

**SWOP-Mpls Proposal for Community Outreach and Support Services During and
After the Trials Related to the Killing of George Floyd**

Name of Applicant Organization: Sex Workers Outreach Project - Minneapolis (SWOP-Mpls)

Organization Address: 2305 Quincy St NE, Minneapolis, MN 55418

Organization Telephone Number: 612-387-2755

Contact Person Name and Title: Andi Snow, Executive Director

Contact Person Email Address: andiseymoursnow@gmail.com

Geographic Area for Services: South

Total Amount Requested: \$175,000

Proposal Checklist:

☒ Completed cover sheet

☒ Project narrative - page 1

☒ Attachment D - Budget & Narrative - page 6

Project Narrative

The Sex Worker's Outreach Project of Minneapolis (SWOP-Mpls) piloted a Street Outreach program in the Fall of 2020 through a small grant that we were awarded from the Open Society Foundation. We launched with two teams who conducted weekly outreach to street-based sex workers and provided harm reduction supplies. These outreach teams connected people in the street economy to city and county resources, and provided personal and political advocacy to communities otherwise underserved.

SWOP-Mpls is the local branch of the nation's largest social justice network for Sex Workers. Sex work is broadly defined as the engagement in the sale, trade, or commercial exchange for sexual services. The term "Sex Worker" is primarily adopted by those who identify as participating as providers/sellers in the sex industry. Our outreach is not limited to individuals who identify as a sex worker, but all people who have engaged in commercial sexual exchange as providers. SWOP-USA was founded in 2003 and is our fiscal sponsor. In our 6 years of operation, we have maintained their highest level of excellence of fiscal reporting. SWOP-USA is responsible for all our accounting standards and rules as well as internal controls. Our Managing Director Velvet has more than 10 years of experience in nonprofit financial management and oversees the fiscal part of our projects. In order to maintain our chapter status with SWOP-USA, we are required to submit thorough financial documentation for our activities. Velvet oversaw the funding for our pilot outreach program last fall, and affirmed that our documentation was in keeping with SWOP-USA's standards.

The Executive Director of SWOP, Andi Snow is currently managing 4 staff members and 8 part-time volunteers. Our staff is multi-racial, and we are all members of the LGBTQ+ community. Each of us have lived experience in the sex industry, across a wide spectrum of types of labor. Our lived experiences in the sex trade, the intersections of our identities, and our commitments to the community of people engaged in commercial sex make us uniquely qualified to do this work. Our 2 outreach team captains have experience in street-based sex work - a deeply marginalized sector in the sex industry. We have built relationships in our community as sex workers first, and have been advocates for years prior to our collective's formation. We can assure authenticity and credibility with the sex worker community.

Some of our SWOP staff members are also regional navigators for Minnesota Regional Labor Federation work that focuses on connecting disenfranchised workers to services. Our staff has been trained in de-escalation, victim advocacy and legal safety procedures. SWOP maintains strong relationships with several members of the City Council, and is working to forge relationships with all

members. We are committed to communicating and working with the City Attorney's office, the Health Department, HEAT, and the Civil Rights Department.

Our Outreach Team already documents outreach shifts and tracks hours for SWOP-USA. During the summer and fall of 2020, our chapter provided cloth and KN95 masks for community members and gave away over 1000 masks at demonstrations. We would be delighted to host or support COVID-safe demonstrations as a part of our community outreach efforts.

Most of the Administrative Expectations, as listed on Attachment B, are already a part of our administrative practices. We can ensure documentation of any safety issues impacting Outreach Workers or community members. We have procedures in place to document such safety issues, and have not yet had to use them. We manage contracts and can provide our coverage schedule to the city and Outreach Workers. We have a plan for rapid response activation of Outreach Workers if someone has been assaulted, overdosed or needs an observer for risky behavior. We will make these plans transparent to the city. Our payroll efficiently processes timely payments to Outreach Workers. I also currently serve on the Workplace Advisory Committee and am open to any other avenues of ongoing progress meetings as well as qualitative interviews with city staff about the work requested.

