trafficking) and thus, its sustainability. The City of Long Beach has been the recipient of the California Gang Reduction, Intervention, and Prevention (CalGRIP) initiative since 2008. Its most recent award, CalGRIP 7 or *My Sister's Keeper*, was a 3-year project that aimed to: 1) prevent human trafficking and decrease the number of trafficked girls and young women through prevention and intervention activities, and 2) decrease human trafficking cases in Long Beach through the arrest and prosecution of gang members involved in human trafficking.



The CalGRIP 7 Project, or *My Sister's Keeper*, utilizes an evidence-based, U.S. Department of Justice-supported anti-gang strategy that includes a four-pronged approach: 1) Citywide Prevention, 2) Focused Prevention, 3) Intervention, and 4) Suppression.

Project Goal

The project goal is to reduce gang membership and gang victimization among at-risk female youth ages 12 to 24 years within the City of Long Beach.

Project Overview

CalGRIP 7 Project activities include:

- Citywide Prevention: Annually, increase community awareness of human trafficking through a citywide campaign, training workshops for 150 providers, and community safety symposium for 250 female youth and parents.
- Focused Prevention: Annually, 40 female youth will participate in the Female Leadership Academy¹.
- Intervention: Annually, 10 gang-affiliated females will leave the gang lifestyle through the use of comprehensive services, including mentoring and counseling.
- Intervention: Annually, 5 gang-victimized females age 18 to 24 years will be rescued from human trafficking through use of suppression coupled with comprehensive services, including housing, mentoring, and counseling.
- Suppression: Annually, 5 gang members who are involved in human trafficking operations will be charged and prosecuted through LBPD suppression efforts.

My Sister's Keeper utilizes evidence-based practices (EBPs) and strategies to implement the activities listed above. The specific EBPs utilized include wraparound case management, an awareness campaign, mental health treatment, housing assistance, and mentorship. The table below presents a description of the EBPs and strategies.

¹ The Female Leadership Academy was removed as a CalGRIP 7 partner at the end of Year 1.

WRAPAROUND CASE MANAGEMENT	
Practice(s)	Service planning, case management implementation, accurate record keeping, ongoing training, and monitoring.
Evidence of Effectiveness	Seven peer-reviewed scientific studies indicate that wraparound case management models have been effective (Suter & Bruns, 2009).
Population	Shown to be effective with high-risk gang youth and youth involved with mental health, child welfare, and/or juvenile justice. Proposed target population to receive services are females who are high-risk gang youth and/or youth involved with mental health, child welfare, and/or juvenile justice.
Support Factors(s)	A case management team already exists and includes LBPD, Probation, Department of Child and Family Services (DCFS), City Prosecutor, and Long Beach Unified School District.
AWARENESS CAMPAIGN	
Practice(s)	Pro-social messages through multiple media channels (e.g., symposium, press releases, online, radio, and printed materials). Workshops with guest speakers will be held all three years to promote protective factors and raise awareness around risk factors.
Evidence of Effectiveness	Office of Juvenile Justice and Delinquency Prevention's (OJJDP) Comprehensive Gang Model (Development Services Group, 2014) and leading gang scholars consider this a best practice (Decker, 2008; Spergel, 1995). Strategic planned events can create a groundswell of community support to help deal with gangs.
Population	<i>My Sister's Keeper</i> awareness campaign will be directed toward females at-risk of joining a gang or becoming gang-victimized, guardians, professionals who work with at-risk gang members and gang-victimized females, and the community as a whole.
Support Factors(s)	The awareness campaign is implemented by the City in partnership with the YMCA of Greater Long Beach.
MENTAL HEALTH TREATMENT	
Practice(s)	Cognitive Behavioral Therapy (CBT) and Trauma Informed CBT are provided by The Long Beach Trauma Recovery Center (LBTRC).
Evidence of Effectiveness	CBT has been proven to be effective in treating many psychological disorders.
Population	These treatments are used for individuals, families, and groups who have suffered trauma and struggle with mental illness. Program participants will have a history of trauma and/or mental illness.
Support Factors(s)	The LBTRC has an established relationship with the City and is poised to serve the multiple populations in this project.

HOUSING FIRST	
Practice(s)	Strategy to provide housing to the most vulnerable populations.
Evidence of Effectiveness	Housing First programs have demonstrated that addressing housing stability for clients is cost effective and supports client utilization of services compared to traditional housing services that impose sobriety as a requirement for housing(New Hampshire Coalition to End Homelessness, 2016).
Population	Proven to help individuals who are homeless and/or struggling with mental illnesses and co-occurring substance use disorders. Trafficking victims suffer from isolation, trauma and mental illnesses and are supplied with substances by their trafficker to remain under their control.
Support Factors(s)	The Coalition to Abolish Slavery and Trafficking (CAST) ² , YWCA of Greater Los Angeles, and Gems Uncovered provide short- and long-term housing for victims of human trafficking.
MENTORING	
Practice(s)	Helpline Youth Counseling provides one-on-one mentoring.
Evidence of Effectiveness	Numerous studies indicate that mentoring has the greatest effect on youth at-risk of gang involvement (DuBois & Silverthorn, 2005; Tolan, Henry, Schoeny, Lovegrove, & Nichols, 2014). Additionally, mentoring is a recommended evidence-based model by the Office of Juvenile Justice and Delinquency Prevention (OJJDP), the National Gang Center, and the Department of Justice.
Population	Individuals who are at-risk of dropping out of school, low academic achievement, conduct problems, and past trauma. Program participants exhibit risk factors that mentoring have shown to be effective in negating.
Support Factors(s)	The City of Long Beach has contracted with Helpline Youth Counseling to implement this strategy.

About the Center for Health Equity Research

The evaluation of the CalGRIP 7 Project was conducted by the California State University, Long Beach (CSULB) Center for Health Equity Research (CHER). Evaluation design and the development of data collection instruments were a collaborative and iterative process between the evaluation team at CHER, the CalGRIP Project Coordinator, and CalGRIP 7 partner agencies.

Formerly The Center for Health Care Innovation, CHER was established in 2013 with support from the National Institute on Minority Health and Health Disparities (NIMHD) Research Infrastructure in Minority Institutions (RIMI) grant to better reflect the focus of its work. CHER is located in the College of Health and Human Services at CSULB, an institution with a diverse student body and faculty with extensive

² CAST LA was removed as a CalGRIP 7 partner agency in Year 2 and replaced with The Young Women’s Christian Association (YWCA) and Gems Uncovered.

research interests and expertise. The Center’s mission of “promoting health equity through science, community and collaboration” is reflected throughout its work to eliminate health inequities among residents in Long Beach. CHER was funded by the Substance Abuse and Mental Health Services Administration (SAMHSA) to implement PPOWER (Peer Promotion of Wellness and Enhanced Linkage to Resources), a community-based participatory research project that aims to prevent HIV and Hepatitis C infection, and substance abuse among young Black men who have sex with men (MSMs) through peer-to-peer outreach and education. In addition to CalGRIP 7, CHER currently serves as the evaluator for three other projects. They include: 1) Building Healthy Communities Long Beach (BHCLB), a 10-year place-based initiative funded by The California Endowment to improve community health in Central and West Long Beach; 2) the All In Campaign, a project funded by the U. S. Department of Justice and implemented by the City of Long Beach, in collaboration with the Long Beach Unified School District and community organizations, to reduce truancy at four schools in Central and North Long Beach; and 3) The Community Wellness Program, a project funded by the California Department of Public Health Office of Health Equity to reduce mental health disparities among Cambodians in Long Beach and Santa Ana.

Evaluation Design

The evaluation of the CalGRIP 7 Project follows a mixed-method approach and was developed with consideration of the three prongs (i.e., Prevention, Intervention, and Suppression). Data collection activities were divided into 12 quarters and were staggered during Years 1 through 3 of project implementation (see Table 1). Data collection activities were designed to examine the association of program services with the project’s intended outcomes, as well as to learn about the successes and challenges of service delivery and service utilization to help inform the CalGRIP project team of any adjustments that needed to be made. These data collection activities include evaluation forms, pre- and post-surveys, and in-depth interviews.

Table 1. Evaluation activities, Years 1-3

Project Activity/ Participant Population	Year 1	Year 2	Year 3
Symposium	Evaluation Form	Evaluation Form	Evaluation Form
Provider/Community Workshops	-	Evaluation Form	Evaluation Form
Female Leadership Academy (FLA)	Pre-survey of Cohort 1	Post-survey of Cohort 1 In-depth Interview	-
Human trafficking victims	-	In-depth Interview	Pre-/Post-survey*
Partner agencies	Attendance at partner meetings In-depth Interview	Attendance at partner meetings In-depth Interview	Attendance at partner meetings
Service Providers	-	In-depth Interview	-

*Pre-/Post-survey for human trafficking victims were developed and administered by the Long Beach Trauma Recovery Center, a CalGRIP 7 partner agency. Data from these surveys were shared with the CHER evaluation team for the evaluation of CalGRIP 7.

Process Evaluation

A process evaluation was performed in Years 1 and 2 to ensure that the CalGRIP 7 Project was implemented as planned. The evaluation team used three methods of data collection for this process. The first method was attendance at quarterly partner meetings to learn about successes and challenges related to the referral process, participant engagement, and service delivery from CalGRIP 7 partners. At each meeting, the evaluation team paid particular attention to the following information:

- Services rendered
- Number of participants served
- Accomplishments/Highlights
- Challenges encountered
- Barriers to service delivery and participant engagement
- Resources needed, including training and technical assistance

To supplement information gathered at quarterly partner meetings, the process evaluation also included in-depth interviews with partner agencies to explore the successes and challenges to service delivery in more detail, including resources needed to overcome these challenges, and suggestions for improvement. CHER staff interviewed a total of eight CalGRIP 7 partners. They included the Coalition to Abolish Slavery and Trafficking (CAST) LA, Centro CHA, Long Beach City Prosecutor's Office, Female Leadership Academy, Helpline Youth Counseling, Long Beach Trauma and Recovery Center, Long Beach Police Department-Vice Unit, and YWCA of Greater Los Angeles.

Outcome Evaluation

The following are outcome measures for activities implemented during the second year of the project:

- Awareness of human trafficking and prevention strategies
- Social support
- Academic performance
- Leadership skills
- Self-efficacy
- Ability to resist peer pressure
- Mental health
- Recidivism among human trafficking victims
- Impact of CalGRIP 7 services on human trafficking victims³

Table 2 presents both process and outcome measures for the evaluation of CalGRIP 7, and the evaluation activities associated with each.

³ As measured by qualitative data.

Table 2. My Sister's Keeper measurable outcomes

	Project Objectives	Process and Outcome Measures	Data Collection Tool for Outcome Measures
1. City-wide Prevention	<p>1.1 To increase awareness of youth exploitation and human trafficking recruitment strategies among female youth, their parents/legal guardians, and members of the larger community through a symposium held annually.</p> <p>1.2 To increase awareness of youth exploitation and human trafficking recruitment strategies among health care and social service providers, hotel staff, and members of relevant sectors of the community through workshops held at least 2 times a year.</p>	<p>1.1 <u>Process</u>: Annually, 250 female youth, their parent/legal guardian, and members of the larger community will attend a symposium on human trafficking. <u>Outcome</u>: Annually, at least 75% of total number of respondents will demonstrate increased awareness of human trafficking strategies and ways to prevent youth exploitation.</p> <p>1.2 <u>Process</u>: Annually, a total of 100 health care and social service providers, hotel staff, and members of relevant sectors of the community will attend workshops on youth exploitation and human trafficking in Years 2 and 3. <u>Outcome</u>: Annually, at least 75% of the total number of respondents at each workshop will demonstrate an increased awareness of human trafficking and of ways to assist a possible victim human trafficking.</p>	<p>1.1: Evaluation form for symposium attendees</p> <p>1.2: Pre-/Post-test for workshop attendees</p>
2. Focused Prevention	<p>2.1 To improve academic performance and increase social support, leadership skills, and self-efficacy among at-risk female youth through participation in the Female Leadership Academy.</p>	<p>2.1 <u>Process</u>: Annually, 20 at-risk female youth will enroll in the Female Leadership Academy. <u>Outcome</u>: Annually, at least 75% of the 20 participants in the Female Academy will demonstrate an increase/improvement in the following areas:</p> <ul style="list-style-type: none"> ○ Social support ○ Academic performance ○ Leadership skills ○ Self-efficacy ○ Ability to resist peer pressure ○ Mental health 	<p>2.1 Pre-/Post-survey and in-depth interview with participants in the Female Leadership Academy</p>
3. Intervention	<p>3.1 To rescue and provide services to gang-victimized female youth age 18 and over.</p>	<p>3.1 <u>Process</u>: Annually, 5 gang-victimized female youth age 18 and over will be rescued from human trafficking through the use of suppression coupled with comprehensive services,</p>	<p>3.1 Review of LBPD data; In-depth interviews with service providers to learn about the challenges to service</p>

	Project Objectives	Process and Outcome Measures	Data Collection Tool for Outcome Measures
		including housing and mentoring. <u>Outcome:</u> Services provided by CalGRIP 7 partner agencies will aide in the recovery of human trafficking victims.	utilization and additional resources needed; in-depth interviews with human trafficking victims to learn about the benefits of CalGRIP 7
4. Suppression	4.1 To assist in the arrest and prosecution of gang members involved in human trafficking.	4.1 <u>Process:</u> Annually, at least 5 gang members involved in human trafficking will be arrested, charged, and prosecuted. <u>Outcome:</u> The arrest of 5 gang members will have a significant impact on human trafficking operations in Long Beach.	4.1 Review of LBPD data; In-depth interview with LBPD to learn about history of previous arrests of each gang member, the number of human trafficking victims associated with each gang member, and the gang member's position in the gang hierarchy to determine the impact of the arrest on human trafficking operations in Long Beach.

Modifications to the Evaluation Plan

CHER staff made modifications to the original evaluation plan to account for changes in project activities and for unanticipated challenges to data collection. For example, pre- and post-surveys for Female Leadership Academy members were administered to the first cohort only, as the academy was no longer a part of CalGRIP in Years 2 and 3. To further explore the impact of the Female Leadership Academy on some of the outcome measures (i.e., social support, academic performance, leadership skills, etc.), CHER staff added interviews with Female Leadership Academy members to the evaluation plan in Year 2 and invited members of the cohort from Year 1 to participate. Other modifications included adding interviews with service providers to learn about barriers to service utilization and additional services needed. This change was made due to difficulty with recruiting human trafficking victims for in-depth interviews. In-depth interviews with gang-affiliated female youth were removed from the evaluation plan due to changes to project implementation (i.e., a partner agency withdrew), and pre- and post-tests for workshop attendees were replaced with post workshop evaluation forms. All modifications to evaluation activities were submitted to and approved by the CSULB IRB.



Development of Data Collection Instruments

The development of data collection instruments was an iterative process. CHER staff developed all data collection tools and circulated each to the CalGRIP 7 Project Coordinator and applicable partner agencies to review and provide feedback. Below is a list of the data collection instruments that were developed for the evaluation of the CalGRIP 7 Project along with a description of each instrument:

Evaluation form for symposium and for symposium workshops. To assess the annual symposium, CHER staff developed two 7-item evaluation forms, one for the workshops provided at the symposium and another for the overall symposium. The workshop evaluation form included 3 demographic items, 2 items to assess increased awareness of the topic presented and of ways to improve the safety and well-being of the community, and 1 item to assess satisfaction with the information provided by the speaker. The questionnaire also contained 1 open-ended question to allow attendees to provide feedback and suggestions for improvement. Close-ended items are intentionally broad so the evaluation form can be used to assess workshops on a wide range of topics that were provided at the all-day symposium. The 7-item evaluation form for the overall symposium contained items that were designed to assess increased understanding of human trafficking and satisfaction of the symposium overall. Each evaluation form took approximately 2-3 minutes to complete. Evaluation forms were available in English and Spanish.

Evaluation form for community workshops. CHER staff developed a 7-item evaluation form for each of the community workshops (i.e., hotel staff, health care and social service providers, and fire fighters). Evaluation forms contained 3 demographic items and 6 items to assess increased awareness of human trafficking, signs of human trafficking, and ways to assist a possible human trafficking victim. The form also contained 1 open-ended item to allow attendees to provide feedback and suggestions for improvement. The evaluation form for community workshops took approximately 3-5 minutes to complete.

Pre- and Post-survey for Female Leadership Academy. CHER staff developed a pre- and post-survey to assess the impact of the Female Leadership Academy, as no data collection instrument existed for this program. To develop the pre- and post-survey, a list of domains was generated after a careful review of the FLA curriculum and program activities included in the progress reports. The pre-survey contained 49 closed-ended questions and the 57-item post-survey included all pre-survey questions, with additional questions on program participation, satisfaction with program services, and an open-ended question to allow participants to comment on their experience in the program. The pre-survey took approximately 10-15 minutes to complete and the post-survey took approximately 15-20 minutes to complete.

Interview guide for Female Leadership Academy members. To explore some of the key components in the pre- and post-survey, CHER staff added interviews with a subset of Female Leadership Academy members to the evaluation plan. An interview guide was developed with 4 close-ended demographic questions and 13 open-ended questions to learn about members' experience in the Female Leadership Academy and how their involvement has affected school performance, social support, leadership skills, self-efficacy, ability to resist peer pressure, and mental health. The interview guide also included questions that asked for feedback about the Female Leadership Academy, such as what members liked and did not like, and suggestions for improvement. Interviews took approximately 30 minutes to complete.

Interview guide for CalGRIP 7 partner agencies. The 9-item partner interview guide included questions designed to explore CalGRIP 7 successes/accomplishments in Year 1, challenges with participant recruitment and service delivery, and partner experience as a member of the CalGRIP 7 project. Partner agencies were also asked to provide suggestions for project improvement and to share what other resources they needed to make their work easier. Interviews with partner agencies took approximately one hour to complete.

Interview guide for CalGRIP 7 service providers. A 10-item interview guide for service providers was developed to learn about the barriers to service utilization for human trafficking victims and about challenges related to the referral process and to service delivery. The interview guide contained questions designed to assess barriers to service delivery, barriers to service utilization for human trafficking victims, and modifications made to address these barriers. Service providers were also asked to provide suggestions for project improvement to help inform future iterations of CalGRIP and for other resources and/or services human trafficking victims needed that were not offered by project partners. Interviews with service providers took approximately one hour to complete.

Interview guide for Human Trafficking victims. A 16-item interview guide was developed to assess how the CalGRIP 7 Project and its services impacted the lives of human trafficking victims. Human trafficking victims were invited to participate in an interview to learn about barriers to participating in the Court Diversion Program and to service utilization at partner agencies, utility of CalGRIP 7 services in helping them leave the lifestyle, and satisfaction with agency staff. Human trafficking victims were also asked to provide feedback on the project, including suggestions for improvements (i.e., what other services should be included to better help human trafficking victims).

Data Collection Activities

Table 3 presents data collection activities for Years 1 through 3 of CalGRIP 7. Activities have been revised to reflect the modifications to the evaluation plan as a result of changes in partner organizations and services provided. All evaluation team members and interns who helped with evaluation activities were required to complete IRB training on the protection of human subjects in research prior to commencement of data collection activities. This training serves to ensure that IRB guidelines

surrounding voluntary participation, informed consent, and confidentiality are followed during the design of evaluation activities and the data collection process.

Table 3. Timeline of data collection activities, Year 1-3

Project Activity/ Participant Population	Year 1	Year 2	Year 3
Symposium	Evaluation Form	Evaluation Form	Evaluation Form
Community Workshops	-	Evaluation Form	Evaluation Form
Female Leadership Academy	Pre-/Post-survey	Interview	-
Partner agencies	Progress Report & Interview	Progress Report	Progress Report
Service Providers	-	Interview	-
Human trafficking victims	-	-	Interview

Workshops and Symposiums

CHER staff attended and administered evaluation forms at each activity that was held as part of the project's city-wide Prevention efforts. During Years 1 to 3, this included the Student Safety Symposium, Youth Exploitation Safety Symposium (YESS), Youth Empowerment Safety Symposium (YESS), and community workshops. CHER developed evaluation forms for each event, with the exception of a community workshop for youth. The evaluation form for this event was developed by the facilitator who agreed to share the data for the evaluation of CalGRIP 7. Table 4 presents a list of city-wide prevention activities during Years 1 to 3.

Table 4. City-wide prevention activities, Years 1-3

Event Name	Date	Location
Student Safety Symposium	December 5, 2015	Hamilton Middle School
Youth Exploitation Safety Symposium	February 20, 2016	Long Beach City College
Youth Workshop on Human Trafficking	July 29, 2016	YMCA
Human Trafficking Workshop for Health Care and Social Service Providers	August 31, 2016	Long Beach Department of Health and Human Services
Human Trafficking Workshop for Hotel Staff (English and Spanish)	May 17, 2017 (am & pm)	Renaissance Long Beach Hotel
Human Trafficking Workshop for Health Care Providers	August 4, 2017	Long Beach Memorial Medical Center
Human Trafficking Workshop for Firefighters	August 10, 2017	Long Beach Fire Headquarters
Youth Empowerment Safety Symposium	January 27, 2018	Salvation Army

Female Leadership Academy Evaluation

Pre- and Post-surveys were developed to assess the Female Leadership Academy, a program of the Long Beach Unified School District to provide young women with social support and leadership skills. Pre-surveys were administered to members of the academy at Juan Cabrillo, Jordan Starr, and Jordan Plus High School during Year 1 of CalGRIP 7. Due to the academic year, post-surveys were administered to the same members in May of Year 2. Both Pre- and Post-surveys were administered by a member of the evaluation team and academy members completed the survey in a group setting during a regularly held meeting. To thank members for their time, \$10 Target gift cards were provided upon completion of the Pre- and Post- survey, for a total of \$20. Pre-surveys were not administered in Year 2 of CalGRIP 7 due

to the removal of the academy as a project partner. To compensate for this change, in-depth interviews with academy members from Year 1 were added to the evaluation.

CHER added interviews with members of the Female Leadership Academy to the evaluation in Year 2 to learn about their experience in the program and how it has affected their academic performance, leadership abilities, ability to resist peer pressure, and self-efficacy. A member of the evaluation team emailed program coordinators at each high school to introduce the interview and request permission to attend a Female Leadership Academy meeting and speak to its members. Of the three high schools, only Jordan High School operated the Female Leadership Academy as an afternoon student club with continuing members. At Cabrillo and Jordan Plus High School, the academy is a class taken for credit and as such, membership in the academy spans one academic year only. Contacting former members at these two schools was difficult, since they were no longer involved with the academy at time of data collection. Therefore, only members from the Female Leadership Academy at Jordan High School were invited to participate in the interview.

A member of the evaluation team attended two meetings that were held after school. At the first meeting, the evaluation team member introduced the purpose of the interview and identified seven members who were part of the academy the previous year. Of the seven members, five were interested in the interview and received a parental consent form to take home. A member of the evaluation team returned the following week to conduct the interview, which was held in an adjacent room.

Interviews with CalGRIP 7 Partner Agencies

Individual interviews were conducted with eight CalGRIP 7 partner agencies during the first two years of the project. Five partners were interviewed in Year 1 and three new partners were interviewed in Year 2. Six interviews took place at the partner agency offices, one interview was conducted at the CHER office, and one interview was conducted via telephone. The purpose of these interviews was to learn about the successes and challenges of the referral process and services delivery, adequacy of project resources, and to ask partners for suggestions for improvement to better serve human trafficking victims moving forward. Due to their role in the project, agency representatives did not receive an incentive for their participation in the interview.

Interviews with Service Providers

Individual interviews with service providers were conducted in Year 2 to learn about the successes and barriers to service delivery and participant engagement. These service providers were identified among CalGRIP 7 partner agencies and were invited to participate because they provided a direct service, such as counseling, and mentoring. During the interviews, service providers were also asked to share their thoughts on barriers to service utilization among human trafficking victims and what other services are needed that were not offered by CalGRIP 7 partners. Interviews were conducted by a member of the evaluation team and took place at partner agency offices. Service providers did not receive an incentive for their participation in the interview.

Interviews with Human Trafficking Victims

In Year 3, interviews were conducted with human trafficking victims to learn how the CalGRIP 7 project has helped them. Human trafficking victims were also asked to share barriers to service utilization and what other resources they needed that the project did not provide. A member of the evaluation team attended a graduation ceremony at a CalGRIP 7 partner agency to recruit participants for the interview. Four victims agreed to be interviewed, but one changed her mind and one failed to appear at the interview location. Interviews were conducted by a member of the evaluation team in quiet areas of local establishments (e.g., Starbucks and local library). A \$25 Target gift card was given to each human trafficking victim at the end of the interview to thank her for her time.

All interviews were audio-recorded with the interviewee's permission. The interviewer also took handwritten notes to record any nonverbal cues and to serve as back-up in case of technical difficulties. Interviews were transcribed verbatim at the CHER office by trained student interns who wore a headset for privacy.

Data Analysis

Quantitative data were entered by members of the evaluation team and trained student interns and analyzed using SPSS Version 22. Univariate analyses were performed on all variables to examine frequency and distribution. Bivariate analyses were performed on the pre-and post-survey for Female Leadership Academy members to examine changes in the key outcome measures as a result of their involvement in the academy.

Qualitative data were analyzed in one of two ways. For interviews with partner agencies service providers, qualitative data were analyzed in several steps. First, a member of the evaluation team reviewed one interview transcript using NVivo Version 9 to identify initial themes. Then, the rest of the transcripts were coded using the identified themes as a guide and more themes and sub-themes were identified. Once coding was complete, the evaluation team met to review the list of identified themes to determine if some themes had to be expanded through additional analyses. Members of the evaluation team conducted a final review of the coded transcripts to ensure that all themes were captured and quotes were selected to highlight each theme. Interviews with human trafficking victims and a member of the Female Leadership Academy member were shorter in length. For these interviews, a member of the evaluation team reviewed the transcripts and noted the key themes. Then, the evaluation team reviewed the list of identified themes and selected quotes that best highlighted each theme.



The following section of the report presents results from the evaluation of Years 1-3 of CalGRIP 7, organized by data collection activity. Quantitative data are presented for the top two categories (e.g., somewhat agreed/strongly agreed, somewhat disagreed/strongly disagreed) only. However, in the cases where neutral responses could be interpreted as less than desirable, they are also incorporated within the tables. For complete data tables, please refer to Appendix B of this report.

A. Process Evaluation Findings

Partner Agency Interviews in Year 1

In-depth interviews were conducted with six CalGRIP 7 partner agencies between October and November 2015. The partners include Cast LA, Centro CHA, City Prosecutor's Office, Female Leadership Academy, Helpline Youth Counseling, and Long Beach Trauma and Recovery Center. The purpose of the interviews was to learn about successes and challenges during the first year of implementation, and of the resources needed to address these challenges. Interviews served as process evaluation and findings serve to inform the implementation of CalGRIP 7 in Years 2 and 3. Three interviews were conducted via telephone and three interviews were conducted at the partner's office. The average length of the interview was 36 minutes and ranged from 19 minutes to one hour.

During the interview, CalGRIP 7 partners were asked how well they believed the project is doing to address human-trafficking and reduce gang involvement among at-risk female youth, and to describe key accomplishments and/or failures. One partner believed that while the CalGRIP 7 project addresses a very important issue, its activities do not adequately address the root cause of human trafficking. The same partner also expressed concern with the limited resources that the city has to address human trafficking in light of other issues that have yet to be addressed:

"I understand we have sex trafficking, but that is so much out of our reach that we don't have resources for [victims]...we can't even address gang violence that we have here. The violence has gone up in the streets...so how are we utilizing the funding streams that we're getting from the state to really address the violence that we have here? You know, this is a whole other level...we haven't even addressed that part."

One partner highlighted the importance of face-to-face interactions with at-risk female youth and how it has been an accomplishment of the project:

"I think the face-to-face contact with the girls is really central. Instead of just handing the card over, having the police or any other agency handing the card over saying you

should get mental help. They're meeting a person, I think that they're able to talk to someone, they're able to get more information about how potentially talking to someone about what's happened to them, can help them, we're following up too."

However, the same partner was concerned about the project's ability to keep participants engaged in the recovery process, as some returned to their previous lifestyle while receiving program services.

"They continue to engage in the sex trade industry even during the time we see them because they have no other options."

Successes

Partners were asked to describe some successes they have had to date in order to help inform the work of other partner agencies. One partner stressed the importance of including presentation speakers to whom the participants can relate, which increases the likelihood that they will be receptive to the information provided.

"One of the things that I found working with this population is when you bring in other girls that are at least very near to their ages, so like when we brought in [guest speaker] to talk to the girls—she's young, she's their age—they open up a little more because they understand that maybe this person is a little older, but 'I can relate to this person because they've been where I am'. You know, 'they understand me'."

Another partner highlighted the significance of mentoring, as victims of human trafficking typically have no control of their lives and therefore need intensive support and guidance after being rescued. The same partner agency sees mentoring as a key contributor to the project's success and recommends that other projects also include mentoring when addressing human trafficking.

"The mentoring piece is the biggest piece because I think one of the things with the other agencies is that [human trafficking] is unique to everyone. But I think if I had to tell agencies or anybody that wanted to do this, I think mentoring is a major piece. We should have probably looked at this earlier on and saw that."

Challenges

When asked about challenges to service delivery, one partner agency reported that transportation and lack of expertise continue to be an issue for participants who are referred to CalGRIP 7 through the Long Beach City Prosecutor's Court Diversion Program. Human trafficking victims live throughout Los Angeles County, but may have been working in Long Beach at the time of arrest. As such, there are significant transportation barriers to service utilization, as CalGRIP 7 partner agencies are all located in Long Beach. Additionally, while CalGRIP 7 partner agencies may provide services that can benefit human trafficking victims, the same partner agency shared its reluctance to refer participants to other agencies in the project, as many do not have prior experience working with this population and, therefore, may not be able to adequately serve participants.

"A lot of these girls, out of the ten, were not from Long Beach. They were from Los Angeles. They were all human trafficking and, you know, they are in a different culture of

what we're used to serving. And so they have high needs, and so it's really important that they have the services and the expertise to be able to help them, so I'm not going to put them through the program because we don't have the tools to help them."

Similarly, another partner agency shared that limited knowledge of human trafficking and lack of the necessary tools to address victims' needs make it considerably challenging when working with participants in the Court Diversion Program. For example, one partner agency typically serves a different population and as such, questioned its capacity to serve human trafficking victims.

"My lack of knowledge when it comes to this subject and because the way that I have kind of structured this, is a real college-focus, not necessarily, you know, human trafficking and that kind of thing."

Human trafficking victims have mental health needs that need to be adequately addressed prior to providing other CalGRIP 7 services. As the quote below highlights, without adequate mental health services, victims will not share crucial information that may aide in their recovery.

"You have a lot of Stockholm syndrome or other kinds of long-term trauma, that victims seem to identify with their trafficker/pimp, and you know...they're not ready to come. So, they don't reveal some of the things that have been done to them."

Partners also shared challenges related to CalGRIP 7 processes, which may be due in large part to a lack of communication among partner agencies, and a lack of communication between partner agencies and CalGRIP 7 project staff. One partner agency shared its frustration with the referral process, as it often receives participants who do not meet the program eligibility criteria. Another partner agency finds the reporting process challenging due to a lack of communication on what should be included in progress reports.

"I think the communication, in the beginning with [the CalGRIP 7 Project Coordinator], you know, I think the communication. We had some issues and we still struggle with that. You know as far as, you know, with reports and them being sent back."

Partner agencies shared several aspects of the project that are particularly burdensome and pose a challenge to service delivery. Since some partner agencies are short-staffed, last minute notifications to attend project-related meetings result in a pause of day-to-day activities. Partner agencies are required to attend court hearings once a week to serve as the first point of contact for human trafficking victims. However, for some partner agencies, the amount of staff time required to attend hearings is not covered by the CalGRIP 7.

"The grant only provides a certain amount of our time and in the beginning, we had to be at all the court, you know, have a staff at all the court hearings for the victim... and I think that was a good thing. At first it was something that, you know, I was like, well, this is a little too much you know."

Resources

During the interview, partner agencies were asked if there were any resources that they needed to make their work easier. One partner spoke of the challenges with finding emergency housing for human trafficking victims and suggested that the project include an additional agency that can provide shelter:

“And we don’t have a safe haven to send them to. I’m telling you, we don’t have the money to address that.”

Other partners would like to see additional funding for food. Funding to cover food-related expenses is needed for this population, as many did not have control of personal finances prior to being arrested. Staff at one partner agency shared that she often has to buy lunch for human trafficking victims who have to wait several hours for their case to be heard in court.

“You know something, like, for a lunch. You know what I’m saying? A sandwich or... I don’t know five dollars to buy a lunch at Subway, I guess.”

Another partner expressed a need for additional funding for staff and activities to support mentoring services.

“If you are going to look at the mentoring piece, there are parts, like a conference that you want to take the girls to. There are these conferences all over the state that are being held that, you know, we can’t do because the GRIP grant [doesn’t have] enough funding there to be able to.”

“I would think more on the mentoring piece and probably to be able to hire mentors... We have two, but they are already on [something else], but we were able to pull myself and another staff from another grant and be able to utilize them, but it would be good to have more mentors.”

Lastly, one partner recommended that the project should include resources around workplace readiness and employment opportunities for human trafficking victims, specifically to those with a criminal record who are often stigmatized by employers:

“Job skill development and job options, especially if you have a criminal record. I think that would, that’s really, really necessary, so maybe, you know, maybe it would be something like all the women or girls who are picked up, you know, if they, if they can enroll in some sort of like, like job readiness sort of program.”

Suggested Organizations/Services

Partner agencies were asked during the interview if they believe any additional organizations or services should be included in the project and why. As mentioned in the previous section, job skills development is a much-needed resource that should be provided by an additional partner agency.

Four partner agencies suggested that CalGRIP 7 include housing in its list of services to human trafficking victims:

“I mean housing is always an issue and there is not a, there are no shelters that are a part of the GRIP.”

“Housing could be another, you know, like I called a couple of places [and] they’re only accepting clients from, like, 12 to 17 [year olds] and I deal with 18 to 24 [year olds].”

“And we can find a program that would give sufficient housing or something to that extent for the young ladies, I think that would be beneficial.”

“A housing sort of person. Yeah, so they, somebody could help with temporary housing.”

One partner agency suggested linking victims to more health services, such as free medical screenings, free HIV, STD, and STI testing, mental health services, and substance abuse services. The same partner also suggested including more legal aid in addition to what the City Prosecutor’s Office provides. Another partner agency recommended that the project includes a component that serves victims’ families. Lastly, one partner agency spoke of the risk factors of human trafficking and suggested that the project should focus more on prevention and provide resources for at-risk youth to deter them from gang involvement.

“You know our parks need to be open for our kids, they need to have robust programming going on all the time. You know this, this is the best use of our land use in our communities. You know, we need to have youth centers that are robust and welcoming and mentors. You know, and I don’t feel if like the city isn’t investing in that, how the heck are they going to get around human trafficking, that’s billions of dollars.”

Effectiveness

Partner agencies members were asked which component(s) of the project (i.e., prevention, intervention, suppression) they feel is most effective. Three partner agencies highlighted the efforts of and collaboration with law enforcement:

“I think that the law enforcement aspect of suppression in a sense of arresting traffickers is very effective.”

“I think between, my partnership with, I mean we make a great team, the long beach police department and [us].”

“I think that the effective piece is the collaboration between the police, the prosecutor’s office, and mental health.”

Two partner agencies also underscored the effectiveness of the intervention prong and emphasized the importance of mental health as a component of the project. For example, one partner described that the mental health component of CalGRIP 7 is filling an existing gap with this vulnerable population.

“A lot of human trafficking individuals never seek mental health, they don’t see it as an option. They have little mental health literacy, they don’t understand how it could help them, and I think that this particular, this CalGRIP program is really kind of bringing it to

the table, which is unique. And really helping to educate the girls on how it could be potentially be helpful to them. So I think that's a really positive piece."

Lastly, one partner named the project's prevention efforts as an effective approach to increase awareness of human trafficking in the community, particularly among youth.

"Definitely the speakers. I'm not sure if any, as a matter of fact, no, I don't think any of our girls have used any of the actual services as of yet. As a matter of fact, I most certainly haven't, but definitely the prevention with the speakers and bringing awareness of, you know, this whole human trafficking thing is definitely most useful."

Ineffectiveness

During the interview, partner agencies were also asked which component(s) of CalGRIP 7 was ineffective. One partner agency identified the intervention prong as an ineffective component of CalGRIP 7 and believed it was the wrong approach to address human trafficking, particularly the City Prosecutor's Court Diversion program.

"You know, when working with the victims, I don't necessarily think that it's as successful. And that there's a flaw in the logic and you're either a victim or you're not a victim and so, you know, identifying victims through the threat of arrest just doesn't make sense to us. With most anti-trafficking organizations who realize that it's complicated to determine whether someone is a victim of human trafficking versus, you know, as in the life, you know, it's very complicated sometimes, but if the determination that you're a victim is made then mandating anything doesn't make sense to us anymore."

Lastly, one partner agency believed the whole project was ineffective and a waste of resources:

"I don't see it, to tell you the truth, I really don't. I honestly don't think it is [effective]. It's a waste of resources, it's a waste of money."

Suggestions for Improvement

Several partners experienced challenges with communicating with other partners and with CalGRIP 7 project staff and expressed a need for improvement in this area to make their work easier. While meetings are held quarterly, partner agencies felt that more communication between partners need to take place between these group meetings to keep abreast of partner activities and to streamline services.

"...just having an open communication with the different partners who are working together is what's needed to address the issue."

One partner agency wanted its needs and challenges to be heard by both CalGRIP 7 project staff and by the funder, and questioned whether or not progress reports are carefully reviewed, as concerns are not being addressed.

“Communication and I think really listening to the partners rather than talking to the partners.”

“I think if people are legitimately listening then you know you’ll hear what the needs are...to have the people that are running GRIP really being able to listen you know...to read the reports, to actually read what is submitted into the report.” (Same partner)

Another partner shared the importance of parental involvement and expressed the need for increased awareness of human trafficking, particularly among parents, in order to effectively address the issue moving forward:

“Increased education and exposure, and educating parents because I think parents really need to be brought on board...Just increase education so parents know what’s going on and what to look out for in their kid.”

Lastly, one partner expressed that the project should take a more preventive approach by involving all youth and not just those at risk. The same partner shared that waiting for youth to exhibit signs, such as delinquency, may be too late when trying to prevent gang involvement and suggested that the project should include youth in lower grade levels.

“...we need to go in and do more of a preventive method. What has kind of been more successful is the mentoring piece. One of our goals is to have these young ladies come back and share their journey of where it started because what I’m realizing is that most of these young women started in you know middle school, high school. They really started at that age.”

Partner Agency and Service Provider Interviews in Year 2

Interviews were conducted with four CalGRIP 7 partner agencies between November 2016 and January 2017. The partners included Helpline Youth Counseling, Long Beach Police Department, Long Beach Trauma Recovery Center, and YWCA of Greater Los Angeles. The purpose of the interviews was two-fold: 1) to learn about successes and challenges of the referral process, of service delivery, if applicable, and of the resources needed to address these challenges; and 2) to learn about the challenges to service utilization for human trafficking victims and what additional resources they need that may inform Year 3 of the CalGRIP 7 project. Interviews served as process evaluation and findings will be combined with findings from interviews conducted in Year 1 to inform the implementation of CalGRIP 7 moving forward. Two interviews were conducted at partner agency offices, one interview was conducted at CHER, and one interview was conducted via telephone. The average length of the interview was 31 minutes and ranged from 19 minutes to 39 minutes.

Referral Process

During the interviews, CalGRIP 7 partners were asked about the referral process, specifically about challenges that they may have experienced and how the process can be improved. While partners believed that meeting human trafficking victims during their court hearing was necessary to build trust,

finding staff to attend court was a challenge, as partners were notified only two business days prior to the court date. CalGRIP 7 partners saw the value in being in court and many made the necessary arrangements in order to attend court hearings, even for part of the day.

“Some of the ones that actually end up following through, coming and finishing the program, although it’s been only a few this year, have indicated that the fact that we were at court and connected with them right away and scheduled them right away was initiative enough to come in. They were like, ‘If you hadn’t come in [to court], I wouldn’t have called you’ and they would literally tell us this. For the ones that do follow through, they appreciate kind of like, ‘Hey, you have an appointment on this day,’ and leaving court with an appointment.”

“You have to have staff on-call to be able to accommodate the court hearings. We’ve kind of worked it out, between myself and one of my other staff, and we have a victim volunteer now that can make it. We make it a priority to be at court for at least the first hour or two.”

Court hearings are generally a long process, particularly if more than one case is being heard. It is not uncommon for partners to spend a significant amount of time in court to attend hearings and to meet human trafficking victims. It can be very challenging for partners to spend that much time out of the office, especially for staff that have to divide their time between CalGRIP 7 and other projects, and are not always available.

“Well, we’ve been lucky that we’ve been able to find somebody that has the availability, but it is a little stressful to find someone on short notice. I can’t just block that Monday time, but if I have to go to court, I have to block out that whole Monday morning until noon. It’s hard because it’s half a day.”

For partners who joined the project in Year 2, court hearings were especially challenging due in large part to limited knowledge of how human trafficking cases were processed and what partners were expected to do in court. One partner believed that the referral process (at the time) did not provide victims the opportunity to hear about services firsthand in order to make informed choices about the services they could utilize and where to receive those services. The same partner believed that the inability of victims to speak with partner agencies directly, prior to making a decision, affected the number of referrals to specific agencies, as victims may not have had a clear understanding of what partner agencies had to offer. This is highlighted by the following quote:

“The process of how they’re referring, it seems like it’s in the hands of the prosecutor and the officer. I felt like that doesn’t really give the survivor a choice of where they would like to go because it seems like they’re making the decision of where they’re kind of allocating that client to, which agency. I think that has been a barrier because then there may be 8 women there, but the [partner agency] staff that went only spoke to 2 of them and then that trickled down to, well those 2 were referred to services but then, you

know, one showed and one didn't, so there's that factor too, in terms of the actual individual, you know, having some challenges engaging and continuing in services. But that first piece too, I think, is a big part of it. In terms of, you know, 2 out of 8 of course diminishes the possibility for referrals, if we're not able to engage and speak with them."

Effectiveness of CalGRIP 7

When asked how well they believed the project was doing to address human-trafficking, one partner believed that the CalGRIP 7 project was doing very well and was one of a few projects that provided wraparound services to human trafficking victims. As a result, other cities and agencies that serve human trafficking victims asked for presentations about the project, all of which were well-received.

Awareness of the CalGRIP 7 project also increased via word-of-mouth by human trafficking victims who utilized CalGRIP 7 project services and among those who shared their positive experiences with friends and family, as is highlighted by the quote below:

"We're the only agency that's a 'one-stop shop'. We can handle a juvenile victim to a victim that is 100 years old. You know, I could pick which program to use and anyone who is 18 and above is going to CalGRIP and it has gotten to the point that we've had girls that we've talked to that have said, 'Hey, I've heard about what's happening to Long Beach.' One girl wanted to bring her sister with her because her sister, we had never even met her, but her sister was having issues as well. We expected this to happen and we expected some of the women to start talking, and hearing about it and it has been beneficial as well."

Together, CalGRIP 7 partner agencies provided services that were meant to "wrap around" human trafficking victims by addressing multiple needs simultaneously and partners were invited to join CalGRIP 7 based on the unique services that were offered. One partner, however, believed that more than one partner agency should be able to provide the same service, thereby providing human trafficking victims the opportunity to utilize services where she felt most comfortable. Similarly, partners should not be limited to the CalGRIP 7 network of partners when referring human trafficking victims for services.