We are looking forward to creating regular progress reports in accordance with the City's requirements. Though we already keep record of our teams' output measures, this funding would build our capacity to thoroughly document our successes, challenges, and community feedback. We would be delighted to have City staff shadow teams any time, but due to the needs of some of the community members we serve would need to have very clear expectations of anonymity and the allowance to give certain community members privacy.

We can ensure that none of our members will perform law enforcement duties, carry weapons, fundraise, or participate in electoral campaigning or lobbying during City-funded outreach.

We will also need to get uniforms, but we already have the designs in mind for our t-shirts. In our pilot program, we carried tote bags with the SWOP-USA logo because it proved to be easily identifiable to street-based workers. We wanted to appear less conspicuous, so as to not attract the attention of law enforcement and risk fragmenting our trust with community members. With the City's support of the program, we will be able to be safely visible, and help more community members. We can ensure that funded activities are consistent with City guidelines and practices in a way that is mutually agreeable. We had a great experience creating the Adult Entertainment Ordinance with the city council and other agencies and are so excited to expand our Outreach Program together.

We intend to hire 5 new Black and Indigenous staff members in April. We already have potential hires with lived experience in the sex industry in mind who have expressed interest and availability. This would bring us to 10 staff members. We also have 8 volunteers. We do Outreach in teams of 2-3 members. With the expanded staff, we would have at least 2 teams scheduled to do outreach every day. On average, we would be able to have 5 teams able to be activated for a single 6

hour shift. We do rapid response and could mobilize a team of 10 within 20-30 minutes at any time for all-hands-on activation. Our teams will be made up of staff members, and they will do direct outreach and supportive work as needed. Our volunteers will perform supportive work, which includes, but is not limited to: packing supplies, keeping inventory, doing set up and tear down work when we have events and one stationary team that tables in Peavey Park. Volunteers can also table and do street team promotions.

We do not currently have the necessary insurance for our Outreach Workers, but we are working with Casswood Insurance who does our event-based insurance to expand our coverage.

Our Outreach Program currently does proactive and responsive community outreach and engagement. For the 8 weeks of our pilot program, our 2 teams conducted weekly outreach and community engagement by bringing harm reduction supplies to workers in the street-based economy. Supplies include PPE, condoms, Narcan, hygiene supplies. We were available to connect those we served to city and county resources, though many of the requests were beyond our capacity. Our experiences directly working engaging with community members in the Phillips and Powderhorn neighborhoods made it clear to us that our consistent, non-judgmental presence was welcomed and needed. Community members we served told us they went on to train other sex workers in their networks how to use Narcan to reverse an overdose, and they referred sex workers back to us for additional services.

We meet people where they are to bring harm reduction supplies, remain on call to help connect people to city and county resources such as SNAP, rental assistance and support, and health insurance. We partner with St Stephen's Human Services for immediate housing needs. We also do de-escalation and victim advocacy work when needed. We prioritize consistency of care and stay with individuals in need for as long as necessary. We do this work on East Lake Street and East Franklin Ave around Peavey Park and to various encampment sites. Our Outreach Team members go through extensive training that includes Narcan training from SouthSide Harm Reduction, street medic training from Sheila Nezhad, Know Your Rights and best practices trainings from SWOP leadership, victim-survivor advocacy from the Sexual Violence Center and de-escalation training from the Ruckus Society. Our work is grounded in the principles of harm reduction. Our ability to provide consistent, nonjudgmental comprehensive support to marginalized members of our community is a strength of our current approach. We take time to build trust with individuals in need, and offer a consistent presence during these unstable times.

We will conduct outreach at the routes we have tried and tested during the pilot phase of our Outreach Program. This puts our work squarely in the "south" geographic area, with some room for connection with other neighborhoods as needed. Our mobile teams will be on East Lake St and East

Franklin Ave, and we will maintain a stationary team in Peavey Park so that community members know where they can find us and request direct services. The mobile teams will also bring supplies and support to encampments and areas where community members are congregating. So, we will remain focused on Phillips and Powderhorn Neighborhoods, and supply Downtown and other neighborhoods as needed.