"We've been hung up on 'the partners, the partners,' but if there are other agencies that are providing services...I know they've been saying that some of the partners are not being utilized, but to me, does it matter? Our hands shouldn't be tied to just the partners that are at the table because there are a lot of other programs that you may be able to get these girls to attend because maybe they won't go to Pacific Gateway, but they'll go to Two Wings. As a partner, we shouldn't be tied to just who's in the grant, but we should be able to send these girls where they're going to benefit because at the end of the day, it's about them benefitting and not so much about the feelings of the partners. Even if they do the same thing, give the girls a variety."

Challenges of Service Delivery

When asked about the challenges of working with this population, inconsistency was cited as the number one issue. Partners shared that human trafficking victims have problems keeping appointments and often fail to show up at the scheduled time due in part to their unstructured lifestyle prior to their arrest and their readiness for change.

“For a lot of them, this is new to them, to be on a schedule and to have an appointment that they have to go to. It’s new to them, so that makes it challenging as well. They’re used to being very unstructured, on-the-go way of thinking, very impulsive. They’re doing this one day and the next day, it switches for them because of their situation, so they’re not used to following an actual program, which makes it difficult for them to follow something like Gateway or even us and asking them to do something else at the same time is like ‘Oh, my goodness!’ With a lot of these clients, they don’t know how to function in society, like making appointments. They don’t have a schedule. We try to assign GRIP clients to our full-time clinical staff, but even our staff is so booked back-to-back that we don’t have that flexibility that they need in terms of them just popping in at any time.”

“Most of these young women will not follow through. They know they have a year to complete the program and if you don’t catch them at the initial intake, you’ll lose them and for a lot of them, it initially looks good to them until they actually have to commit to doing it. Some of them are so tired. It’s rare that you won’t get the individual who’s tired of being sick and tired. They really have to have a mindset of wanting to change and wanting to not be controlled or abused. It just doesn’t take coming in to the court and saying, ‘Oh, here’s a program.’ They really have to be at that point of wanting something different. The other problem is them staying consistent and following through.”

For some victims, additional arrests, community service requirements, and other competing priorities served as barriers to service utilization.

“Some of the barriers of them not coming in, like maybe I schedule a consult and they don’t show, well, sometimes I don’t know why they don’t show up, but often times, it could be that they have a lot going on, family issues, they have maybe work issues, they have maybe other court dates because they have offenses at other courts. They have a lot going on, some of them are doing community service for other things.”

Tailoring Project Activities

CalGRIP 7 partners recognized the barriers to service delivery and made changes in order to make it easier for human trafficking victims to access and utilize services. For example, one partner allowed CalGRIP 7 clients to miss more appointments than their general client population before being dropped from the program as the quote below indicates:

“Our rule for the general population is that if they miss two sessions in a row, they will be discharged, especially if they don’t communicate with us. The biggest change is that

we're really flexible with them. If they don't show up twice, we give them the benefit of the doubt and have them come in another day. Our therapists will call them to reach out to them. When they get discharged and they call us back later, we try to reinstate them into the program. We're a lot more flexible because we understand the nature of the population and all the challenges that they face."

Another partner provided phone counseling and mentorship for human trafficking victims who lived outside of Long Beach and lacked transportation, a barrier for many victims that is discussed in more detail below. While not ideal, phone counseling enabled human trafficking victims to adhere to their scheduled appointments and improved the retention rate in the program.

"I have at least three young women who I see, but I see them by phone. It was an issue until we figured a way to rectify it and now we do mentoring over the phone. We offer vouchers and tokens for buses, so it hasn't been a major issue unless they live out of state, but we were able to alleviate that by allowing them, after the initial intake, to do phone counseling, but they do have to come into our office the first time."

Barriers to Service Utilization

Two of the four partners interviewed mentioned transportation was a barrier to service utilization, particularly for human trafficking victims who did not live in Long Beach. Several CalGRIP 7 partners provided bus tokens and vouchers for taxi service at the beginning of the project, but soon ran out. An even bigger barrier was lack of stable housing, which preoccupies victims with concerns of where to spend the night. For this reason, victims often failed to show up for appointments and were difficult to reach. As the quote below demonstrates, lack of transportation and housing caused many human trafficking victims to drop out of programs because the barriers were too big to overcome.

"They say they will complete the program and try to get here, but when it really comes down to it, a lot of them do drop. Distance and transportation is definitely an issue. It's not uncommon for me to hear that they live in friends' homes, they don't have their own stable housing, they're usually living in a relative's home or some of them are living with a friend one week, then they go live with another friend another week, so they don't have that stability. We've had some that are homeless as well and they don't want to go into a shelter and they just live out of their car."

Lack of housing was a barrier that partners have not been able to address. For those who were willing to live in a shelter, they were not available for victims of human trafficking. The need for a roof over their heads was the reason many victims returned to their trafficker upon completion of the Court Diversion Program.

"To be honest with you, there's no place to send them. There's literally no shelter for these women. That's a major issue. Why these young women stay in these situations is because they have no place to go."

Resources Needed

When asked what resources are needed to work with human trafficking victims, one partner shared that housing and food vouchers were desperately needed, as victims often did not have a place to stay when arrested or means of getting food. It was also not uncommon for victims to be without food all day when attending court, and partners often used their own money to purchase a meal at a nearby restaurant for these victims.

“We have food vouchers for our regular clients, but they’re limited. Actually, we’ve run out already. It would be nice to have something for when we know that they’re transient or when they need to spend the night somewhere because they got into a fight wherever they’re staying at. When they do their sting operations, some of these girls haven’t eaten all day and they need food right there and then.”

Successes

Of the human trafficking victims who utilized partner services and were engaged in the program until completion, three victims completed their General Education Development (GED) and one victim received her Certified Nursing Assistant (CNA) certification. When asked how successful clients differ from those who dropped out or were discharged from the program, partners identified readiness for change as the largest contributing factor to program completion. One partner shared that a large number of CalGRIP 7 clients did not identify as a human trafficking victim and many only agreed to participate in the City Prosecutor’s Court Diversion program to avoid having the arrest appear on their record. Unfortunately, once victims complete the program, they generally return to the lifestyle, as they believe that prostitution was their choice.

“These girls were more ready to change and accepted the help and guidance. Once they accept the guidance, then the change comes easy. The girls who are successful take full advantage of GRIP services, they commit to the whole program. Once they find that foundation, they’re able to complete the program successfully. They look at the trauma of what they went through and the treating of the psychological aspects at the Trauma Center and the accepting of the mentoring piece, knowing that they can’t do it alone, so they need someone to guide them because they haven’t had that, so the guidance piece becomes a big piece and with the guidance piece, then they’re guided to other resources within the community. They’re accepting of the resources, that’s the major difference between the two groups. They look at the whole picture, not just aspects of the program that they need to do just to get it off their court record, but to realize that, ‘I need help,’ and recognize that they really are victims and that’s when they become successful.”

“One thing is that it’s important for people to realize that these clients may not identify as survivors and they may not identify their traffickers. That may not be an issue of concern for them and their issue of concern may be other things. They feel like they wanted to do that because they make money, so if a boyfriend maybe sends them out, they feel like it’s still their choice to make that decision. For change to occur, it may be

very slow. Some of them might go back to the lifestyle after completing the diversion program.”

Human trafficking victims who completed the program and stayed out of the lifestyle permanently recognized that their success was due in large part to the resources provided by CalGRIP 7 partners. Victims were informed that they could return to partner agencies at any time for additional support, and as one partner shared, several clients returned for assistance during challenging times in their lives.

“We’ve had a few who have completed the program and they’re very grateful and thankful that they’re able to come in and have a space that they could talk about different things that are going on in their lives. Some of them know that we’re another resource, so we’ve had a couple who have reached out to us again if they need something after they’re done. They’ll schedule a case management appointment.”

Suggestions for Improvement

According to one partner, only 25% of human trafficking victims live in Long Beach. The majority of victims lived in San Bernardino County and Riverside County, and utilizing services from the CalGRIP 7 partners was very challenging for those without transportation. As one partner suggested, collaborating with other counties by allowing human trafficking victims to utilize services provided by agencies near their home would improve retention.

“When we have them under this umbrella, we need to be able to refer them anywhere closest to where they live. The girls are coming from everywhere. We’ll get 10 out of 40 who are actual Long Beach residents. We need to have abundant resources. We’ll be more successful and keep the girls in the program if we don’t have our hands tied and they are able to utilize services from other agencies outside of GRIP. I think we should go to these different counties to see how we can work together, so if we get this girl here, let’s identify her for San Bernardino and get her some services there. They would still count towards our numbers as well because these are the girls caught in Long Beach, but they live in San Bernardino. It will show that we’re working together. The program is successful, but how can we make it even more successful is by thinking outside the box, by being able to branch to other counties and their agencies because we need to think of the girls first and what would benefit them.”

Lastly, one partner shared the importance of accountability when working with human trafficking victims. Once victims return to court to present proof of enrollment in a program two weeks after the initial court date, she does not have to return to court until one year later to present proof of completion. There is currently no one to hold victims accountable throughout the year to ensure that they are making satisfactory progress toward program completion or to provide resources to address barriers to service utilization. Including additional staff to take on this role would improve the success rate of CalGRIP 7.

“I think something that would be good, and they probably would hate it, having somebody who they would have to be accountable to. Someone who they would have to

go to to report, 'This is how many sessions I attended,' maybe like a recorder within the year. Not just us because with us, we're not the court. If the judge is open to it, I think that would be the best thing to be honest with you. They have to go back to show proof of enrollment, but then they don't have to go back until a year later. There's really a whole year where they're just out there and nobody really checks in on them. They want us to hold them accountable, but they don't see us as the authority figure, a legal authority figure. They see us like a support system."

B. Evaluation of City-wide Prevention Prong

This section presents results of the evaluation of city-wide prevention activities, which include symposiums and workshops. Data are presented for the top two categories only (i.e., “Agree” and “Strongly Agree”). The remaining respondents selected “Strongly Disagree”, “Somewhat Disagree”, or “Neither Agree nor Disagree” when responding to the statements on the evaluation form.

Student Safety Symposium in Year 1

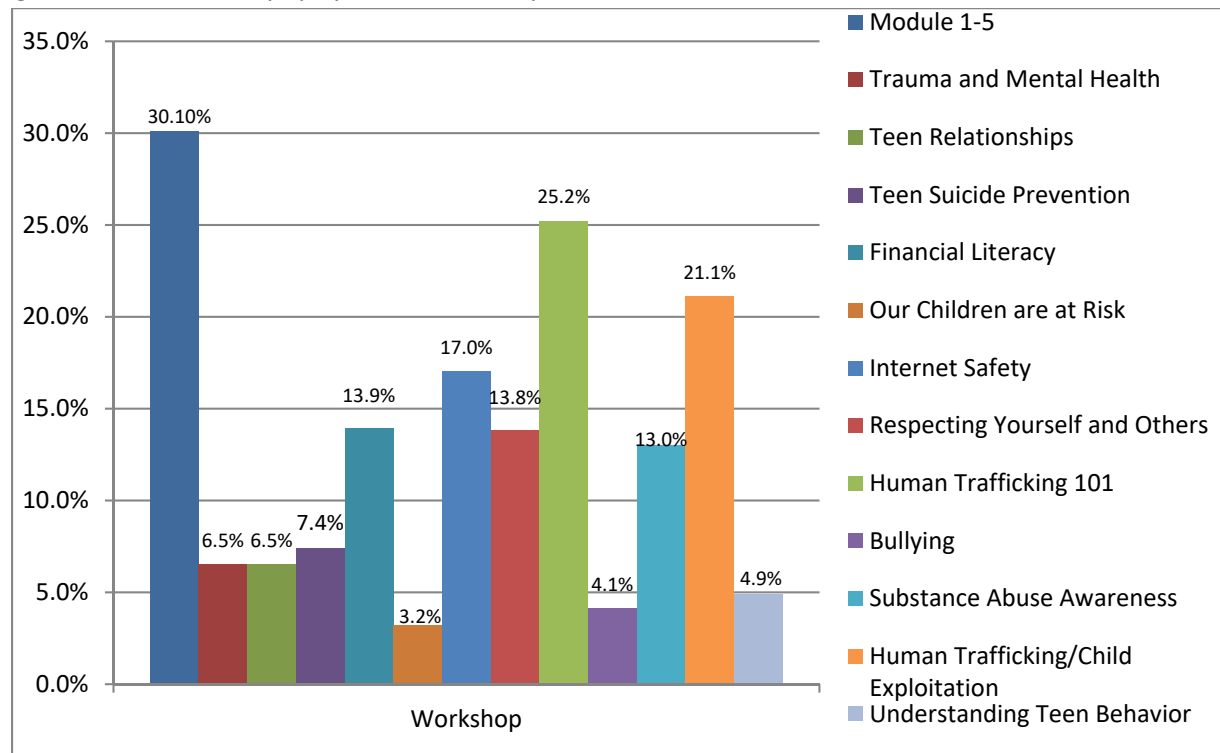
A Student Safety Symposium was held at Hamilton Middle School on December 5, 2015 to increase community awareness of human trafficking and youth safety. A total of 139 surveys were completed by attendees and the average age of respondents was 22 years, ranging from 11 to 65 years. Over three-quarters of attendees were female (77.6%), 21.6% male, and one individual self-identified as gender non-confirming. A large number of symposium attendees were students (71.5%) and agency representatives (14.4%). This is shown in Table 5.

Table 5. Demographic characteristics of symposium attendees, $n=139$

Participant Demographics	Frequencies (%)
Age [mean (range)]	22 years (11 – 65)
Gender	
Male	29 (21.6%)
Female	104 (77.6%)
Gender non-confirming	1 (0.7%)
Role (multiple answers allowed)	
Student	98 (71.5%)
Parent/Legal guardian	13 (9.5%)
Interested community member	5 (3.6%)
Agency representative	20 (14.6%)
Health care or Social service provider	3 (2.2%)
Other	10 (7.3%)

Aside from a series of modules designed specifically for youth (i.e., Modules 1-5), the workshops with the highest attendance were those on human trafficking. Of 123 attendees who identified the workshops they attended, 25.2% attended Human Trafficking 101 and 21.1% attended Human Trafficking/Child Exploitation. A summary is shown in Figure 1.

Figure 1. Student safety symposium workshop attendance, n=123



*Note: Each workshop was held twice. The figure above shows combined attendance.

Knowledge and Satisfaction

Attendees were asked to provide feedback on the workshops they attended by indicating their level of agreement to the following statements: (1) “The workshop improved my understanding of safety issues affecting young people”, (2) “The workshop was effective in helping me to understand ways young people can protect themselves from being taken advantage of”, and (3) “I am satisfied with the information presented by the speaker”. Attendees were asked to respond to the same set of questions for each workshop they attended. However, a large number of attendees failed to indicate which workshop they attended first and which they attended second. As a result, the evaluation team was unable to link responses to specific workshops. Instead, responses were grouped as those belonging to Workshop #1 and Workshop #2.

Of the 120 attendees who responded to the set of statements for the first workshop, an overwhelming majority indicated an improvement in their understanding of safety issues affecting youth and of ways youth can protect themselves from being taken advantage of (Table 6). A large majority of attendees also indicated high satisfaction with the information presented at the first workshop they attended.

Table 6. Responses to workshop #1, n=120

Statement	Agreement level, n (%)		Total Number (%)
	Agree	Strongly Agree	
The workshop improved my understanding of safety issues affecting young people.	44 (36.7%)	69 (57.5%)	113 (94.2%)
The workshop was effective in helping me to better understand ways young people can protect themselves from being taken advantage of.	51 (42.5%)	60 (50.0%)	111 (92.5%)
I am satisfied with the information presented by the speaker.	38 (31.7%)	74 (61.7%)	112 (93.4%)

Note: This table includes only those who selected the response categories listed. The remaining participants either “strongly disagreed”, “somewhat disagreed”, or “neither agreed nor disagreed” with the statement.

Eighty (80) attendees responded to the set of statements for the second workshop. Those who responded indicated an improved understanding of safety issues affecting youth and of ways youth can protect themselves from being taken advantage of (Table 7). However, the number of individuals who indicated as such was slightly lower than those who responded to the same set of statements for the first workshop. Satisfaction with the information presented at the second workshop was also slightly slower.

Table 7. Responses to workshop #2, n=80

Statement	Agreement Level, n (%)		Total Number (%)
	Agree	Strongly Agree	
The workshop improved my understanding of safety issues affecting young people.	29 (36.3%)	43 (53.8%)	72 (90.0%)
The workshop was effective in helping me to better understand ways young people can protect themselves from being taken advantage of.	28 (35.0%)	43 (53.8%)	71 (88.8%)
I am satisfied with the information presented by the speaker.	25 (31.3%)	49 (61.3%)	74 (92.5%)

Note: This table includes only those who selected the response categories listed. The remaining participants either “strongly disagreed”, “somewhat disagreed”, or “neither agreed nor disagreed” with the statement.

Attendees indicated high satisfaction with the Student Safety Symposium overall. Of those who responded to a set of statements about the overall symposium, approximately 90% indicated that the symposium met their expectations, and an almost equal number indicated an increased awareness of things that youth can do to avoid dangerous situations. A large majority of attendees would recommend the symposium to others. This is summarized in Table 8.

Table 8. Responses to the overall symposium, n=139

Statement	Agreement Level, n (%)		Total Number (%)
	Agree	Strongly Agree	
The symposium met my expectations.	66 (47.5%)	51 (36.7%)	117 (84.2%)
After the symposium, I am more aware of things that young people can do to avoid dangerous situations.	60 (43.2%)	63 (48.9%)	123 (92.1%)
I would recommend this symposium to others.	56 (40.3%)	68 (48.9%)	124 (89.2%)

Awareness of Citywide Campaign

To assess awareness of the citywide campaign, attendees were asked if they saw human trafficking messages on city buses. Of 132 attendees who responded to this question, 25.9% had seen human trafficking messages on city buses, while the remaining respondents did not see messages (38.8%) or were unsure (35.3%).

Suggestions/Comments

Lastly, attendees were asked to share comments about the symposium in an open-ended section of the evaluation form. Although many were appreciative of the symposium and indicated high satisfaction with the workshops and the guest speakers, a few attendees provided suggestions for improvement and outreach. One individual suggested that workshops should be mandatory for class credit to increase male attendance.

"I noticed that the attendance today were mostly women. I think it would be a great idea to make it mandatory to students as part of a class credit to encourage more male students to attend and be aware of how they can contribute to society."

Several attendees shared that the symposium increased their awareness of the problem of human trafficking in Long Beach, thereby suggesting that more work was needed to increase community awareness through similar events.

"I was surprised by all the resources there are and that it is a problem in Long Beach."

"I believe this is a great symposium to have for the community because it is what is needed to inform and educate people who honestly aren't aware of all these issues. Good job!"

One attendee expressed her appreciation for the event and shared that her attitude toward law enforcement improved after learning about suppression activities (i.e., arrest and prosecution of gang members) and their effect on human trafficking operations.

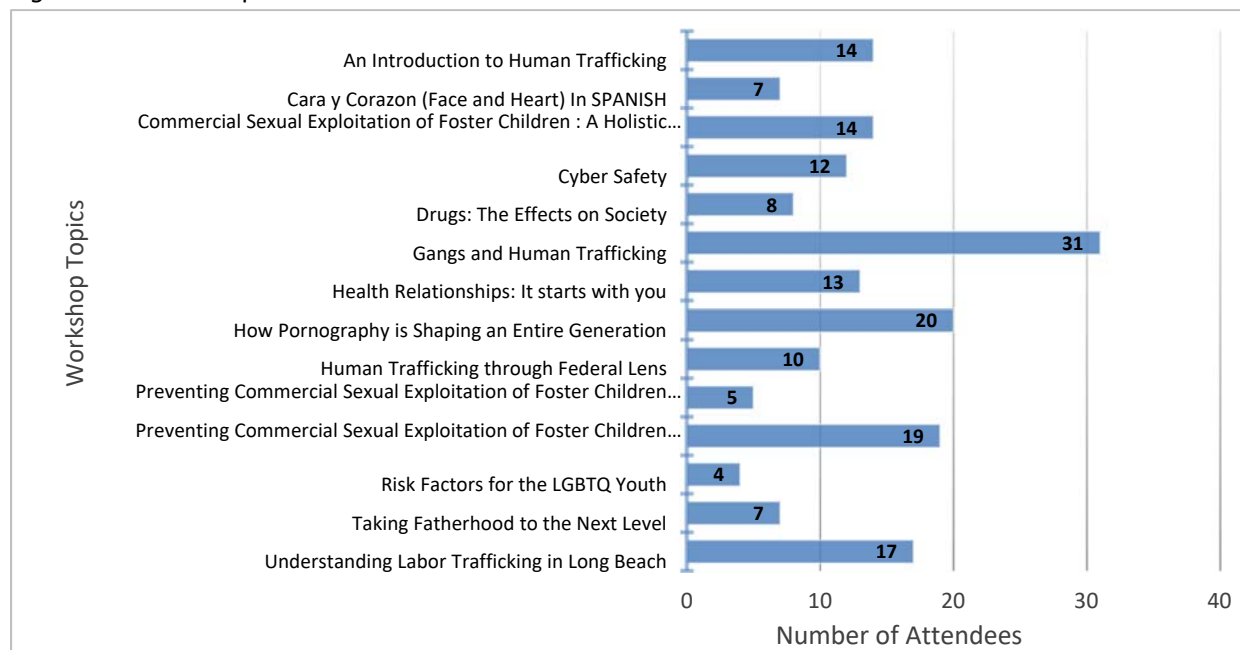
"This was more than I had expected and I really appreciate it! The human trafficking presentation was very eye-opening. I now feel much more aware and positively toward law enforcement as well as socially aware."

Youth Exploitation Safety Symposium Evaluation in Year 2

The Youth Exploitation Safety Symposium (YESS) was held at Long Beach City College on February 20, 2016. While 318 adults and 122 youth completed the online registration, the total number of attendees was not available due to the event location. The event was held on a college campus and as such, there were multiple parking lots and entrances, making it difficult to have a registration table. While a sign-in sheet was available at the entrance of a large auditorium that held the opening session, attendees arrived throughout the day. Therefore, the exact number of attendees was not captured, but estimated to be approximately 400 individuals.

A total of 14 workshops were held at the symposium on topics related to human trafficking. Figure 2 presents a complete list of workshops held at the symposium. The workshops with the highest attendance were *Gangs and Human Trafficking* (31 attendees), *How Pornography is Shaping an Entire Generation* (20 attendees), and *Understanding Labor Trafficking in Long Beach* and *Preventing the Commercial Sexual Exploitation of Foster Children (CSEC) in Spanish*, with 17 attendees each.

Figure 2. Workshop attendance



A total of 181 surveys were completed by workshop attendees at the YESS. The average age of respondents was 43 years, ranging from 13 to 78 years (Table 9). Approximately 70% of respondents were female, 22.1% were male, and three individuals self-identified as gender non-confirming. Almost 40% of respondents self-identified as interested community members, 28.2% as parents/legal guardians, and 23.8% as students.

Table 9. Demographic characteristics of YESS workshop attendees, $n=181$

Participant Demographics	Frequencies (%)
Age [mean (range)]	43 years (13 – 78)
Gender*	
Male	40 (22.1%)
Female	128 (70.7%)
Gender nonconforming	3 (1.7%)
Role (multiple answers allowed)	
Student	43 (23.8%)
Parent/Legal guardian	51 (28.2%)
Interested community member	71 (39.3%)
Agency representative	27 (14.9%)
Health care or Social service provider	19 (10.9%)
Other	47 (26.0%)

*Ten (10) respondents did not indicate their gender

Workshop Knowledge and Satisfaction

Attendees were asked to provide feedback on the workshops they attended by indicating their level of agreement to statements designed to assess knowledge of the topic and satisfaction with the information presented by the speaker. All workshop attendees were asked to respond to the same set of questions at the completion of the workshop. Tables 10 to 12 present results for each question by workshop name.

Of the 179 workshop attendees who responded to the first question, an overwhelming majority indicated an improvement in their understanding of the topic that was presented. The percentage of individuals who agreed or strongly agreed with the statement “The workshop improved my understanding of the topic that was presented” ranged from 71.4% to 100%, with an average of 91.5% (Table 10). Five workshops had attendees who all agreed or strongly agreed with the statement. These workshops were *Risk Factors for the LGBTQ Youth*, *How Pornography is Shaping an Entire Generation*, *Drugs: The Effects on Society*, *Cara y Corazon*, and *Preventing the CSEC in Spanish*.

Table 10. Responses to “The workshop improved my understanding of the topic that was presented,” by workshop name

Workshop Name	Agreement level, n (%)		Total N (%)
	Agree	Strongly Agree	
An Introduction to Human Trafficking	4 (28.6%)	8 (57.1%)	12 (85.7%)
Cara y Corazon (Face and Heart) in SPANISH	3 (42.9%)	4 (57.1%)	7 (100.0%)
Commercial Sexual Exploitation of Foster Children: A Holistic Approach to Treatment	0	13 (92.9%)	13 (92.9%)
Cyber Safety	5 (41.7%)	6 (50.0%)	11 (91.7%)
Drugs: The Effects on Society	1 (12.5%)	7 (87.5%)	10 (100.0%)
Gangs and Human Trafficking	9 (29.0%)	20 (64.5%)	29 (93.5%)
How Pornography is Shaping an Entire Generation	1 (5.0%)	19 (95.0%)	20 (100.0%)
Healthy Relationships: It starts with you	3 (23.1%)	8 (61.5%)	11 (84.6%)
Human Trafficking through Federal Lens	0	9 (90.0%)	9 (90.0%)
Preventing the Commercial Sexual Exploitation of Foster Children (CSEC) - ENGLISH	0	4 (80.0%)	4 (80.0%)
Preventing the Commercial Sexual Exploitation of Foster Children (CSEC) - SPANISH	0	17 (100.0%)	17 (100.0%)
Risk Factors for the LGBTQ Youth	0	4 (100.0%)	4 (100.0%)
Taking Fatherhood to the Next Level	4 (57.1%)	1 (14.3%)	5 (71.4%)
Understanding Labor Trafficking in long Beach	3 (17.6%)	13 (76.5%)	16 (91.4%)

Next, workshop attendees were asked to indicate their level of agreement to the statement “The workshop was effective in helping me to better understand ways to improve the safety and well-being of the community.” Of the 177 attendees who responded to this question, 71.5% to 100% agreed or strongly agreed with the statement, with an average of 91.2% (Table 11). All the attendees at *Risk Factors for the LGBTQ Youth*, *How Pornography is Shaping an Entire Generation*, *Drugs: The Effects on Society*, *Cara y Corazon*, and *Preventing the CSEC* in Spanish indicated that they agreed or strongly agreed with the statement.

Table 11. Responses to “The workshop was effective in helping me to better understand ways to improve the safety and well-being of the community,” by workshop name

Workshop Name	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
An Introduction to Human Trafficking	6 (42.9%)	6 (42.9%)	12 (85.8%)
Cara y Corazon (Face and Heart) in SPANISH	2 (28.6%)	5 (71.4%)	7 (100.0%)
Commercial Sexual Exploitation of Foster Children: A Holistic Approach to Treatment	2 (14.3%)	11 (78.6%)	13 (92.9%)
Cyber Safety	4 (33.3%)	7 (58.3%)	11 (91.6%)
Drugs: The Effects on Society	2 (25.0%)	6 (75.0%)	8 (100.0%)
Gangs and Human Trafficking	8 (25.8%)	21 (67.7%)	29 (93.5%)
Healthy Relationships: It starts with you	1 (7.7%)	9 (69.2%)	10 (76.9%)
How Pornography is Shaping an Entire Generation	9 (45.0%)	11 (55.0%)	20 (100.0%)
Human Trafficking through Federal Lens	1 (10.0%)	8 (80.0%)	9 (90.0%)
Preventing the Commercial Sexual Exploitation of Foster Children (CSEC) -ENGLISH-	0	4 (80.0%)	4 (80.0%)

Workshop Name	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
Preventing the Commercial Sexual Exploitation of Foster Children (CSEC) -SPANISH-	0	15 (100.0%)	15(100.0%)
Risk Factors for the LGBTQ Youth	0	4 (100.0%)	4 (100.0%)
Taking Fatherhood to the Next Level	3 (42.9%)	2 (28.6%)	5 (71.5%)
Understanding Labor Trafficking in long Beach	6 (35.3%)	10 (58.8%)	16 (94.1%)

One hundred seventy-seven (177) workshop attendees indicated their level of agreement to the last statement “I am satisfied with the information presented by the speaker(s).” Those who agreed or strongly agreed with the statement ranged from 71.5% to 100.0%, with an average of 91.5% (Table 12). Six workshops had attendees who all agreed or strongly agreed with the statement. These workshops were *Risk Factors for the LGBTQ Youth*, *How Pornography is Shaping an Entire Generation*, *Drugs: The Effects on Society*, *Cyber Safety*, *Cara y Corazon*, and *Preventing the CSEC* in Spanish.

Table 12. Responses to “I am satisfied with the information presented by the speaker(s)” by workshop name

Workshop Name	Agreement Level n (%)		Total N (%)
	Agree	Strongly Agree	
An Introduction to Human Trafficking	5 (35.7%)	7 (50.0%)	12 (85.7%)
Cara y Corazon (Face and Heart) in SPANISH	1 (14.3%)	6 (85.7%)	7 (100.0%)
Commercial Sexual Exploitation of Foster Children: A Holistic Approach to Treatment	0	13 (92.9%)	13 (92.9%)
Cyber Safety	4 (33.3%)	8 (66.7%)	12 (100.0%)
Drugs: The Effects on Society	2 (25.0%)	6 (75.0%)	8 (100.0%)
Gangs and Human Trafficking	7 (22.6%)	22 (71.0%)	29 (93.6%)
Healthy Relationships: It starts with you	2 (15.4%)	8 (61.5%)	10 (76.9%)
How Pornography is Shaping an Entire Generation	2 (10.0%)	18 (90.0%)	20 (100.0%)
Human Trafficking through Federal Lens	1 (10.0%)	8 (80.0%)	9 (90.0%)
Preventing the Commercial Sexual Exploitation of Foster Children (CSEC) -ENGLISH-	0	4 (80.0%)	4 (80.0%)
Preventing the Commercial Sexual Exploitation of Foster Children (CSEC) -SPANISH-	0	15 (100.0%)	15 (100.0%)
Risk Factors for the LGBTQ Youth	0	4 (100.0%)	4 (100.0%)
Taking Fatherhood to the Next Level	2 (28.6%)	3 (42.9%)	5 (71.5%)
Understanding Labor Trafficking in long Beach	6 (35.3%)	10 (58.8%)	16 (94.1%)

Closing Session and Overall Satisfaction

A total of 119 individuals completed an evaluation form that was developed for the closing session, which included a panel discussion on Healthy Relationships. Questions on the evaluation form were designed to assess attendees’ understanding of the panel discussion topic, intention to join the effort to end human trafficking, and satisfaction with the information presented by the panel speakers. The evaluation form also included questions that assessed satisfaction with the overall symposium and whether attendees would recommend the annual symposium to others. Almost 82% of attendees at the closing session indicated that the panel improved their understanding of healthy relationships,

91.7% intend to join the effort to end youth exploitation, and 90.9% indicated high satisfaction with the information presented during the closing session (Table 13).

Table 13. Responses to statements about closing session, n=119

Evaluation Response	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
Panel improved understanding of healthy relationships	34 (29.1%)	65 (55.6%)	99 (84.7%)
Intend to join effort to end exploitation	32 (27.1%)	79 (66.9%)	111 (94.0%)
Satisfied with information presented	31 (26.7%)	79 (68.1%)	110 (94.8%)

An overwhelming majority of respondents indicated high satisfaction with the overall symposium. Over 93% of respondents indicated that the symposium met their expectations and 95.8% would recommend the symposium to others. Almost 96% of respondents indicated that they were more aware of things that they can do as an individual to help end youth exploitation as a result of the symposium (Table 14).

Table 14. Responses to statements about overall symposium, n=119

Evaluation Response	Agreement Level n (%)		Total N (%)
	Agree	Strongly Agree	
Symposium met expectations	40 (33.9%)	73 (61.9%)	113 (95.8%)
More aware of things to do	41 (34.5%)	75 (63.0%)	116 (97.5%)
Would recommend	24 (20.2%)	92 (77.3%)	116 (97.5%)

Suggestions/Comments

Lastly, attendees were asked to share comments about the symposium in an open-ended section of the evaluation forms. Although many appreciated the symposium and indicated high levels of satisfaction with the workshops and the guest speakers, three respondents shared that the workshop length was too short and four respondents expressed their regret of only being able to attend one workshop. One respondent suggested lengthening the symposium to a full day event, thereby allowing attendees to attend more than one workshop.

“Excellent. Wish I had more time. Full day and ability to attend more than 1 class.”

Though the evaluation form did not have a question about comfort and convenience of workshop location, one respondent was dissatisfied with the location of the workshops.

“Better location or room on campus.”

Respondents also used the open-ended section of the evaluation form to provide valuable feedback on workshop content to improve future events. For example, one respondent who attended the workshop on *Cyber Safety* shared that the workshop could have been enhanced by showing internet examples.

“It would be nice to do some actual cyber example on-line. The latest cybercrime to be aware of.”

However, another respondent preferred less examples and more information on the topic.

“Cut down on examples from movies, films, and spend more time on the rest.”

Two respondents were less than satisfied with the information presented and used the open-ended section to share reasons for their dissatisfaction.

“The topic digressed a little toward sex trafficking, would like topic to shift to labor as intended.”

“Workshop did not discuss current federal laws as stated in the description and it was the main reason that I attended/picked the workshop.”

“More info about how to guide someone who is in an unhealthy relationship. It did help us identify unhealthy and abusive behavior! No solutions presented - besides staying connected!”

“More specific solutions about pornography!”

Several respondents included questions and requests in the open-ended section, demonstrating the need to provide a space for contact information in future evaluation forms to allow for follow-up. Examples of such comments include the following:

“I would like the presenter to do a workshop for my male youth program.”

“I liked all the information. I’d like to help at a workshop.” [The respondent only included her name]

“Great presentation. Thank you! My only question: Does male on male porn have the same effect on young gay males?”

Several attendees shared that the symposium increased their awareness about the problem of youth exploitation in Long Beach, but suggested that more work was needed to increase community awareness.

“It is very important to continue to make these workshops.”

“Please provide more workshops like this to keep community aware of issues related to children.”

“Outstanding! Needs to be on TV - Ellen! Documentary to be shown everywhere.”

Youth Empowerment Safety Symposium in Year 3

In 2018, the Youth Exploitation Safety Symposium underwent a name change to Youth Empowerment Safety Symposium. The event was held at The Salvation Army on January 27, 2018 with approximately 300 people in attendance. The indoor/outdoor event included a Fair Trade and Community Resource Expo, two workshops, and a closing session led by youth artists.

While both workshops were held back-to-back in the same auditorium, evaluation forms were developed and printed on different colored paper for each workshop to minimize confusion. A third evaluation form was developed for the closing session that contained questions about the overall symposium. Data from each evaluation form are presented below.

iGuardian Workshop

Seventy-five individuals completed the evaluation form for the iGuardian Workshop. Twelve (17.1%) respondents self-identified as male, 57 (81.4%) as female, 1 (1.4%) as gender nonconforming, and 4 respondents did not indicate a gender (Table 15). The mean age of the respondents was 37 years, with the minimum of 11 years and maximum of 80 years. Of the respondents, 31 (41.3%) were students, 22 (29.3%) were parents or legal guardians, 16 (21.3%) were interested community members, 6 (8.0%) were agency representatives, 25 (33.3%) were health care or social service providers, and 16 (21.3%) respondents selected “other” as their roles.

Table 15. Demographic characteristics of iGuardian Workshop, $n=75$

Participant Demographics	Frequencies (%)
Age [mean (range)]	37 years (11 – 80)
Gender*	
Male	12 (17.1%)
Female	57 (81.4%)
Gender nonconforming	1 (1.4%)
Role (multiple answers allowed)	
Student	31 (41.3%)
Parent/Legal guardian	22 (29.3%)
Interested community member	16 (21.3%)
Agency representative	6 (8.0%)
Health care or Social service provider	25 (33.3%)
Other	16 (21.3%)

*Five (5) respondents did not indicate their gender.

At the iGuardian workshop, respondents were asked to indicate their level of agreement to three statements, which assessed their knowledge of cyber safety and understanding of ways to improve youth safety and well-being. Ninety-nine percent (99%) of respondents agreed or strongly agreed that the workshop was effective in helping them to better understand ways to improve youth safety and well-being and 97% agreed or strongly agreed that the workshop improved their understanding of cyber safety. Likewise, a majority of the respondents agreed or strongly agreed that they were satisfied with the information presented by the speaker(s) (96%). This data is summarized in Table 16.

Table 16. Responses to statements on iGuardian evaluation form, $n = 75$.

Statement	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
The workshop improved my understanding of cyber safety.	34 (45.9%)	34 (45.9%)	68 (91.8%)
The workshop was effective in helping me to better understand ways to improve youth safety and well-being.	30 (41.1%)	36 (49.3%)	66 (90.4%)
I am satisfied with the information presented by the speaker(s).	26 (36.1%)	39 (54.2%)	65 (90.3%)

iEmpathesize Workshop

Fifty-five (55) individuals at the iEmpathesize Workshop completed the evaluation form. Seven (14.6%) respondents self-identified as male, 40 (83.3%) as female, 1 (2.1%) as gender nonconforming, and 7 respondents did not indicate a gender (Table 17). The mean age of the respondents was 42 years, with the minimum of 11 years and maximum of 80 years. Of the respondents, 18 (32.7%) were students, 21 (38.2%) were parents or legal guardians, 11 (20.0%) were interested community members, 6 (10.9%) were agency representatives, 4 (7.3%) were health care or social service providers, and 14 (25.5%) respondents selected “other” as their roles.

Table 17. Demographic characteristics of iEmpathesize Workshop attendees, $n=55$

Participant Demographics	Frequencies (%)
Age [mean (range)]	42 years (11 – 80)
Gender*	
Male	7 (14.6%)
Female	40 (83.3%)
Gender nonconforming	1 (2.1%)
Role (multiple answers allowed)	
Student	18 (32.7%)
Parent/Legal guardian	21 (38.2%)
Interested community member	11 (20.0%)
Agency representative	6 (10.9%)
Health care or Social service provider	4 (7.3%)
Other	14 (25.5%)

At the iEmpathesize workshop, respondents were asked to indicate their level of agreement to three statements to assess their understanding of the importance of youth empowerment. Ninety-six percent (96%) of the respondents agreed or strongly agreed that the workshop was effective in improving their understanding of the importance of youth empowerment and 98% of the respondents agreed or strongly agreed that the workshop was effective in helping them to better understand ways to improve youth safety and well-being. A large majority of the respondents agreed or strongly agreed that they were satisfied with the information presented by the speaker(s) (98%).

Table 18. Responses to statements on the iEmpathesize evaluation form, $n=55$.

Statement	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
The workshop improved my understanding of the importance of youth empowerment.	12 (22.6%)	38 (71.7%)	40 (94.3%)
The workshop was effective in helping me to better understand ways to improve youth safety and well-being.	15 (27.8%)	36 (66.7%)	51 (94.5%)
I am satisfied with the information presented by the speaker(s).	8 (14.8%)	43 (79.6%)	51 (94.4%)

Overall Symposium

Of those who attended the closing session, 88 individuals completed the evaluation form to assess the overall symposium. Twelve (17.9%) respondents self-identified as male, 55 (82.1%) as female, and 19 respondents did not indicate a gender (Table 19). The mean age of the respondents was 36 years, with

the minimum of 13 years and maximum of 82 years. Twenty-six respondents (30.2%) were students, 25 (29.8%) were parents or legal guardians, 24 (27.9%) were interested community members, 11 (12.8%) were agency representatives, 5 (5.8%) were health care or social service providers, and 13 (15.1%) respondents selected “other” as their roles. Please note that responses to this item, on this evaluation form and the forms below, do not total 100% as respondents were asked to check all that apply.

Table 19. Demographic characteristics of closing session attendees, $n=88$

Participant Demographics	Frequencies (%)
Age [mean (range)]	36 years (13 – 82)
Gender*	
Male	12 (17.9%)
Female	55 (82.1%)
Gender nonconforming	0 (0.0%)
Role (multiple answers allowed)	
Student	26 (30.2%)
Parent/Legal guardian	25 (29.8%)
Interested community member	24 (27.9%)
Agency representative	11 (12.8%)
Health care or Social service provider	5 (5.8%)
Other	13 (15.1%)

Respondents were asked to indicate their level of agreement to six statements to assess their knowledge of the dangers that youth face and their level of awareness of things they can do to empower youth and help them avoid dangerous situations. Questions also assessed satisfaction with components of the symposium, such as the Community Resource Expo and the Fair Trade Expo, and with the symposium overall. Ninety-nine percent (99%) of respondents indicated that their understanding of the dangers young people face today improved as a result of the symposium (Table 20). The same percentage of respondents agreed or strongly agreed that as a result of the workshop, their understanding of the things they can do to empower youth increased and all respondents were more aware of things that youth can do to avoid dangerous situations (100%). All of the respondents agreed or strongly agreed that they were able to get useful information from the Fair Trade Expo and 97% agreed or strongly agreed that they were able to get useful information from the Community Resource Expo. All of the respondents agreed or strongly agreed that they were satisfied with the information presented at the overall symposium.

Table 20. Responses to statements on the Overall Symposium evaluation form, $n=86$.

Statement	Agreement Level n (%)		Total N (%)
	Agree	Strongly Agree	
I was able to get useful information from the Fair Trade Expo.	21 (24.4%)	57 (66.3%)	78 (90.7%)
I was able to get useful information from the Community Resource Expo.	18 (21.7%)	62 (74.7%)	80 (96.4%)
The art exhibits/artistic performances improved my understanding about the dangers young people face today.	25 (29.4%)	56 (65.9%)	81 (95.3%)

As a result of the symposium, I am more aware of the things I can do to empower youth.	25 (29.4%)	56 (65.9%)	81 (95.3%)
As a result of the symposium, I am more aware of things that youth can do to avoid dangerous situations.	23 (26.7%)	60 (69.8%)	83 (96.5%)
Overall, I am satisfied with the information presented at the symposium.	16 (18.6%)	66 (76.7%)	82 (95.3%)

Suggestions/Comments

All three evaluation forms used for the YESS event included an open-ended question to allow respondents to provide feedback on the overall symposium and on the workshops they attended. Below is a summary of the comments and suggestions for improvement.

iGuardian Workshop:

Respondents found the workshop on cyber safety informative and shared their appreciation of the presenters' use of personal stories to highlight key points in the presentation.

"Very clear presentation, some good resources provided."

"Fantastic information."

"I like the personal stories."

Other respondents shared that more detailed examples and expressed that handouts were needed to improve their understanding. Other suggestions for improvement included using a bigger font size for the Powerpoint slides, increasing time for each presentation, and engaging the audience during the presentation.

"Not very engaging, just talked to audience."

"Thank you. The last 2 slides were difficult to read."

"Some powerpoint clips, printing + info too small!"

"Time. A little too short for the amount of info presented."

One respondent shared the need for more information on primary prevention activities for bullying.

"This presentation seemed like tertiary prevention. Are there issues we can focus on to prevent the actual bullying, rather than just assisting victims after the fact? (i.e., toxic masculinity)"

iEmpathesize Workshop:

An overwhelming majority of the comments on the second workshop were positive and several respondents highlighted the need to hold a similar presentation at schools.

“Deberian de dar esta presentacion en mas escuelas en Los Angeles. Me gustaria saber mas.” (This presentation should be given in more schools in Los Angeles. I would like to know more)

“This is good to be included to school curriculum.”

“I’d love to bring this to my school.”

Overall, respondents found the speaker engaging and knowledgeable, but shared that handouts were needed.

“The speaker had great statistics and actually spoke powerful.”