We anticipate residents will need the same kinds of items that were necessary and commonly requested in the Fall of 2020, following the summer after George Floyd was killed. People need food, water, shelter and security. We intend to build capacity to coordinate grocery delivery and meal trains as necessary. We will continue to deliver harm reduction supplies. Our strength is being able to offer consistent visibility and presence during our outreach, which we will also do some pod mapping activities with people who are vulnerable and isolated from other community resources due to housing instability and participation in street economies. We will support these individuals to strengthen their informal safety networks, and be on call for additional emergency support. We find that a lot of people who work in the street economy know about the resources that the city has to offer but face barriers to accessing these resources due to past traumatic experiences with bureaucratic systems, intellectual and physical disability, and precarity.

Our planned schedule is to have two active teams of two on the weekdays and up to five teams of two on the weekends. One outreach team will be stationed in Peavey Park and the other team(s) mobile. We have a warm line number through SWOP to stay on call. We will have one floating shift per day on the phone so that one person is available for direct services and responsible to mobilize a larger team when necessary. Andi Snow is taking on the scheduling, staffing, and logistical responsibilities as well as being consistent on the stationary team. One of our Directors Gabriella Spencer will be training and mentoring the outreach staff and will captain a mobile team. Danielle Fox will be in charge of inventory, ordering supplies, and will also be a captain of a mobile team. We will also have events where we have free food and mask distribution for the community and to focus on pod mapping activities. Safety of all kinds, including COVID safety, is our biggest priority. Only staff will be doing outreach work, and our volunteers will provide support, do supply drop offs, and help out at Peavy Park events. Sex workers are in great need and are often overlooked due to stigma and criminalization. They are less likely to receive normative support from their families of origin, and this applies more so for sex workers who are LGBTQ-identified. A large percentage of sex workers are disabled, due to low payments from disability benefits or inability to do other forms of work. Sex workers tend not to trust anyone but each other. Many street-based workers are Black trans women, who are facing an epidemic of violence that may be exacerbated by the trial in ways that we are trying to anticipate. This support and funding from the City would be invaluable to the sex worker community, and would bring some of our most marginalized community members into dialogue with the City.

We know that harm reduction saves lives, by reducing transmission of infectious diseases, preventing overdoses, and reaching people who tend to fall through the cracks of more formal support systems.¹ In cities where SWOP or other Sex Worker's organizations do street based outreach the exposure to police violence and re-incarceration rates for Black Trans Women decreases because of community based protection. By providing Harm Reduction and community support to Full Service Sex Workers and advocating for decriminalization of the street economy we are able to limit interactions with the police which are too often coupled with racially motivated violence. We also train our Outreach Workers to do legal observation, jail support, and ally intervention when safe when the community members we serve are being targeted by police violence. The American Public Health Association did an incredible study of Female Sex Workers in Boston that explains the connection to incarceration rates and exposure to police violence against Sex Workers.² From a public health and budgetary perspective harm reduction work like ours can save the city a lot of money and keep resources available. Findings from a 2010 paper from the University of Washington revealed, "Needle and syringe exchange programs were developed to reduce the spread of blood-borne diseases (e.g., HIV and hepatitis) among injection drug users. These programs have been around since the mid 1980s, often include drug treatment referrals, peer education, and HIV prevention, and were implemented in Amsterdam, Australia, Canada, United States, and many parts of Europe. Regarding their effectiveness, a thorough review of 45 studies from 1989 to 2002 concluded that these programs are effective, safe, and cost effective (Wodak & Cooney, 2006) with no evidence of deleterious effects (Strathdee & Vlahov, 2001)"³

The biggest challenge that comes from outreach is that we often attract police attention and risk visibility for street based workers. This is a barrier for the ability of our target populations to be able to access our resources safely and comfortably. We still find ways to get people what they need, but we imagine our program would grow beautifully if we could work without fear of law enforcement interference. We are hoping that with the City's support and funding, we will be granted legitimacy and space on our outreach shifts to safely conduct our work.

We know the tracks and even though we don't work them anymore, we still have a demeanor recognizable to street-based workers. Our community means everything to us. Everything that we have been able to build for ourselves in our lives personally and collectively, we attribute to sex work. It's our absolute honor to give back to the community in this way.