“Very inspirational, encouraging, motivational, engaging, empowering, thank you very much.”

“Clear presenter.”

“Presenter super! hope-filled project. [sic]”

“Please provide handouts.”

Overall Symposium:

Feedback on the symposium was overwhelmingly positive. Respondents shared feedback on specific aspects that made the event enjoyable, including the venue, DJ, youth performances, and staff.

“Everyone was so friendly, helpful + organized. Those volunteering were so helpful. The music was lively and not overbearing/loud. I could hear outside. My teens enjoyed the DJ. The teens were amazing as are [sic].”

“The performances were very moving/amazing.”

“Very useful, informative, & a great way to get the community together.”

“We need this in every city.”

Respondents also provided suggestions for improvement that can be used to inform the planning of future events. For example, one respondent shared that an MC was needed during the workshop presentations to streamline the transition between topics/speakers. Another respondent shared the need for a more detailed program to inform attendees of when activities are scheduled to take place throughout the day.

“I appreciate what everyone is doing! I did feel like it would help if there was something that showed the times of presentations so I knew more of what to expect.”

Other respondents shared their disappointment of the event’s broader focus on youth empowerment and safety, rather than on the issue of human trafficking.

“Was looking to hear more on human trafficking – the presenters briefly touch on it [sic].”

“Provide more specific information on everything was rather general [sic].”

Youth Workshop on Human Trafficking in Year 2

Note: Data for this section of the report are from an evaluation form that was developed and administered by the workshop facilitator.

Forty-eight (48) youth attended the workshop on Human Trafficking at a YMCA meeting space at St. Luke’s Church in Long Beach, California on July 29, 2016. Workshop attendees comprised of both boys and girls, and all were high school age students attending local schools in Long Beach. A total of 39 evaluation forms were completed for a response rate of 81.3%. An overwhelming majority of respondents found the presentation very useful (95%) and all indicated that they would recommend the presentation to a friend or teacher (see Tables 21 and 22). Respondents also indicated high satisfaction with the workshop by giving an average score of 9.4 on a scale of 1 to 10, with 10 indicating highest satisfaction (Table 23).

Table 21. Respondent’s rating of the presentation, n=39

Question	Very Useful n (%)	Somewhat Useful n (%)	Not Useful n (%)	Total N (%)
Did you find the presentation useful?	37 (94.9%)	1 (2.7%)	1 (2.7%)	39 (100%)

Table 22. Workshop recommendation, n=39

Question	Yes n (%)	No n (%)	Total N (%)
Would you recommend this presentation to a friend or teacher?	39 (100%)	0 (0%)	39 (100%)

Table 23. Respondents’ rating of the youth workshop, n=39

Score	Total, N (%)
7	1 (2.6%)
8	3 (7.7%)
9	16 (41.0%)
10	19 (48.7%)

*Note: The overall rating ranged from 1 (lowest) to 10 (highest)

When asked what part of the presentation had the greatest impact, 16 respondents shared that real-life examples and the stories of human trafficking victims had the most impact, as highlighted below:

“When you told us about the story. They’re just great examples for us and really big alerts for us.”

“When we were told about real life situations. That had the greatest impact. My favorite part was when she told us about the police officer and internet safety.”

Awareness of human trafficking was low among workshop attendees. This was evident by attendees' reaction to the facts and statistics that were presented by the speaker, particularly statistics about youth. Thirteen (13) respondents found that facts about human trafficking were just as impactful as stories.

"Hearing the stats shocked me and informed me so well, and the stories of real victims helped me know the tactics."

"The part that had the greatest impact was the connection to our lives, and that this hits close to home."

"The description of how trafficking works and how traffickers get their victims. Funny how they are all single moms. Very interesting fact that was common among them."

When asked how the workshop can be improved, three respondents suggested allowing more time for questions, one respondent shared that the presenter spoke a little too fast, and one respondent wanted more graphs and charts to make the content on the slides more visually appealing. Thirty-six (36) respondents indicated that they would use what they learned at the workshop to help keep themselves and their friends safe, and three respondents identified specific techniques that they learned. More specifically, young girls need to demonstrate self-confidence by saying 'thank you' in response to a compliment:

"Yes! A simple 'thank you' could save a life."

"Yes, for example the simple 'thank you'."

"Yes, I will now say 'thank you'."

Human Trafficking Workshop for Health Care & Social Service Providers in Year 2

An evaluation form was developed by CHER to assess knowledge and satisfaction of a workshop on Human Trafficking that was held at the Long Beach Health Department on August 31, 2016. The purpose of the workshop was to increase awareness of human trafficking among health and social service providers, and to provide ways to identify and assist victims of human trafficking. It was one hour in length and held during lunch.

A total of 26 providers attended the workshop, 25 of which completed evaluation forms at the end of the presentation, for a response rate of 96.2% (Table 24). More than 75% of respondents were female and the average age among respondents was 40 years, ranging from 24 to 63 years. Since the workshop was held at the Long Beach Health Department, 88% of respondents were health care providers, 12.5% self-identified as educators, and 4.2% self-identified as social service providers.

Table 24. Demographic characteristics, n=25

Participant Demographics	Frequencies (%)
Age [mean (range)]	40 years (24-63)
Gender	
Male	5 (20%)
Female	19 (76%)
Gender nonconforming	1 (4%)
Role (multiple answers allowed)	
Education	3 (12.5%)
Health	21 (88%)
Social Services	5 (4.2%)
Law Enforcement	0 (0%)
Other	0(0%)

Respondents were asked to indicate their level of agreement to six statements to assess their knowledge of human trafficking and ways to prevent it, and their ability to recognize and help human trafficking victims. All respondents indicated that their understanding of human trafficking improved as a result of the workshop. An overwhelming majority agreed or strongly agreed that as a result of the workshop, their understanding of the role of health professionals in fighting human trafficking increased (96%) and that they have a better understanding of what protocols need to be in place to better serve human trafficking victims (80%). Approximately three-quarters of respondents agreed or strongly agreed that they know how to prevent human trafficking (76%) and a similar number of respondents agreed or strongly agreed that they can recognize human trafficking victims (76%). Sixty percent of respondents agreed or strongly agreed that they have the necessary communication skills for talking to human trafficking victims. This data is summarized in Table 25.

Table 25. Responses to statements on the evaluation form, n=25

Statement	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
I have a better understanding of human trafficking.	10 (40%)	15 (60%)	25 (100%)
I have a better understanding of the role of health professionals in fighting human trafficking.	9 (36%)	15 (60%)	24 (96%)
I can recognize human trafficking victims	13 (52%)	6 (24%)	18 (76%)
I have a better understanding of what protocol needs to be in place at my agency/clinic to better serve human trafficking victims.	9 (36%)	11 (44%)	20 (80%)
I have the necessary communication skills for talking to human trafficking victims.	10 (40%)	5 (20%)	15 (60%)
I know what actions to can take to prevent human trafficking.	14 (56%)	5 (20%)	19 (76%)

The evaluation form included an open-ended question to allow respondents to provide suggestions or comments on the workshop. Nine respondents completed the open-ended question and five provided comments/suggestions on how to improve the workshop. These comments/suggestions were categorized into two themes. The first theme is related to presentation style. The presenter, more than once, asked workshop attendees to spend a few minutes reading information on the presentation slides,

likely to avoid a presenter's pitfall of reading slide content word-for-word. Three respondents did not find this technique effective and shared their thoughts on the evaluation form.

"Maybe read the slides out loud. Small & a lot to read. It was a great presentation."

"The workshop was very informative. The presenter should go over each slide. Asking the audience to read the slides is not effective."

"Go over slides. Don't ask us to read."

The second theme was related to depth of information. While eight respondents expressed high satisfaction with the workshop, two respondents suggested a longer training, given the importance of the topic.

"More info/longer training. Very important topic."

"GREAT!! Please consider a 3-day certification course for health/social service professionals...or if there is already one, please inform us."

The presentation focused primarily on how to identify human trafficking victims, and since victims are often accompanied during clinic visits, the presentation also provided strategies on how to isolate victims in order to speak with them individually. Due to the short length of the workshop, the presenter did not have as much time to review communication skills, which could have contributed to the lower number of attendees who indicated that they have the necessary skills for talking to human trafficking victims, when compared to their level of agreement to the other statements on the evaluation form.

Human Trafficking Workshop for Hotel Staff (English and Spanish) in Year 3

Two workshops on human trafficking was held for staff at the Renaissance Hotel in Downtown Long Beach. Both workshops were held on May 17, 2017, one in the morning in English and another in the afternoon in Spanish.

English Workshop

Forty-eight (48) attendees at the English workshop completed the evaluation form. The average age of respondents was 48.6 years and ranged from 26 to 67 years. Twenty-one respondents (43.8%) self-identified as male and 27 (56.3%) self-identified as female (Table 26). More than a quarter of respondents were from the Front Desk department (27.8%), 20.8% of respondents were from the Housekeeping department, and the remaining departments included Food & Beverage (12.5%), Security (10.4%), Engineering (8.3%), Sales (6.3%), Human Resources (6.3%) and Other (8.3%).

Table 26. Demographic characteristics, English workshop, $n=48$

Participant Demographics	Frequencies (%)
Age [mean (range)]	48.6 years (26-67)
Gender	
Male	21 (43.8%)
Female	27 (56.3%)
Hotel Department	
Front desk	13 (27.1%)
Housekeeping	10 (20.8%)
Food and beverage	6 (12.5%)
Security	5 (10.4%)
Engineering	4 (8.3%)
Sales	3 (6.3%)
Human resources	3 (6.3%)
Others	4 (8.3%)

To assess if participant knowledge increased as a result of the workshop, respondents were asked to indicate their level of agreement to a set of statements about human trafficking, including, but not limited to, signs of human trafficking, skills for talking to victims of human trafficking, and actions to take to prevent human trafficking at the hotel. Table 27 presents the number of respondents who agree or strongly agree with these statements. Ninety-six percent (96%) of respondents had a better understanding of human trafficking as a result of the workshop and an equal percentage have a better understanding of the role of hospitality staff in addressing the issue. Eighty-three percent (83%) indicated that they can recognize human trafficking victims and an equal percentage of respondents now have a better understanding of what hotel protocol needs to be in place to identify and assist possible victims of human trafficking. Lastly, 81% of respondents indicated that they had the necessary skills to communicate with human trafficking victims and an equal percentage of respondents knew what actions to take to prevent human trafficking activities at the hotel.

Table 27. Responses to statements on human trafficking, English workshop, $n=43$.

Statement	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
I have a better understanding of human trafficking.	16 (33%)	30 (63%)	46 (96%)
I have a better understanding of the role of hospitality staff in fighting human trafficking.	18 (39%)	26 (57%)	44 (96%)
I can recognize human trafficking victims.	27 (57%)	12 (26%)	39 (83%)
I have a better understanding of what protocol needs to be in place at my hotel to identify and assist human trafficking victims.	18 (38%)	21 (45%)	39 (83%)
I have the necessary communication skills for talking to human trafficking victims.	24 (50%)	15 (31%)	39 (81%)
I know what actions to take to prevent human trafficking.	18 (38%)	20 (43%)	38 (81%)

The evaluation form included an open-ended question to give respondents the opportunity to provide more feedback on the workshop. Overall, respondents were satisfied with the information provided, as highlighted by the quotes below:

“Interesting to hear about actual cases; also, glad to hear what benefits are offered to the victims after they’re rescued.”

“Outstanding presentation and commitment.”

Other respondents provided suggestions for improvement, which included lengthening the workshop and providing information specifically for hotel staff.

“It is very important, it should be longer than an hour and a half to learn the skills.”

“Need to focus more on hotel and what each department needs to look out for and what to do. For example, should I notify my boss before calling tip line?”

“Explain how we can contact ICE and local address in the slideshow.”

Spanish Workshop

Thirty-five (35) attendees at the Spanish workshop completed the evaluation form. The average age of the respondents was 37.8 years and ranged from 20 to 65 years. Four respondents (12.5%) self-identified as male and 28 (87.5%) self-identified as female (Table 28). Three respondents did not indicate their gender. Almost two-thirds of respondents (65.7%) were from the Housekeeping department, 8.6% of respondents were from Food & Beverage, 8.6% from Human Resources, and 5.7% from Engineering.

Table 28. Demographic characteristics, Spanish workshop, $n=35$

Participant Demographics	Frequencies (%)
Age [mean (range)]	37.8 years (20-65)
Gender	
Male	4 (12.5%)
Female	28 (87.5%)
Hotel Department	
Housekeeping	23 (65.7%)
Food and beverage	3 (8.6%)
Human resources	3 (8.6%)
Engineering	2 (5.7%)

Ninety-seven percent (97%) of respondents had a better understanding of human trafficking as a result of the workshop and all respondents (100%) had a better understanding that the role of hospitality staff had in addressing the issue (Table 29). Ninety percent (90%) indicated that they can recognize human trafficking victims and all respondents (100%) now have a better understanding of what hotel protocols need to be in place to identify and assist possible victims of human trafficking. Lastly, 89% of respondents stated that they had the necessary skills to communicate with human trafficking victims and 94% of respondents knew what actions to take to prevent human trafficking activities at the hotel.

Table 29. Responses to statements on human trafficking, Spanish workshop, n=35.

Statement	Agreement Level n (%)		Total n (%)
	Agree	Strongly Agree	
I have a better understanding of human trafficking.	6 (19%)	25 (78%)	31 (97%)
I have a better understanding of the role of hospitality staff in fighting human trafficking.	6 (18%)	27 (82%)	33 (100%)
I can recognize human trafficking victims.	8 (27%)	19 (63%)	27 (90%)
I have a better understanding of what protocol needs to be in place at my hotel to identify and assist human trafficking victims.	8 (23%)	27 (77%)	35 (100%)
I have the necessary communication skills for talking to human trafficking victims.	9 (27%)	21 (62%)	30 (89%)
I know what actions to take to prevent human trafficking.	6 (17%)	27 (77%)	33 (94%)

Of the nine respondents who provided additional feedback on the workshop, eight respondents appreciated of the information provided by the speakers and one respondent needed help with terms related to human trafficking.

“...assist with the verbage [sic] for human trafficking.” [comment provided in English]

Human Trafficking Workshop for Health Care Providers in Year 3

A workshop was held at Long Beach Memorial Medical Center on August 4, 2017 and 43 attendees completed an evaluation form. The average age of attendees was 38.8 years and ranged from 24 to 77 years (Table 30). Fourteen respondents (35%) self-identified as male and 26 respondents (65%) self-identified as female. Almost one-third of respondents (32.6%) were physicians, 25.6% were resident physicians, 11.6% were nurses, and the remaining respondents were medical students (7%), a parent coach (2.3%), a pharmacist (2.3%), and other health professionals (18.6%).

Table 30. Demographic characteristics of respondents, Long Beach Memorial, n=43

Participant Demographics	Frequencies (%)
Age [mean (range)]	38.8 years (24-77)
Gender	
Male	14 (35.0%)
Female	26 (65.0%)
Job Title	
Physician	14 (32.6%)
Resident physician	11 (25.6%)
Nurse	5 (11.6%)
Medical student	3 (7.0%)
Parent coach	1 (2.3%)
Pharmacist	1 (2.3%)
Others	8 (18.6%)

The evaluation form used for this event asked respondents to indicate their level of agreement on five statements about human trafficking. As a result of the workshop, 93% of respondents felt confident in their ability to define human trafficking, 91% of respondents felt confident to describe signs of human trafficking, and 95% felt confident to describe two risk factors of human trafficking (Table 31). A slightly

lower percentage of respondents (85%) indicated that they had a better understanding of the role of Long Beach Memorial staff in responding to human trafficking as a result of the workshop. Similarly, a lower percentage of respondents (82%) felt confident in their ability to treat or refer a human trafficking victim.

Table 31. Responses to statements on the evaluation form, $n=43$

Statement	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
I feel confident to describe the definition of human trafficking after the training	14 (33%)	25 (60%)	39 (93%)
I feel confident to describe two potential signs that a person is being trafficked after the training	12 (29%)	26 (62%)	38 (91%)
I feel confident to describe two risk factors of potential human trafficking victims after the training	13 (32%)	26 (63%)	39 (95%)
I feel confident to treat and/or refer a trafficking victim in the work setting after the training.	14 (34%)	20 (49%)	34 (82%)
I have a better understanding of the role of LBM/MCWH staff in responding to human trafficking.	19 (48%)	15 (38%)	34 (85%)
I can describe three elements of trauma-informed, survivor-centered responses.	18 (48%)	16 (38%)	34 (87%)

Human Trafficking Workshop for Firefighters in Year 3

A total of 16 personnel at the Long Beach Fire Department attended a workshop on August 10, 2017 at Fire Department Headquarters, and 13 evaluations were completed. The mean age of respondents was 39 years and ranged from 25 to 53 years. Eleven (91.7%) respondents were male and 1 (8.3%) was female (data was unavailable for one individual). Twelve (92.3%) respondents worked in Community Services, while one (7.7%) worked in Administration.

As a result of the workshop, all 13 respondents indicated an increase in awareness of human trafficking in Long Beach, and all but one respondent can recognize the signs of human trafficking (Table 32). All but one respondent ($n=12$, 92.4%) knew what to do if they encountered a possible victim of human trafficking, and all but one had a better understanding of the role that fire department personnel had in responding to human trafficking victims, of the human and social consequences of human trafficking, and of the role of human trafficking in the sustainability of gangs.

Table 32. Responses to statements on the evaluation form, n=13

Statement	Agreement Level, n (%)		Total N (%)
	Agree	Strongly Agree	
I am more aware of the problem of human trafficking in Long Beach.	6 (46.2%)	7 (53.8%)	13 (100.0%)
I can recognize the signs of human trafficking.	6 (46.2%)	6 (46.2%)	12 (92.3%)
I know what actions to take if I encounter a possible victim of human trafficking.	7 (53.8%)	5 (38.5%)	12 (92.3%)
I have a better understanding of the role of fire department personnel in responding to human trafficking.	7 (53.8%)	5 (38.5%)	12 (92.3%)
I have a better understanding of the consequences of human trafficking on the victim and the community.	4 (30.8%)	8 (61.5%)	12 (92.3%)
I have a better understanding of the role of human trafficking in gangs.	7 (53.8%)	5 (38.5%)	12 (92.3%)

When asked for suggestions or other comments about the workshop, respondents had positive feedback on the information and the pertinence of the presentation for their line of work.

“Great info. Thank you.”

“Very good presentation. Definitely valuable training for fire personnel.”

C. Evaluation of Focused Prevention Prong

Female Leadership Academy Pre- and Post-Surveys in Year 1

A total of 27 pre-surveys and 20 post-surveys were completed by participants in the Female Leadership Academy (FLA). Pre- and post-surveys were matched using the respondents' initials, birth month, and birth year. The mean age of participants was 16 years, with ages ranging from 14 to 18 years (Table 33). Over 60% of participants were in the 11th and 12th grade. Of those who completed both the pre- and post-survey, 50% attended Juan Cabrillo High School, 35% attended David Starr "Jordan" High School, and 15% attended Jordan-Plus High School.

Table 33. Demographic characteristics of FLA participants, *n*=20

Participant Demographics	Frequencies (%)
Age [mean (range)]	16 years (14-18)
High School	
Juan Rodriguez "Cabrillo"	10 (50%)
David Starr "Jordan"	7 (35%)
Jordan-Plus	3 (15%)
Education level	
9 th grade	6 (31.6%)
10 th grade	1 (5.3%)
11 th grade	8 (42.1%)
12 th grade	4 (21.1%)

Academic Performance

Respondents' level of academic performance and school attendance was determined by how often they "get good grades", "attend classes", "pay attention in class", "finish their homework on time", "study when there are other interesting things to do", and "participate in school activities". In addition, respondents were asked how often they were disciplined for delinquent behavior at school, such as getting suspended or receiving detention. Overall, respondents reported having consistent school attendance, participation, and low disciplinary actions (Table 34). At pre-survey, respondents favorably indicated often or very often to academic performance questions, such that 50% of the respondents reported getting A's and B's, 45% participated in school activities, and 78.9% finished their homework on time. Thirty percent of respondents reported being able to often or very often study when there were other interesting things to do. When asked about their ability to get to school on time and pay attention in class, all respondents reported attending classes and paying attention in class often and very often. Eighty percent (80%) of respondents reported getting to school on time often and very often.

Participation in school activities increased at post-survey, while changes in academic performance varied. The percentage of respondents who reported getting A's and B's often and very often increased by 7.9 percentage points to 57.9% and the number of those who participated in school activities often and very often increased by 20 percentage points to 63.2%. The number of respondents who reported being able to often or very often study when there were other interesting things to do increased slightly to 36.8%. School attendance and ability to pay attention in class decreased at post-survey by 10.5% to 89.5% for

both survey items. Respondents' ability to get to school on time also decreased at post survey to 73.7% (-6.3%).

Table 34. Academic performance, n=20

Statement	Pre-survey, n (%)		PRE-SURVEY TOTAL N (%)	Post-survey, n (%)		POST-SURVEY TOTAL N (%)
	Often	Very Often		Often	Very Often	
I get A's and B's.	6 (30.0%)	4 (20.0%)	10 (50.0%)	6 (31.6%)	5 (26.3%)	11 (57.9%)
I attend my classes.	4 (20.0%)	16 (80.0%)	20 (100.0%)	4 (21.1%)	13 (68.4%)	17 (89.5%)
I participate in school activities.	6 (30.0%)	3 (15.0%)	9 (45.0%)	9 (47.4%)	3 (15.8%)	12(63.2%)
I pay attention.	10 (52.6%)	9 (47.4%)	19* (100.0%)	11 (57.9%)	6 (31.6%)	17 (89.5%)
I get to school on time.	5 (25.0%)	11 (55.0%)	16 (80.0%)	6 (31.6%)	8 (42.1%)	14 (73.7%)
I finish my homework assignments by deadlines.	12 (63.2%)	3 (15.8%)	15 (78.9%)	12 (63.2%)	2 (10.5%)	14 (73.7%)
I study when needed even if there are other interesting things to do.	4 (20.0%)	2 (10.0%)	6 (30.0%)	7 (36.8%)	0	7 (36.8%)

*Statement response n=19

Note: This table includes only those who selected the response categories listed. The remaining participants selected "Sometimes", "Rarely", or "Never" when responding to the statements above.

School Discipline

School discipline was assessed by asking respondents to indicate how often they were suspended and how often they received detention. At pre-survey, 95% of respondents indicated that they rarely or never got suspended and 73.7% indicated that they rarely or never got detention (Table 35). Post-survey data revealed that the number of students who rarely or never got suspended decreased by 5.6 percentage points. However, the number of students who rarely or never got detention increased by 5.3 percentage points.

Table 35. School discipline, n=20

Statement	Pre-survey n (%)		PRE-SURVEY TOTAL N (%)	Post-survey n (%)		POST-SURVEY TOTAL N (%)
	Rarely	Never		Rarely	Never	
I get suspended	2 (10.0%)	17 (85.0%)	19 (95.0%)	2 (10.5%)	15 (78.9%)	17 (89.4%)
I get detention	6 (31.6%)	8 (42.1%)	14 (73.7%)	4 (21.1%)	11 (57.9%)	15 (79.0%)

Note: This table includes only those who selected the response categories listed. The remaining participants selected "Sometimes", "Often", or "Very Often" when responding to the statements above.

Social support

Social support was assessed by respondents' level of agreement to statements on whether they "had an easy time finding someone to go places with them", "had family or friends who would check on them if they got sick", "had someone to talk to when they have a problem", "had someone who takes pride in their accomplishments", "had someone whom they really trust", and if "they got invited to do things with others". Table 36 presents the number of respondents who somewhat agreed or strongly agreed

with the statements at pre- and post-survey. At pre-survey, the number of respondents who somewhat agreed or strongly agreed with the statements ranged from 70% to 95%, with an average of 82.4%. At post-survey, the number of respondents who somewhat agreed or strongly agreed ranged from 84.2% to 100%, with an average of 91.2%. The largest increase was observed among those who indicated that they “have an easy time finding someone to go places with” and those who indicated that they “have at least one person whom they can really trust”, which increased by 14.2 and 15 percentage points, respectively.

Table 36. Social support, n=20

STATEMENT	Pre-survey n (%)		PRE-SURVEY TOTAL N (%)	Post-survey n (%)		POST-SURVEY TOTAL N (%)
	Somewhat Agree	Strongly Agree		Somewhat Agree	Strongly Agree	
If I wanted to go somewhere, I would have an easy time finding someone to go with me.	10 (50.0%)	4 (20.0%)	14 (70.0%)	8 (42.1%)	8 (42.1%)	16 (84.2%)
I have family and/or friends who would check on me if I got sick.	8 (40.0%)	9 (45.0%)	17 (85.0%)	5 (26.3%)	12 (63.2%)	17 (89.5%)
I have people who care about me.	1 (5.0%)	18 (90.0%)	19 (95.0%)	4 (21.1%)	14 (73.7%)	18 (94.8%)
There's no one to talk to when I have problems.	0	1 (5.0%)	1 (5.0%)	1 (5.3%)	0	1 (5.3%)
I get invited to do things with others.	5 (26.3%)	11 (57.9%)	16 (84.2%)	8 (42.1%)	9 (47.4%)	17 (89.5%)
There is someone who takes pride in my accomplishments.	8 (40.0%)	7 (35.0%)	15 (75.0%)	7 (36.8%)	10 (52.6%)	17 (89.4%)
There is at least one person whom I really trust.	0	17 (85.0%)	17 (85.0%)	3 (15.8%)	16 (84.2%)	19 (100%)

Note: This table includes only those who selected the response categories listed. The remaining participants selected “Strongly Disagree”, “Somewhat Disagree”, or “Neither Agree nor Disagree” when responding to the statements above.

Leadership skills

Leadership was assessed by asking respondents how well they can work as a team, solve problems, be respectful when listening to differing opinions, and give directions on how to perform a task. At pre-survey, the number of respondents who somewhat agreed or strongly agreed with these statements ranged from 60% to 75%, with an average of 72.5% (Table 37). At post-survey, the percentage of respondents who indicated that they can solve problems and those who can give directions on how to perform a task increased by 19 and 9 percentage points, respectively. However, the percentage of respondents who were able to work as a team decreased by 1.3 percentage points and the percentage of those who were able to be respectful when listening to differing opinions decreased by 11.4 percentage points.

Table 37. Leadership skills, n=20

Statement	Pre-survey n (%)		PRE- SURVEY TOTAL N (%)	Post-survey n (%)		POST- SURVEY TOTAL N (%)
	Well	Very Well		Well	Very Well	
I can work as a team.	11 (55.0%)	4 (20.0%)	15 (75.0%)	8 (42.1%)	6 (31.6%)	14 (73.7%)
I can solve problems.	11 (55.0%)	1 (5.0%)	12 (60.0%)	9 (47.4%)	6 (31.6%)	15 (79%)
I am respectful when listening to others even if their opinion may be different from my own.	8 (40.0%)	9 (45.0%)	17 (85.0%)	7 (36.8%)	7 (36.8%)	14 (73.6%)
I can give directions on how to do something.	10 (50.0%)	4 (20.0%)	14 (70.0%)	9 (47.4%)	6 (31.6%)	15 (79%)

This table includes only those who selected the response categories listed. The remaining participants selected "Not very well", "Not well", or "Not sure" when responding to the statements above.

Self-efficacy

To assess self-efficacy, respondents were asked how well they can resist peer pressure to engage in risky behavior, how well they can stand up for themselves and for others, and how well they can ask questions or ask for advice. Overall, FLA participants demonstrated high self-efficacy to resist peer pressure to engage in substance use and to stand up for themselves and for others at pre-survey (Table 38). On average, 87.6% of respondents indicated that they did these things well or very well, ranging from 84.2% to 90%. As Table 19 shows, an increase in the percentage of respondents who did these things well or very well was observed for five of the nine statements at post-survey. The largest increase of 16.8 percentage points was among those who indicated that they can resist peer pressure to consume alcohol. Decreases were observed for the remaining four statements and the largest decrease of 12.3 percentage points was among respondents who indicated that they can stand up for others who are being treated unfairly.

Table 38. Self-efficacy to resist peer pressure, n=20

Statement	Pre-survey n (%)		PRE- SURVEY TOTAL N (%)	Post-survey n (%)		POST- SURVEY TOTAL N (%)
	Well	Very Well		Well	Very Well	
I can resist peer pressure to do things that can get me into trouble.	6 (30.0%)	12 (60.0%)	18 (90.0%)	8 (42.1%)	9 (47.4%)	17 (89.5%)
I can resist peer pressure to smoke cigarettes when I don't want to.	4 (20.0%)	14 (70.0%)	18 (90.0%)	2 (10.5%)	16 (84.2%)	18 (94.7%)
I can resist peer pressure to drink beer, wine, or liquor when I don't want to.	2 (10.5%)	14 (73.7%)	16 (84.2%)	2 (10.5%)	17 (89.5%)	19 (100%)
I can resist peer pressure to smoke marijuana when I don't want to.	3 (15.0%)	14 (70.0%)	17 (85.0%)	4 (21.1%)	15 (78.9%)	19 (100%)

Statement	Pre-survey n (%)		PRE- SURVEY TOTAL N (%)	Post-survey n (%)		POST- SURVEY TOTAL N (%)
	Well	Very Well		Well	Very Well	
I can resist peer pressure to engage in sexual activities when I don't want to.	2 (10.5%)	15 (78.9%)	17 (89.4%)	1 (5.3%)	18 (94.7%)	19 (100%)
I can stand up for myself when I feel I am being treated unfairly.	11 (55.0%)	6 (30.0%)	17 (85.0%)	7 (36.8%)	10 (52.6%)	17 (89.4%)
I can stand up for others when they are being treated unfairly.	9 (45.0%)	9 (45.0%)	18 (90.0%)	6 (33.3%)	8 (44.4%)	14 (77.7%)
I can ask my teachers questions when I don't understand something.	9 (45.0%)	9 (45.0%)	18 (90.0%)	9 (47.4%)	8 (42.1%)	17 (89.5%)
I can ask for advice when I have a problem.	7 (35.0%)	10 (50.0%)	17 (85.0%)	8 (42.1%)	8 (42.1%)	16 (84.2%)

Note: This table includes only those who selected the response categories listed. The remaining participants selected "Not very well", "Not well", or "Not sure" when responding to the statements above.

Mental health

To assess mental health status, respondents were asked to indicate how often they experienced feeling lonely, worried, and happy, and about their difficulty falling or staying asleep. Respondents were also asked to indicate how often they had difficulty controlling their anger. Post-survey results revealed noteworthy improvements in mental health. The percentage of respondents who reported feeling happy often or very often increased from 65% to 85%, and the percentage of those who reported feeling lonely and feeling worried decreased by 5 and 10 percentage points, respectively (Table 39). A decrease of 5.8 percentage points was observed among those who reported often or very often having difficulty falling or staying asleep. However, the percentage of respondents who reported having trouble controlling their anger often or very often increased slightly by less than one percentage point to 15.8%.

Table 39. Mental Health, n=20

Statement	Pre-survey n (%)		PRE- SURVEY TOTAL N (%)	Post-survey n (%)		POST- SURVEY TOTAL N (%)
	Often	Very Often		Often	Very Often	
I feel lonely.	2 (10.0%)	0	2 (10.0%)	0	1 (5.0%)	1 (5.0%)
I get worried.	5 (25.0%)	1 (5.0%)	6 (30.0%)	1 (5.0%)	3 (15.0%)	4 (20.0%)
I am happy.	7 (35.0%)	6 (30.0%)	13 (65.0%)	8 (40.0%)	9 (45.0%)	17 (85.0%)
I have difficulty falling or staying asleep.	1 (5.3%)	2 (10.5%)	3 (15.8%)	2 (10.0%)	0	2 (10.0%)
I have trouble controlling my anger.	1 (5.0%)	2 (10.0%)	3 (15.0%)	1 (5.3%)	2 (10.5%)	3 (15.8%)

Note: This table includes only those who selected the response categories listed. The remaining participants selected "Sometimes", "Rarely", or "Never" when responding to the statements above.

Peer Influence

Lastly, respondents were asked about negative and positive peer influences. To assess peer influence, respondents were asked to indicate their level of agreement to negative and positive statements about their peers, such as their peers' involvement in gang activity, participation in delinquent behavior, motivation to do well in school, and engagement in extracurricular activities. At post-survey, a decrease was observed among respondents who somewhat disagreed or strongly disagreed that they had friends who engaged in delinquent behavior (see Table 40). The largest decrease was observed among respondents who somewhat disagreed or strongly disagreed that they had friends who steal, which decreased by almost 18 percentage points at post-survey. The percentage of respondents who somewhat agreed or strongly agreed that they had friends who were involved in gang activity, friends who vandalize, and friends who have gotten in trouble with law enforcement decreased by 15, 10, and 8 percentage points, respectively. The percentage of respondents who somewhat agreed or strongly agreed that they had friends who care about doing well in school decreased by 5 percentage points at post-survey.

Table 40. Peer Influence, n=20

Statement	Pre-survey n (%)		PRE- SURVEY TOTAL N (%)	Post-survey n (%)		POST- SURVEY TOTAL N (%)
	Somewhat Disagree	Strongly Disagree		Somewhat Disagree	Strongly Disagree	
I have friends who are in a gang.	3 (15.0%)	13 (65.0%)	16 (80.0%)	1 (5.0%)	12 (60.0%)	13 (65.0%)
I have friends who have gotten in trouble with the police.	4 (21.1%)	7 (36.8%)	11 (57.9%)	1 (5.0%)	9 (45.0%)	10 (50.0%)
I have friends who take things that don't belong to them.	4 (22.2%)	10 (55.6%)	14 (77.8%)	1 (5.0%)	11 (55.0%)	12 (60.0%)
I have friends who care about doing well in school.	1 (5.0%)	1 (5.0%)	2 (10.0%)	1 (5.0%)	0	1 (5.0%)
I have friends who get into fights.	3 (15.0%)	9 (45.0%)	12 (60.0%)	4 (20.0%)	8 (40.0%)	12 (60.0%)
I have friends who like to tag.	2 (10.0%)	14 (70.0%)	16 (80.0%)	3 (15.0%)	11 (55.0%)	14 (70.0%)
I have friends who participate in extracurricular activities.	2 (10.0%)	3 (15.0%)	5 (25.0%)	2 (10.0%)	3 (15.0%)	5 (25.0%)

Note: This table includes only those who selected the response categories listed. The remaining participants selected "Strongly Agree", "Somewhat Agree", or "Neither Agree nor Disagree" when responding to the statements above.

Experience in Female Leadership Academy

To assess member experience, the post-survey contained additional statements on learning new skills and making new friends, helpfulness of academy staff, changes in parent/child relationship and academic performance, and overall enjoyment of the academy (Table 41). An overwhelming majority of survey respondents reported a positive experience and would recommend the academy to other girls. Ninety percent (90%) of respondents reported making new friends in the academy and 80% reported learning new skills. Seventy percent (70%) of respondents reported that the academy has helped them

do better in school and 80% found academy staff very helpful. Less than half of respondents reported an improved relationship with their parents/legal guardians as a result of the academy.

Table 41. Experience in the Female Leadership Academy, n=20

Statement	Somewhat Agree n (%)	Strongly Agree n (%)	Total N (%)
I enjoyed being in the Female Leadership Academy.	4 (20.0)	15 (75.0%)	19 (95.0%)
The Female Leadership Academy helped me do better in school.	6 (30.0%)	8 (40.0%)	14 (70.0%)
I made new friends in the Female Leadership Academy.	5 (25.0%)	13 (65.0%)	18 (90.0%)
My relationship with my parent/legal guardian has improved as a result of the Female Leadership Academy.	3 (15.0%)	5 (25.0%)	8 (40.0%)
I learned new skills as a result of the Female Leadership Academy.	5 (25.0%)	10 (50.0%)	15 (75.0%)
Staff in the Female Leadership Academy was very helpful.	4 (20.0%)	12 (60.0%)	16 (80.0%)
I would recommend the Female Leadership Academy to other girls.	4 (20.0%)	14 (70.0%)	18 (90.0%)

Note: This table includes only those who selected the response categories listed. The remaining participants selected "Strongly Disagree", "Somewhat Disagree", or "Neither Agree nor Disagree" when responding to the statements above.

Post High School Intentions

When asked what they planned to do after graduation, almost two-thirds of respondents planned to work full time, and 70% planned to attend community college and 70% planned to attend a 4-year university (Table 42). None of the respondents planned to join the military and 10% of respondents were undecided about what to do after high school. Moreover, half of the respondents are interested in participating in next year's academy (Table 43).

Table 42. Post High School Intentions, n=20

Statement	Somewhat Agree n (%)	Strongly Agree n (%)	Total N (%)
I will get a full-time job after high school.	2 (10.5%)	10 (52.6%)	12 (63.1%)
I will go to a 4-year university after high school.	6 (30.0%)	8 (40.0%)	14 (70.0%)
I will join the military after high school.	0	0	0
I will go to a community college after high school.	4 (20.0%)	10 (50.0%)	14 (70.0%)
I don't know what I want to do after high school.	1 (5.0%)	1 (5.0%)	2 (10.0%)

Note: This table includes only those who selected the response categories listed. The remaining participants selected "Strongly Disagree", "Somewhat Disagree", or "Neither Agree nor Disagree" when responding to the statements above.

Table 43. Participation in next year's academy

Response	Frequency n (%)
Yes	10 (50%)
No	0 (0%)
I'm not sure	5 (25%)
I will graduate this year	5 (25%)

Interview with Female Leadership Academy Member in Year 2

Interviews with members of the Female Leadership Academy were included in the Year 2 evaluation of the CalGRIP 7 Project. To be eligible to participate in the interview, members must have participated in the academy at least one year, as the purpose of the interview was to learn about how involvement in

the academy affected school performance, social support, self-efficacy, and ability to resist peer pressure. Of the three high schools that participated in Year 1 of CalGRIP 7, only one operates the Female Leadership Academy as a club and allows for continued membership. The other two high schools operate the academy as a class with a new cohort of students each year. As such, the evaluation team visited the Female Leadership Academy Club to recruit participants for the interview. A member of the evaluation team made two visits to a regular club meeting that was held after school every Thursday. The evaluation team member introduced the interview opportunity to eligible members and distributed parental consent forms at the first meeting. Interviews were conducted at the second visit the following week.

A total of five members were eligible to participate in the interview, but only one member returned a signed parental consent form. Due to a full schedule of activities, field work, and presentations every week, the evaluation team was unable to return to conduct additional interviews and therefore, the evaluation includes feedback from one FLA member only.

The member interviewed was 16 years of age and self-identified as Hispanic/Latino. Her parents believe that education is very important and encourages her to strive for success. When asked to elaborate, she shared that for her parents, success means going to college and getting a well-paying job, and she agrees. She performs well in school and is especially interested in math and science. She has no problems attending school every day, turning in assignments on time, and studying when there are interesting things to do. However, she shared that other students do not take school as seriously and make it difficult for her to pay attention in class.

“Most students are very annoying. They make comments about their bodies. When I’m trying to pay attention in class, there are guys behind me saying stuff. It was a little distracting, so I had to ask my teacher to switch my seat. The school’s fine, it’s just the students.”

She admitted to being easily distracted at home, but shared that she often completes her schoolwork before playing video games or spending time with friends. When asked how her involvement in the academy has affected her self-esteem, she shared that she is now more comfortable with public-speaking than she was prior to joining the academy.

“I’ve definitely improved, especially in terms of presentations because I’m painfully shy. After talking and bonding with people, and I don’t normally do that, it just made me more confident. I might even take AP seminar next year and that’s when you have to talk to a lot of people, just because Female Leadership Academy boosted my confidence.”

The FLA and fellow members serve as an extended family and provide her with support that is lacking at home. Meetings are viewed as safe spaces for members to share challenges that they experience at school or at home, and members felt comfortable being themselves knowing that others were facing similar challenges. The quote below best highlights the close-knit nature of the academy and its members.

“At home I just kind of zone out in my own room. I don’t really talk to anyone. If I’m angry, I just play video games because I have a bunch of free time. I would be in my own space to cool down a little bit and then I would talk to [FLA Coordinator], the teacher. In Female Academy, we try to bond like one family. We try to make sure nobody gets left out and sometimes we would have to be in a group and say something about ourselves in front of everyone. In the Female Academy, you’re in a safe environment and nobody will make fun of you if you stutter or anything.”

Relationship-building activities further strengthen the bond between members, and senior members serve as mentors to new recruits and members in lower grades levels. The support provided by members fall into two categories, emotional support and academic-type support. For example, the interviewed member shared that she often asks older members about specific classes prior to enrolling in them, as the quote below demonstrates:

“We have this thing called Big Sister, Little Sister. We just get assigned to whoever our partner is and we bond a little bit and it’s really cool because I don’t have a sister and she kind of guides me. She’s older and she’s in a higher grade than me. She’s in AP Seminar and I asked her if you have to talk to a lot of people and she said, ‘Yeah, but it’s worth it’. She gave me her phone number so I can call her.”

The member was asked what she enjoyed the most about the academy last year and shared that the excursions were particularly fun. She appreciated trying new things and going to places that she otherwise may have not visited on her own.

“I usually just stay in my house and don’t do anything and in Female Academy, we do go out a little more. Like there’s Ronald McDonald house, where we go and help make food and eat with the families and listen to their stories. I haven’t went yet, but I heard it’s really good and also there’s this camp that’s coming in April. I haven’t went as well, but hearing other members share their stories makes me want to go. When I was younger, I would normally say no to going out, but now I’ll say, ‘I’ll think about it’.”

The member also shared that having guest speakers was something that members looked forward to. Particularly interesting presentations, including one on human trafficking and another on healthy relationships. Members really enjoyed the presentations last year, especially those that were on topics to which the members can relate.

When asked to share what she does not like about the academy or how it can be improved, the member expressed a fear of having to walk home in the evening due to meetings being held after school. The member did not share anything else that she wished the academy could do differently.

Since only one member was interviewed, additional questions were included to assess the member’s perspective on how the FLA has affected other members. The member shared that most members experience challenges and that the academy has had a positive impact on their lives much like it has had on hers.

“There’s this one girl who told me that she was having trouble making money because her mom was a cashier. She was trying to sell chips so she can make some extra money and I have another friend who’s here currently and she said her mom is not with her, she’s in jail I think, and her dad is no longer with her anymore. She lives with her aunt and the academy is a support system for them. It’s a support system for many girls.”

The FLA serves as a support system for many of its members, including the one who was interviewed for the evaluation. As the member shared, she often turns to fellow members and the project coordinator for support, since she and other members lack support at home. The quote below best demonstrates the role that the FLA plays in the lives of its members:

“I like the bonding the most because you know you’re not alone and others are going through the same thing as you and they’re there to support you no matter what.”

D. Evaluation of Intervention Prong

Long Beach Trauma and Recovery Center (LBTRC) Baseline and Follow-up Surveys in Year 3

Data from the Long Beach Trauma and Recovery Center (LBTRC) were added to the evaluation to examine how participation in a CalGRIP 7 service contributed to improvements in mental health and quality of life among human trafficking victims. Baseline and follow-up surveys were administered to clients who were referred to LBTRC and participated in a 12-session counseling program. Baseline surveys were administered at the first session and follow-up surveys were administered at 3, 6, 9, and 12 months from the last session.

Demographic Characteristics

A total of 70 participants were referred to the LBTRC counseling program. The mean age of participants was 25 years and ranged from 12 to 50 years. Almost all of the participants (97.1%) were female and two (2.9%) were male. Fifteen participants (32.6%) had some college or technical school, 14 participants (30.4%) were high school graduates, and 17 participants (37.0%) reached 9th to 11th grade, but did not graduate from high school. Approximately one-third (32.6%) of the participants did not have health insurance, while the rest either had Medicare (28.3%), Medicaid (26.1%), health insurance through other government programs (8.7%), or private health insurance (6.5%). Two-thirds of the participants (66.7%) were unemployed, approximately one-quarter worked for pay (26.7%), and the remaining identified themselves as a student (15.6%), disabled (4.4%), or as a homemaker (2.2%). Two-thirds of the participants were African American (66.0%), an equal number of participants were white, Latino, or of mixed ethnicity (7.1% each), and only two (4.3%) were Asian/Pacific Islander. These demographic characteristics are presented in Table 44.