¹ <https://www.unaids.org/en/resources/documents/2017/harm-reduction-saves-lives>

² <https://ajph.aphapublications.org/doi/10.2105/AJPH.2019.305451>

³ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3928290/>

Budget Narrative

The personnel costs for this project will be \$107,190. During the pilot phase of our Outreach Program in the Fall of 2020, we paid our team members \$25/hour. We intend on maintaining that wage to honor the complex skill sets and lived experiences of our team members. For our 5 newly hired BIPOC outreach workers, we have budgeted \$53,750 for their salary. This will pay workers for 12 hours of outreach work within a 35 week time period between April 1st and December 1st of 2021. These workers will each conduct outreach for a total of 420 hours during this time period. The workers will also be paid for 10 hours of training time at the same rate, totalling 430 hours.

Our two team leaders will be paid \$28/hour for the same 430 hour allotment: teaching the 10 hour training for new workers, conducting outreach for 12 hours/week within the 35 time frame. Two current staff members will be part-time Outreach workers, for a total of 6 hours/week within this time frame. Their wages of \$28/hour reflect their roles of leadership within our chapter. Finally, I will also receive \$28/hour for 430 total hours of Outreach, which will be direct service work and training support.

We have budgeted \$500 per Outreach Team Member for the fringe cost of insurance coverage.

The supply cost for this project is \$60,000. This would include all of the supplies that we distribute: PPE, condoms, Narcan, and hygiene supplies. These supplies are essential to our direct service.

We have budgeted \$2000 for the cost of printing. We are allotting \$15 per Outreach Team t-shirt and will be printing 2 shirts per Outreach Team Member, and 1 per volunteer. This is a total of \$420 spent on T-shirts. We will allot the remaining \$1580 for the cost of promotional materials to include in our outreach, including but not limited to: fliers, buttons, and stickers. This includes materials that we will hand directly to community members during direct outreach, and materials that we will use to promote our outreach hours, warm line, and contact information to the larger public.

We are allotting \$810 for mileage to be able to reimburse outreach workers, including volunteers, for mileage expenditures during mobile Outreach.

Finally, the \$5000 we have budgeted for Administrative costs is under 15% of our Total Direct Costs and will pay for 178 hours of labor at \$25/hour to complete the necessary documentation and financial recordkeeping in accordance with the standards of SWOP-USA and the City of Minneapolis.

Attachment D - Budget Template

PERSONNEL	Role on project	Base salary, hourly rate, or annual wage (amt paid without considering taxes, benefits, etc)	Estimated hours on project	Salary/wages charged to project	Fringe for position in \$
To be named x 5	Outreach Team Member	\$25/hour	(430 x 5) = 2150 hours	(\$10,750 x 5) = \$53,750	(\$500 x 5) = \$2500
Gabriella Spencer	Outreach Mobile Team Captain, Staff Mentor	\$28/hour	430 hours	\$12,040	\$500
Danielle Fox	Outreach Mobile Team Captain, Supply Lead	\$28/hour	430 hours	\$12,040	\$500
Emmy Anderberg	Part-time Outreach Team Member	\$28/hour	220 hours	\$6,160	\$500
Aegor Ray	Part-time Outreach Team Member	\$28/hour	220 hours	\$6,160	\$500
Andi Snow	Outreach Program Director/Team Member	\$28/hour	430 hours	\$12,040	\$500

TOTAL DIRECT LABOR COST FOR PROJECT (BASE RATE+LABOR OVERHEAD)	\$107,190
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OTHER DIRECT EXPENSES

Supplies	\$60,000
Printing	\$2,000
Mileage	\$810

TOTAL OTHER EXPENSES \$57,810

TOTAL DIRECT COSTS (sum of Total Personnel, Total Other Expenses and Total Contractual)	\$170,000
ADMINISTRATIVE COSTS (not to exceed 15% of Total Direct Costs)	\$5,000
TOTAL PROJECT COSTS (sum of Total Direct Costs and Administrative Costs)	\$175,000