Table 44. Demographic Characteristics of CalGRIP7 Participants referred to LBTRC, n=70

Participant Demographics	Frequencies (%)
Age [mean (range)]	25.3 years (12-50)
Gender	
Female	68 (97.1%)
Male	2 (2.9%)
Education level	
9 th to 11 th grade	17 (37.0%)
High school graduate	14 (30.4%)
Some college or technical school	15 (32.6%)
Insurance	
None	15 (32.6%)
Medicare	13 (28.3%)
Medicaid/Medical	12 (26.1%)
Other government program	4 (8.7%)
Private health insurance	3 (6.5%)
Work	
Unemployed	30 (66.7%)
A worker for pay	12 (26.7%)

A student	7 (15.6%)
Disabled	2 (4.4%)
A homemaker	1 (2.2%)
Race/Ethnicity	
African American	31 (66.0%)
White	5 (7.1%)
Latino	5 (7.1%)
Mixed race/ethnicity	5 (7.1%)
Asian/Pacific Islander	2 (4.3%)

Previous Trauma Experience

Participants experienced different types of trauma prior to participating in the LBTRC counseling program. History of previous trauma included physical assault ($n=26$, 68.4%), sexual assault ($n=23$, 60.5%), assault with a weapon ($n=17$, 44.7%), and captivity ($n=11$, 28.9%). More than one-third learned about a sudden violent death ($n=14$, 36.8%) and a sudden accidental death ($n=14$, 38.9%) that happened to someone they knew.

Demographic characteristics for those who completed the program

Of the 70 individuals who were referred to LBTRC, 30 attended an initial consultation meeting and completed the baseline survey. Of those who enrolled in the counseling program, 12 individuals (20.3%) completed the 12-session program (some of which continued to attend sessions after program completion), while 17 individuals (28.8%) attended less than 12 sessions.

Of the 12 women who finished the program, 8 participants completed all five surveys, from baseline to the 12-month follow-up. These participants had an average age of 29 years, ranging from 23 to 37 years, and were all female. Almost two-thirds of these women attended some college or technical school (62.5%), while approximately one-third did not graduate from high school (37.5%). The majority of these participants had health insurance coverage (62.5%), while approximately one-third (37.5%) were uninsured. Half were unemployed (50.0%), one-quarter was employed at baseline (25.0%), and of the remaining participants, one was a student ($n=1$, 12.5%) and one was disabled ($n=1$, 12.5%). Most of the participants self-identified as African American (57.1%), over a quarter self-identified as White (28.6%), and one self-identified as Latino (14.3%). Table 45 presents the demographic characteristics of participants who completed the 12-session program.

Table 45. Demographic Characteristics of CalGRIP7 Participants who Completed the Program, $n=8$

Participant Demographics	Frequencies (%)
Age [mean, (range)]	29.0 years (23-37)
Gender	
Female	8 (100.0%)
Education level	
9 th to 11 th grade	3 (37.5%)
Some college or technical school	5 (62.5%)
Insurance	
Medicare	2 (25.0%)
Medicaid/Medical	1 (12.5%)

Participant Demographics	Frequencies (%)
Other government program	2 (25.0%)
None	3 (37.5%)
Work	
Unemployed	4 (50.0%)
Employed	2 (25.0%)
A student	1 (12.5%)
Disabled	1 (12.5%)
Race/Ethnicity	
African American	4 (57.1%)
White	2 (28.6%)
Latino	1 (14.3%)

Response to Previous Stressful Experience

Using a 5-point Likert scale that ranged from *not at all* to *extremely*, participants were asked to indicate how much a previous stressful event bothered them during the past month. Due to the small sample size, *quite a bit* and *extremely* were combined for the evaluation and results are presented in Table 46.

The data show that the severity of negative feelings declined between baseline and 12-month follow-up. While baseline data show that half of the respondents indicated that they were extremely bothered or bothered quite a bit by repeated, disturbing, and unwanted memories of the stressful experience, only one respondent indicated that she remained extremely bothered or bothered quite a bit at 12-month follow-up. Three (37.5%) respondents indicated that they were extremely bothered or bothered quite a bit by repeated and disturbing dreams of the stressful experience during baseline and only one (12.5%) indicated the same at 12-month follow-up. At baseline, three-quarters (75.0%) of respondents were extremely bothered or bothered quite a bit when reminded of the stressful experience and an equal percentage blamed themselves or others of the stressful experience or of what happened after. At 12-month follow-up, only one respondent indicated as such. Three-quarters of respondents indicated that they were extremely bothered or bothered quite a bit by having trouble falling asleep (75%) at baseline and by 12-month follow-up, only 3 (37.5%) respondents indicated that they still had trouble falling asleep. At baseline, the majority (87.5%) of respondents were extremely bothered or bothered quite a bit by a loss of interest in enjoyable activities and the same percentage was also extremely bothered or bothered quite a bit by feeling distant or cut off from other people. At 12-month follow-up, none of the respondents reported being extremely bothered or bothered quite a bit by a loss of interest in enjoyable activities and only one respondent reported being extremely bothered or bothered quite a bit by feeling distant or cut off from other people.

Table 46. Frequencies of response to stressful experiences at five survey time points by LBTRC counseling program participants who completed the 12-session program, $n=8$

Type of Response to Stressful Experience	Baseline	3-month	6-month	9-month	12-month
Repeated, disturbing, and unwanted memories of the stressful experience	4 (50.0%)	4 (50.0%)	3 (37.5%)	1 (12.5%)	1 (12.5%)
Repeated, disturbing dreams of the stressful experience	3 (37.5%)	5 (62.5%)	4 (50.0%)	2 (25.0%)	1 (12.5%)
Feeling very upset when reminded of the stressful experience	6 (75.0%)	4 (50.0%)	1 (12.5%)	2 (25.0%)	1 (12.5%)
Blaming yourself or someone else for the stressful experience or what happened after it	6 (75.0%)	4 (50.0%)	2 (25.0%)	3 (37.5%)	1 (12.5%)
Trouble falling or staying asleep	6 (75.0%)	3 (37.5%)	2 (25.0%)	2 (25.0%)	3 (37.5%)
Loss of interest in the activities that you used to enjoy	7 (87.5%)	6 (75.0%)	3 (37.5%)	2 (25.0%)	0 (0.0%)
Feeling distant or cut off from other people	7 (87.5%)	5 (62.5%)	4 (50.0%)	1 (12.5%)	1 (12.5%)

Disruption in work/school, social life and home responsibilities due to stressful experiences

Disruption to activities of daily living is common among individuals who experienced a stressful or traumatic experience. Using a scale of 1 (not at all) to 10 (extremely), participants were asked to indicate how much the symptoms listed in Table 46 disrupted work/school, their social life, and family and home responsibilities during the past month. The mean and standard deviation of the responses were calculated for the five data collection time points. A decreasing trend was observed between baseline and 12-month follow-up. At baseline, respondents indicated that symptoms associated with the stressful or traumatic event moderately disrupted their work/school (5.38), social life (6.25), and family life/home responsibilities (5.88). At 12-month follow-up, participants reported that these symptoms only mildly disrupted their work/school (1.00), social life (1.40), and family life/home responsibilities (3.40). Table 47 shows a summary of these data.

Table 47. Average scores of symptoms-related disruptions in work/school, social life and home responsibilities of LBTRC counseling program participants at five survey time points, $n=8$

Type of Disruption	Baseline	3-month	6-month	9-month	12-month
The symptoms have disrupted your work/school	5.38 (3.70)	2.00 (2.28)	1.50 (1.73)	4.40 (4.39)	1.00 (2.24)
The symptoms have disrupted your social life	6.25 (4.20)	6.00 (4.00)	3.25 (4.72)	3.00 (2.74)	1.40 (2.19)
The symptoms have disrupted your family life/home responsibilities	5.88 (4.16)	5.33 (3.01)	3.25 (3.77)	3.20 (2.95)	3.40 (2.70)

Symptoms Experienced

Using a 4-point scale (*not at all, several days, more than half the days, nearly every day*), participants were asked to indicate how often in the past 2 weeks they were bothered by symptoms (list of provided in Table 3) that may have been the result of their stressful or traumatic event. Responses for *more than half the day* and *nearly every day* were combined due to the small sample size. Overall, a gradual decrease in negative symptoms was observed between baseline and 12-month follow-up. Compared to

baseline data, feelings of being down (62.5%), feelings of being tired (75.0%), having a poor appetite (62.5%), and having trouble concentrating on things (75.0%) markedly declined to 12.5%, 37.5%, 25.0%, and 25.0%, respectively (Table 48).

Table 48. Frequencies of symptoms experienced by the participants at five survey time points, $n=8$

Symptoms Experienced	Baseline	3-month	6-month	9-month	12-month
Feeling down	5 (62.5%)	3 (37.5%)	2 (25.0%)	2 (25.0%)	1 (12.5%)
Feeling tired	6 (75.0%)	6 (75.0%)	4 (50.0%)	5 (62.5%)	3 (37.5%)
Poor appetite	5 (62.5%)	5 (62.5%)	5 (62.5%)	5 (62.5%)	2 (25.0%)
Trouble concentrating on things	6 (75.0%)	6 (75.0%)	4 (50.0%)	2 (25.0%)	2 (25.0%)

Quality of Life

A 5-point scale from *very poor* to *very good* was used to assess quality of life among program participants. The responses for *good* and *very good* were combined due to the small sample size. Overall, quality of life among respondents improved at 9-month follow-up compared to baseline scores (quality of life was not assessed at 12-month follow-up). Only 3 participants (37.5%) reported that their quality of life was *good* to *very good* at baseline and this increased to 5 participants (62.5%) at 9-month follow-up (Table 49). No change was observed between baseline and 9-month follow-up when participants were asked to indicate their satisfaction with their health using a 5-point scale from *very dissatisfied* to *completely satisfied*. Participants were also asked to indicate their satisfaction with various aspects of their life during the past two weeks using a 5-point scale from *not at all* to *an extreme amount*. The largest improvement was observed for questions associated with “life to be meaningful” and having less “negative feelings”, both of which had a 50 percentage point change at 9-month follow-up. No changes were seen in the number of respondents (25.0%) who reported being *very much* or *extremely* “satisfied with their health and their capacity for work. At 9-month follow-up, a higher number of participants were less satisfied with their ability to get around, amount of support from friends, condition of living space, and access to health service.

Table 49. Quality of life and satisfaction of aspects of daily life, $n=8$

Question	Baseline	9-month
	Good	Very good
How would you rate your quality of life?	3 (37.5%)	5 (62.5%)
Question	A great deal	Completely
How satisfied are you with your health?	2 (25.0%)	2 (25.0%)
Question	Very much	An extreme amount
How much do you enjoy life?	3 (37.5%)	6 (75.0%)
To what extent do you feel your life to be meaningful?	2 (25.0%)	6 (75.0%)
How safe do you feel in your daily life?	3 (37.5%)	4 (50.0%)
How healthy is your physical environment?	3 (37.5%)	4 (50.0%)
Question	Good	Very good
How well are you able to get around?	5 (62.5%)	2 (25.0%)
Question	Mostly	An extreme amount
Have you enough money to meet your needs?	2 (25.0%)	3 (37.5%)
How satisfied are you with your ability to perform your daily living activities?	1 (12.5%)	2 (25.0%)

Question	Mostly	An extreme amount
How satisfied are you with your capacity for work?	2 (25.0%)	2 (25.0%)
How satisfied are you with yourself?	1 (12.5%)	2 (25.0%)
How satisfied are you with your personal relationships?	1 (12.5%)	2 (25.0%)
How satisfied are you with the support you get from your friends?	4 (50.0%)	2 (25.0%)
How satisfied are you with the condition of your living place?	4 (50.0%)	2 (25.0%)
How satisfied are you with your access to health services?	3 (37.5%)	2 (25.0%)
Question	Very often	Always
How often do you have negative feeling such as blue mood, despair, anxiety, depression?	5 (62.5%)	1 (12.5%)

Interviews with Human Trafficking Victims in Year 3

Human trafficking victims were invited to participate in an interview in Year 3 to further examine how involvement in CalGRIP 7 may have contributed to lifestyle changes and improvements in quality of life. The purpose of the interviews was also to learn about barriers to participating in the court diversion program (e.g., accessing services at partner agencies), about the utility of CalGRIP 7 services in helping them leave the lifestyle, and about the participants' satisfaction with agency staff. Lastly, participants were also asked to provide feedback on the project, including suggestions for improvements (i.e., what other services should be included to better help human trafficking victims).

A total of four human trafficking victims were identified with the help of one of the partner organizations, Gems Uncovered, and invited for an interview. While all four victims agreed to participate in the interview and provided their contact information, members of the evaluation team were able to contact and schedule an interview with only two victims. The qualitative data collected from the interviews are summarized below.

Referral Process

Both human trafficking victims were not directly referred to CalGRIP 7 partner agencies. The first victim enrolled in a Court Diversion Program outside of Long Beach and the second was not associated with any program. The victim who enrolled in the Court Diversion Program found Gems Uncovered by chance through use of the "411" information system when she learned that the service agencies she was referred to were either not conveniently located or did not fit the court requirements. She conducted a Google search using the search term "solicitation programs" due to a pamphlet that was given to her in court, but the online search was unsuccessful. She expressed a need for an easier way to find services for others like her. Despite finding Gems Uncovered by chance, it was difficult to locate the agency's telephone number.

The second human trafficking victim, who was not part of a Court Diversion Program, was not referred directly to Gems Uncovered, but was connected to the agency through a friend and took part in agency services to get her GED. After participating in the Gems Uncovered program, the victim was referred to Pacific Gateway, another CalGRIP 7 partner organization, for job placement.

Challenges of Accessing Services

Both interviewees did not identify any significant challenges to accessing services. The only challenge they experienced was locating the contact information for Gems Uncovered. At the time of the interviews, both victims only utilized services offered through Gems Uncovered. They were both referred to Pacific Gateway for assistance with job placement, but have yet to access services. One of the interviewees indicated that her primary reason for accessing Gems Uncovered was for assistance with record expungement. The other interviewee stated that she needed assistance to get her GED, and in the process of accessing that service, she was provided with contact information for shelters, information about how to “get out of the life”, and she was offered protection from her trafficker. Both victims expressed that the staff at Gems Uncovered were warm, welcoming, diligent and consistent about follow-ups. They were genuinely interested in participants’ well-being and were invested in ensuring their participants’ welfare.

Additional Resources Needed

Both interviewees expressed the need for assistance in identifying affordable transitional housing in order to maintain the positive changes they have made and to escape their trafficker. One victim shared that human trafficking victims who try to leave their situation often encounter issues with paying rent, which forces them to continue to stay in the unhealthy situation. The same victim shared that she was provided housing through the Dream Center, a Los Angeles faith-based organization, and was able to live in an apartment rent-free, which she realized was not available to everyone. The other victim also shared her thoughts about housing and the importance of transitional housing for women who want to leave the lifestyle.

“...some kind of like housing...but not like the shelter housing because nobody wants the shelter housing... like a transitional housing, like even that, you’ll get your own room or you have to share still but something like that might help some of the girls. Cause some of the girls are still in that lifestyle even though they have gone through the program... not because oh mentally they’re still stuck in that it’s more like a necessity for them and they feel like they don’t have other choices or they’re still with the boyfriend that is just keeping them stuck in that mind frame... in my opinion if they were able to physically live somewhere else that might deter them from going back so readily.” – Participant 1

Both interviewees indicated that work skills development and job placement are much-needed services for human trafficking victims. One interviewee shared that counseling is a resource that many victims need in an effort to overcome emotional struggles that accompany lifestyle changes and to help them stay focused and motivated to continue making positive changes.

“Yeah, like after the program, it should be like listings of jobs, you know, like, something that’ll keep you motivated for yourself and not thinking this is it... cause most women have been in the life for a long time and it’s like they feel maybe it’s too late.” – Participant 2

Additionally, one of the interviewees expressed that the discussion sessions offered through the Gems Uncovered program was helpful. A discussion session about future relationships and how to establish a relationship that is not founded on sex would also be beneficial.

“I think the only thing that we didn’t talk about was like how to go forward having a normal, healthy relationship...it’s kind of difficult for me to go into a relationship, not because of what I went through and that situation, but in general. The past relationships I had have been abusive or have just been not healthy in general and I feel like ever since, even if it was another class or something like a relationship class or a counseling class that was like available, like a women’s [inaudible] class or something.” –

Participant 1

Successes

The Gems Uncovered graduation celebration was an opportunity to highlight each victim’s transformation as a result of the agency’s Free 2B Me-Sexual Exploitation Diversion Program. The 11-week program is designed to educate and empower victims of commercial sexual exploitation and trafficking. At the 2017 ceremony, three victims were each presented with a certificate of completion, a uniquely designed bracelet created by the owner of a jewelry company, and tailored gifts from the Humble Project, which is an organization that hosts and creates events as a way of giving back to the community. These gifts serve as reminders for these women to continue the journey towards positive change. Each victim shared her story using a collage created while in program.

“So Gems definitely was very easy. I felt very welcomed there...like I never once felt like people were judging me there.” – Participant 1

“I’m just really thankful for my parents and to have gone through that situation with court...To show me that I don’t have to accept someone calling me names, or hitting me, I don’t have to accept that in order to have a healthy relationship with someone. So I really feel like Gems Uncovered really helped in like a mental way, I felt like I had that comradery with the other girls, even though I didn’t go through some of the same stuff they went through. Definitely, felt like in some way, share the same story, you know and felt really grateful for that program.” – Participant 1

Suggestions for Improvement

The interviewees expressed the value of the Free 2B Me program, but still offered suggestions on how to improve program services for future participants. One interviewee shared the need of having a counselor in attendance and accessible during talking sessions. While the staff who led the program was great, having a professional counselor present would help to address immediate concerns.

“Or, maybe even in a couple of classes having a counselor sitting in on some of the classes. ‘Cause we have a lot of questions...there’s no wrong or rights in these kinds of questions or scenarios, but it would be nice to have someone who had a professional outlook that has dealt with things like that before to explain why now this isn’t healthy, you know. I think that would be nice.” – Participant 1

Additionally, interviewees indicated that providing more opportunities to share their stories and experiences would help those who are not as open to talking about their life.

“I would say they could improve on activities...more say like, I understand like people don’t want to talk about their life, but I feel like after the first few sessions, as a woman that has been in the life, it’s something that you want to talk about now, like to get it off your chest.” – Participant 2

Another suggestion is to provide an outlet or activity that takes the focus away from the “lifestyle” and onto something that the participants would enjoy.

“Cause in that lifestyle, if you don’t have anything to get you out of that mind frame, you’re always thinking about what’s next, what’s next, what’s next...Get them out of that, whatever setting that they’re in or whoever the people that they’re around that’s pushing them into it, just to get them out of it. I think that will be really good for the girls and doing projects in class, cause we did like projects in class, we did that one project in class.” – Participant 1

Overall, the interviewees provided valuable insight about the program offered by Gems Uncovered. Encouragement and guidance are the two factors that interviewees shared as crucial for program success.

E. Evaluation of Suppression Prong

Arrests and Prosecution of Gang Members, Years 1-3

[AWAITING DATA FROM THE DISTRICT ATTORNEY’S OFFICE. FINDINGS TO BE INCLUDED IN AN ADDENDUM TO THIS REPORT.]

Recidivism of CalGRIP 7 Participants, Years 1-3

[AWAITING DATA FROM THE CITY PROSECUTOR’S OFFICE. FINDINGS TO BE INCLUDED IN AN ADDENDUM TO THIS REPORT.]



DISCUSSION & CONCLUSIONS

This report presents findings from the evaluation of CalGRIP 7, a project that addresses human trafficking through the increase of community awareness, provision of wraparound services for human trafficking victims, and arrest and prosecution of gang members (i.e., traffickers). CalGRIP 7 included a myriad of activities that were organized into four prongs: 1) City-wide prevention, 2) Focused prevention, 3) Intervention, and 4) Suppression. These activities included symposiums and workshops, a leadership academy for female high school students, and counseling and skill-building services offered through a Court Diversion Program. Additionally, as part of the CalGRIP 7 project, the LBPD Vice Unit conducted bi-weekly sting operations that resulted in the arrest and prosecution of gang members involved in human trafficking. The evaluation of CalGRIP 7 was developed to assess each of these activities individually and data were triangulated to examine the effectiveness of the overall project. Process evaluation activities, such as interviews with CalGRIP 7 partner agencies and service providers, gave partner agencies the opportunity to share some of their challenges to participant engagement and service delivery, thereby allowing for adjustments to be made to ensure that the project achieves its intended outcomes.

Partner Agency Interviews

Insufficient communication between partners appeared to be the biggest challenge for CalGRIP 7 partner agencies during the first two years of the project. Limited understanding of the services provided by fellow partner agencies and of the partner-specific eligibility criteria for these services led to incorrect referrals, which resulted in frustration among partner agencies and participants. During the interview, partner agencies shared that additional information and/or site visits to understand the resources or services provided by each partner agency was needed to facilitate the referral process. The biggest barrier to service delivery was distance, as all CalGRIP 7 partner agencies were located in Long Beach, but many human trafficking victims did not live in the area. Some participants were from San Bernardino County and one participant lived in Fresno, CA. For participants who lived in Long Beach, transportation and housing were barriers to service utilization. A large majority of human trafficking victims did not have housing, as they lived with their traffickers prior to their arrest. Keeping participants engaged in a program proved difficult when their priority was to find shelter. Temporary housing was identified as lacking from the list of services provided by CalGRIP 7 partners. As a result of this finding, Gems Uncovered joined the project in Year 3 and brought with it connections to shelters and other temporary housing options. The interviews with service providers (i.e., partner agencies that provided direct services) revealed that several CalGRIP 7 partner agencies had limited experience working with human trafficking victims, leading them to question their capacity to serve such a vulnerable population. While a training on human trafficking was not provided by the project directly, partner agencies were referred to local trainings and events, such as a lecture by Dr. Julietta Hua, author

of Trafficking Women's Human Rights, which was held at California State University, Long Beach on September 15, 2016.

The interviews revealed that, in addition to transportation and housing, lack of accountability was a significant barrier to participant engagement. Many of the participants lived very unstructured lifestyles prior to their arrest. While in the Court Diversion Program, participants were required to take part in services offered by CalGRIP 7 partners and some of these services required more than one visit to the agency. For example, to complete the counseling program offered by the Long Beach Trauma and Recovery Center, participants were required to attend a total of 12 sessions and participants referred to Helpline Youth Counseling were required to meet with agency staff regularly for mentoring. Service providers shared that participants often did not show up to scheduled appointments and would show up at the agency without an appointment to make up for the missed appointment. Although reminder calls may have been conducted by partner agencies, no one was assigned to hold these victims accountable. Special concessions were made for CalGRIP 7 participants, including allowing women to miss more than one appointment before being dropped from the program and holding telephone meetings for participants who lived outside of Long Beach. Related to accountability, partner agencies expressed the need to shorten the time participants were given to complete CalGRIP 7 services for the Court Diversion Program. Partners believed that giving participants one year to complete services was too long and resulted in complacency. An attempt was made to shorten the Court Diversion Program requirement to six months, but it was unsuccessful. Overall, partner agencies believed that the project was making a difference and identified the suppression prong (i.e., arrest of gang members involved in human trafficking) as the most effective component.

Symposium Evaluation

Three symposiums were held as part of City-wide prevention efforts and findings from the evaluation were shared with event organizers to improve the event over time. Evaluation of the first symposium, the Student Safety Symposium, revealed significant interest in human trafficking, as evident by the frequency of attendance at the two workshops on human trafficking and by participants' responses to the open-ended question on the evaluation form. A large number of attendees were middle school students, which was the targeted audience. The low number of parents, male attendees, and other members of the community warranted more outreach to engage the larger community in the conversation on human trafficking. As one attendee noted, it is especially imperative to engage parents to increase their awareness of the risk factors for and signs of human trafficking in order to effectively address the issue.

In Year 2, outreach was expanded to include social service providers, community organizations, and other key stakeholders. Due to the popularity of the two workshops at the Student Safety Symposium, the Youth Exploitation Safety Symposium in Year 2 was held at Long Beach City College, a venue that enabled event organizers to offer 14 workshops related to human trafficking. Due to the variety of topics offered, one evaluation form was used for all the workshops, which included general questions to assess understanding of the topic presented and satisfaction with the information provided. Using one evaluation form minimized error (e.g., using the incorrect form) and allowed for comparisons to be made between workshops. On average, over 90% of workshop attendees agreed or strongly agreed

that the workshop improved their understanding of the topic presented and was effective in helping them to better understand ways to improve the safety and well-being of the community, and over 90% of attendees were satisfied with the information presented by the speaker(s). Attendees reported high satisfaction with the overall symposium and would recommend the symposium to others.

In Year 3, the Youth Exploitation Safety Symposium underwent a name change to highlight the importance of youth empowerment in the effort to address human trafficking. The Youth Empowerment Safety Symposium was slated for November 2017 but postponed to January of 2018. The event offered two workshops held back-to-back in the same auditorium, a community resource expo, a fair trade expo, and art performances by youth at the closing session. Approximately 90% of respondents agreed or strongly agreed that the first workshop on cyber safety increased their understanding of internet safety and of other ways youth can avoid dangerous situations, and that the workshop speakers provided valuable information. Over 94% of respondents who completed the evaluation form for the second workshop agreed or strongly agreed that the workshop improved their understanding of the importance of empowering youth and that the workshop was effective in helping them to better understand ways to improve youth safety and well-being. Over 94% of respondents were also satisfied with the information presented by the speaker.

An evaluation form for the overall symposium was distributed at the closing session. Almost all of the respondents agreed or strongly agreed that their understanding of the dangers young people face today improved as a result of the symposium, and that their understanding of the things they can do to empower youth has increased. All of the respondents agreed or strongly agreed that the symposium increased their awareness of things that youth can do to avoid dangerous situations. Over 90% of respondents agreed or strongly agreed that they were able to get useful information from the Fair Trade Expo and over 96% of respondents agreed or strongly agreed that they were able to get useful information from the Community Resource Expo. While responses were overwhelmingly positive for both expos, the slightly lower percentage of respondents who found the information provided by the Fair Trade Expo to be useful may be attributed in part to the purpose of the event. Participants who attended the Youth Empowerment Safety Symposium were a combination of youth, parents, and other interested community members (including agency representatives) who were looking to gain information on how to increase youth safety and prevent human trafficking. Therefore, participants found information provided by community-based organizations at the Community Resource Expo more useful than what was provided at the Fair Trade Expo. While attendees learned about locally-made products from South America and Africa at the latter expo, and had the opportunity to purchase these products to empower the men and women who made them, the information they received may not have been as applicable to their work or their lives as was the information they received from the Community Resource Expo. However, that over 90% of respondents expressed their interest in the Fair Expo demonstrates that participants found it to be an informative aspect of the event.

Findings from the evaluation forms, including attendees' comments, were incorporated into the planning of each symposium, thereby improving the event over time. For example, while the second symposium attracted over 300 community members, the venue made it difficult for event organizers to effectively manage the large crowd and attendees found the myriad workshops too short. Additionally,

workshops were held concurrently, which forced attendees to choose between two or more topics of interest. The third symposium was held at a slightly smaller venue and offered two workshops that were held back-to-back in the same auditorium. Attendees were able to attend one or both workshops, and still had the opportunity to take part in other aspects of the event. A review of evaluation data revealed a sizable increase in the percentage of participants who were satisfied with the symposium since Year 1 (Year 1: 84.2%, Year 2: 95.8%, Year 3: 95.3%).

Community and Provider Workshops

With the exception of the youth workshop on human trafficking, the evaluation forms for community and provider workshops were developed and administered by the CHER evaluation team. Each evaluation form was tailored to assess changes in knowledge of and skills to address human trafficking for each group of key stakeholders. For example, the evaluation form for the workshop with hotel staff also included statements to assess knowledge of the signs of human trafficking that would enable staff to identify victims who may be trafficked at the hotel. On average, over 97.2% of respondents across all workshops agreed or strongly agreed that the workshop increased their knowledge of human trafficking. However, on average, only 86.5% of respondents believed that they were able to identify human trafficking victims and 81.5% believed that they had the necessary skills to talk to and treat human trafficking victims. The relatively lower percentage of respondents who felt confident in their ability to take action and help human trafficking victims demonstrates that attendees may benefit from additional information about how to better communicate with human trafficking victims and more skill-building information and/or activities. The quotes below from the workshop for health care providers highlight this need:

“Having info for CAST will be helpful. Questions to ask clients who I suspect are being held against their will.”

“How to report when suspecting of human trafficking. How to identify if a patient is a victim of human trafficking.”

Female Leadership Academy Pre- and Post-survey

Analysis of Pre- and Post-survey data revealed slight increases in students who reported getting good grades (i.e., A’s and B’s), participated in school activities and studying when there were other interesting activities. There was also an increase in students who reported getting detention often or very often. Since the majority (60%) of respondents were in the 11th and 12th grade, the observed decrease in other aspects of academic performance may be due to reduced motivation to study or to do well in school during the last year of high school (i.e., “senioritis”), rather than a reflection of the program. Senior year school performance has little effect on the college acceptance process and as such, there is no motivating factor to maintain good grades or to participate in school activities. (Aspen Education Group, 2011)

Pre- and Post-survey data also showed an overall increase in social support and positive changes in leadership ability. Increased social support may be attributed to caring adults in the program, such as the program coordinators at each school, and to the bond between FLA members who share similar

backgrounds and experiences. FLA includes volunteer work and through these activities and team-building exercises, members build leadership skills that will help in other aspects of their lives.

Post-survey data revealed a decline in associating with peers who engage in delinquent behavior. This may be attributed to several reasons. One, as a result of participation in FLA, respondents better understand the consequences to engaging in negative activities and thus dissociated themselves from friends who engaged in delinquent behavior. Two, respondents may have become more aware of their peers' delinquent behavior as a result of participation in FLA and were more likely to acknowledge such behaviors at post-survey. Three, participation in FLA activities may have improved their self-efficacy to dissociate from negative peer influences.

Female Leadership Academy Interview

Limitations associated with obtaining parental consent for interviews and the timing of academic activities allowed for only one FLA member to be interviewed. While findings are not representative of all FLA members, they revealed that participation in the academy enabled the interviewee to improve academically, establish positive peer relationships, obtain support that may not be available at home, and engage in activities (i.e., field trips and informational speakers) that exposed her to new experiences and information. The interviewee shared her immense gratitude for the program coordinator, who provides support and encouragement, and for the mentorship aspect of the academy. Her "big sister" (i.e., an upper classman) was instrumental in helping her navigate her class schedule and helped improve her studying habits. The interviewee also shared the personal growth that took place as a result of her participation in FLA. She described herself as being "painfully shy" before joining the academy and credits the public speaking activities during FLA meetings to help her speak more confidently, especially with adults. When asked if she believed that other members shared the same experience, she answered yes, unequivocally. Her suggestions for improvement included holding FLA meetings during the day to address safety concerns, as meetings were held after school and members without transportation had to walk home during the evening.

Long Beach Trauma and Recovery Center Baseline and Follow-up Surveys

Data collected by the Long Beach Trauma and Recovery Center (LBTRC) were added to the evaluation to examine psychological and quality of life outcomes among human trafficking victims who participated in a program provided by a CalGRIP 7 partner agency. Baseline data revealed that CalGRIP 7 participants experienced extreme trauma prior to enrollment in the Court Diversion Program. More than two-thirds of the participants experienced physical assault, 60% experienced sexual assault, and more than one-third learned about the sudden death of a friend or family member. Negative feelings related to a stressful event declined between baseline and 12-month follow-up, and sleep quality improved during the same time period. Additionally, participants experienced a reduction in the disruption of daily activities (e.g., work, school, social life) due to symptoms caused by traumatic events. Quality of life improved between baseline and 9-month follow-up, and self-satisfaction increased during the same time period. However, satisfaction with the amount of social support received and with living conditions decreased between baseline and follow-up. This may be attributed to the change in lifestyle, which caused participants to cut ties with former acquaintances, including the trafficker, who provided

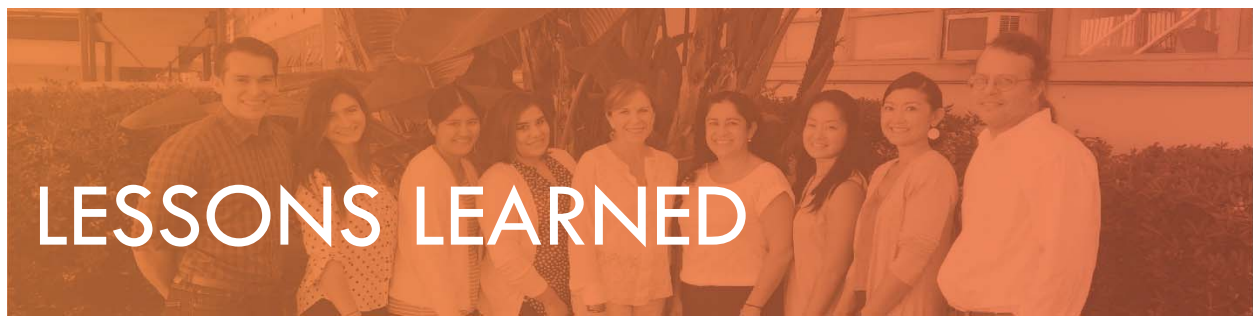
housing. Overall, improvements were observed for many aspects of psychological functioning (e.g., stress, sleep quality, appetite, and ability to concentrate) and for quality of life, which speak to the merits of the counseling program provided by LBTRC. However, data show that participant retention is an issue. Of the 29 participants who enrolled in the 12-session program, 17 did not complete the sessions (58.6%) and therefore, did not receive the full benefits of the program. Combining sessions to half-day workshops, providing incentives for participation, or assistance with transportation may help with retention.

Interview with Human Trafficking Victims

A member of the CHER evaluation team attended a graduation ceremony at Gems Uncovered and invited victims to participate in an interview to learn about their experience in a program provided by a CalGRIP 7 partner. Of the four victims who agreed to participate, only two completed the interview. While a majority of human trafficking victims were referred to partner agencies as part of the Court Diversion Program, others accessed agency services themselves as was the case for the two interviewees. Because these victims took proactive steps to look for services, they were more likely to complete the program compared to victims who may not have been ready to leave their former lifestyle. Therefore, findings from these interviews are not representative of all CalGRIP 7 participants. Both interviewees were enrolled in the Free 2B Me-Sexual Exploitation Diversion Program, a program offered by Gems Uncovered for human trafficking victims. Neither interviewee experienced significant challenges with service utilization. Both interviewees indicated that they received referrals to services at other CalGRIP 7 partner agencies, such as Pacific Gateway for assistance with job placement, but neither interviewee had accessed these services at the time of interview. One interviewee shared that, in addition to the referral to the program at Pacific Gateway, she also received a referral to temporary housing, information on how to leave her previous lifestyle, and was offered protection from her trafficker. Both interviewees shared their deep appreciation of Gems Uncovered and the care that they received from agency staff.

The fear of not having a place to live was a significant barrier to cutting ties with traffickers and this was true for both interviewees. Human trafficking victims who try to leave their situation often encounter issues with paying rent, forcing them to return to their trafficker and continue in the unhealthy situation. However, simply providing a list of housing options does not guarantee a successful transition out of the trafficking lifestyle. Interviewees shared that programs need to include participant follow-up to ensure that victims are following through with all referrals. In-person or telephone check-ins also give program staff the opportunity to ask if additional resources are needed.

Counseling was a much-appreciated service that both interviewees shared as a necessary resource for recovery from trauma. Especially needed are discussions on healthy relationships, as this may be an unfamiliar concept for human trafficking victims. Counseling is also needed to cope with lifestyle changes and to help victims stay focused and motivated to continue making positive changes. Interviewees shared the need to have a counselor present during group discussions to provide real-time advice or strategies on how to cope with life's stressors.



The following are the lessons learned during the implementation and evaluation of CalGRIP 7, which may be used to inform other similar projects.

Project implementation

Several partner agencies shared challenges with communication during the first year of project implementation and the need for more communication between partners and with CalGRIP 7 project staff. Quarterly meetings served as a space for partners to share successes and challenges with service delivery, but no other space existed to foster communication between partners and project staff. Limited communication led to limited understanding of partner-specific eligibility criteria and, most importantly, frustration among participants when they were referred to programs for which they were ineligible. Improvements were observed over time as partners became more familiar with the programs and services offered by CalGRIP 7 partner agencies. However, three agencies left the project and were replaced with different agencies. While the new agencies offered similar programs and services, existing partners had to learn new sets of eligibility criteria that were associated with other funding sources. Changes in partner agencies during the project term had very little effect on services for human trafficking victims, if at all. However, the loss of the Female Leadership Academy and Centro CHA at the end of Year 1 resulted in modifications to project activities (i.e., focused prevention activities implemented in Year 1 only) and to the evaluation (as noted above in *Modifications to the Evaluation Plan*), as these partners were not replaced. Partnership changes may be attributed to lack of clarity on the project's framework to address human trafficking, as was revealed during partner interviews.

The CalGRIP 7 Project focused its activities in Long Beach, including the arrests and prosecution of gang members, and subsequent rescue of human trafficking victims. Once enrolled in the Court Diversion Program, human trafficking victims were referred to partner agencies that were all located in Long Beach. This posed a challenge for victims who did not live in Long Beach and lacked transportation, which resulted in high rates of program dropout. Partnering with agencies that are located throughout Los Angeles County may be one way to address this barrier. Other ways to address this barrier include providing taxi vouchers or bus tokens to those who lack transportation and tailoring existing programs for human trafficking victims, such as allowing for telephone meetings or combining sessions to reduce the number of visits to the agency.

Evaluation of city-wide prevention activities showed an increase in awareness of human trafficking as a result of attendance at the symposium or workshop. Findings revealed that workshop attendees wanted more provider-specific information on how to effectively engage with human trafficking victims. This

demonstrates the need for training workshops for social service and health care providers, in addition to workshops to increase community awareness of human trafficking.

Evaluation

The CHER evaluation team experienced challenges when working with youth (i.e., FLA members) and with human trafficking victims. Due to delays in receiving IRB approval for the evaluation, parental consent forms for the FLA pre-survey were not included with other FLA enrollment paperwork at the start of the school year. Instead, parental consent forms were distributed to students along with an information sheet to take home to parents. Significant effort was made to remind students to return the signed parental consent form, including in-class reminders by the FLA program coordinator at each school and multiple visits by a member of the evaluation team to distribute extra forms to those who misplaced the first copy. At the end, not all members participated in data collection, as they were under 18 years and did not get parental consent. Similarly, parental consent forms for the interview with FLA members were distributed to five members, but only one member had a signed form when the evaluation member returned to conduct interviews. When working with youth under 18 years of age, extra effort is needed to streamline the parental consent process as much as possible. This includes giving forms to parents directly or combining the parental consent form with other program enrollment paperwork to be signed by a parent at the same time. The evaluation team also experienced challenges with administering the pre- and post-surveys due to attrition/lost to follow-up. FLA members at one high school exhibited a greater number of the risk factors described earlier in the report when compared to the other two high schools. Upon returning to administer post-surveys, the evaluation team was informed that several members were dropped from the program due to behavioral issues. As a result, these members were not included in the analysis, thereby reducing the sample size. Data from these members may have produced different results had they been included in the analysis.

The evaluation team added interviews with human trafficking victims to the evaluation in Year 2 and worked with partner agencies to recruit participants. Partners were informed that the interview would not include any sensitive questions and that it was designed to learn about victims' experiences in CalGRIP 7 only. A \$40 gift card was offered as an incentive and to thank victims for their time. Nevertheless, recruitment proved extremely difficult due to lack of trust and none of the participants were willing to be interviewed in Year 2. The evaluation team added interviews with service providers to compensate for the lack of data from human trafficking victims, as providers worked closely with their clients and knew best about the barriers to service utilization. Data from the Long Beach Trauma and Recovery Center were also added to the evaluation to examine changes in psychological functioning and quality of life as a result of participation in the agency's counseling program. In Year 3, a member of the evaluation team had the opportunity to attend a graduation ceremony at Gems Uncovered and while there, invited four victims to participate in the interview, two of whom participated in the interview. The challenge of recruiting human trafficking victims in Year 2 and the success of completing interviews with two victims in Year 3 demonstrate that building a trusting relationship is critical when working with any population, but even more when working with populations that have experienced previous trauma.



SUMMARY

CalGRIP 7 aimed to reduce gang involvement among at-risk female youth and to address human trafficking in Long Beach through a wraparound approach that included evidence-based programs and strategies organized into four prongs: 1) Citywide prevention, 2) Focused Prevention, 3) Intervention, and 4) Suppression. The evaluation of CalGRIP 7 included the data collection activities that examined the outcomes of the activities in each of the four prongs and data were triangulated to examine the success of the CalGRIP project overall. The evaluation also generated process data from interviews with partner agencies in Years 1 and 2, which were used to improve the project over time to ensure positive outcomes.

Results from the evaluation revealed city-wide prevention activities were successful in increasing awareness of human trafficking. As noted previously, on average, over 90% of **symposium** attendees indicated that their understanding of human trafficking increased as a result of the event, and over 97% of **workshop** attendees indicated the same. Other city-wide prevention activities included working with the YMCA and local high school students on the development and dissemination of educational material, and placing human trafficking messaging on the interior and exterior of city buses. These activities further increased awareness of human trafficking in the community. However, budgetary constraints prohibited the evaluation of the effectiveness of these additional activities.

The Female Leadership Academy was a focused prevention activity that was included in Year 1 of CalGRIP 7 only. Findings from both the pre- and post-survey, and interview with a FLA member point to the positive effects of the program on several key outcomes. Pre- and post-survey data from FLA members revealed an increase in social support and leadership ability. Members also reported a decrease in the association with peers who engage in negative behavior. While only one FLA member participated in the interview, findings revealed that participation in the academy led to improvements in academic performance and positive peer relationships. A mentorship component (e.g., “big sister/little sister”) provided support that was lacking at home. Team-building activities enabled the interviewee to develop stronger leadership skills and field trips and volunteer work exposed her to new experiences. She gained self-confidence through the program and shared that she feels more comfortable speaking with adults.

Analysis of data from the Long Beach Trauma and Recovery Center (LBTRC) found that the 12-session counseling program resulted in a decrease in negative feelings associated with previous trauma and improved psychological functioning, concentration, and sleep quality. Quality of life also improved at 12-month follow-up. However, while data from the baseline and follow-up surveys showed positive improvements, not all participants in the Court Diversion Program benefited from the program, as only

12 of 29 participants completed the program. Findings from interviews with human trafficking victims revealed lack of transportation and housing as the biggest barrier to service utilization, while service providers shared their frustrations with keeping participants engaged in their respective programs. Partners made changes to their program to increase participant engagement, but evaluation findings demonstrate that more effort was needed to reduce barriers and increase participant engagement. This may include changes to program structure, such as replacing some in-person meetings with video conferences or combining counseling sessions to minimize the number of visits to the agency.

The CalGRIP 7 project was comprised of four prongs, each of which offered services and activities for different population groups (e.g., Symposiums and workshops for the community, Female Leadership Academy for at-risk female high school students and the Court Diversion Program for human trafficking victims). Therefore, it was not possible to assess the success of the project in its entirety (i.e., participants did not take part in all project services and activities, but only those that applied to them). However, individual evaluation activities found that each CalGRIP 7 prong was successful in affecting positive change for participants in that prong, which demonstrates the project's success overall.



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