

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: 3STRANDS GLOBAL FOUNDATION		Federal Tax ID#: 27-4594317		501(c)(3) Public Charity 509 (a)(1)	
Address: 3941 Park Dr		City: El Dorado Hills		State: CA	
				Zip Code: 95762	
Website: <a href="https://www.3strandsglobalfoundat
ion.org/">https://www.3strandsglobalfoundat ion.org/		Fax: (916) 365-2606		United Way Funded: Yes	

Fiscal Year:
July 01 to June 30

Head Of Organization

Name: Ashlie Bryant		Title: CEO	
E-Mail Address: ashlieb@3sgf.org		Phone: (916) 365-2606	

Application Contact

Name: Ramon Manrique Mejia		Title: Chief Operating Officer		E-Mail Address: ramonm@3sgf.org		Phone: (916) 365-2606	
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Has the organization applied to the Najim Family Foundation in the past and been declined?
No

Grant Amount Requested \$: \$50,000		Total Project Budget \$: \$223,834		Organization's Annual budget \$: \$1,809,824	
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Mission Statement:
We mobilize communities to combat human trafficking through prevention education and reintegration programs.

PROJECT INFORMATION

Program / Project Title:
To support the PROTECT Texas Program to mobilize communities to combat human trafficking.

PROJECT TIMELINE

Start Date		End Date	
01/01/2021		12/31/2021	

Harvey E. Najim Family Foundation Priorities:
Education

Education Priorities:
Elementary to High School

Program / Project Description:

3Strands Global Foundation (3SGF) was established in 2010 to fight commercial sexual exploitation of youth. After a decade working in the Human Trafficking prevention space, 3SGF has educated an estimated 500,000 students and over 40,000 adults across three states. PROTECT supplies vetted, research-based training and curriculum to school districts to train staff and educate students at key ages on human trafficking prevention. As part of our funding request we would like to continue to provide training and curriculum to districts in San Antonio and Central Texas to help them meet this mandate.

There are an estimated 79,000 minor and youth victims of sex trafficking in Texas. According to the The Counter-Trafficking Data Collaborative, with over 50% of the victims in Texas are under the age of 21. Texas accounts for 30% of all human trafficking tips to the National Trafficking Hotline (Polaris Project) and approximately 25% of victims are in Texas (US Health and Human Services). Texas' proximity to Mexico's border, the diverse population, and popular transportation sites make Texas incredibly susceptible to trafficking (Battered and Beautiful).

Texas HB 111 and Texas Administrative Code 261.1051 requires school districts across the state to train and educate staff and students on human trafficking prevention and reporting. This mandate, however, is unfunded thus many school districts have yet to commit to meeting the requirements. In 2020, 3SGF piloted PROTECT in Texas, in partnership with the Office of the Texas Governor Child Sex Trafficking Team, to provide the PROTECT program in districts across the state and help them fulfill their mandate.

The PROTECT program is a comprehensive five-part program, which includes creating district reporting protocols, training district staff, educating students, school board trainings, and research. PROTECT equips educators with the requisite skills to identify and respond to students experiencing human trafficking or at risk, build resilience to both labor and sex trafficking by strengthening students' knowledge and skills and develop and implement a Human Trafficking School Safety Protocol (HTSSP).

Our request for funding is aligned with our strong desire to provide school districts in Texas with the following key components of the PROTECT program:

Protocol:

Agreed upon protocols and procedures are the first step to ensuring positive outcomes for those who are identified as human trafficking victims. In the event a student self identifies, or a teacher identifies a potential human trafficking case, an understanding of mandated reporting protocols and procedures will help maintain the integrity of the organizational responses to that situation. These protocols should cover and inform everyone from the first reporter to the last service provider. Our Texas team will work with local districts to create reporting protocols specific to each district's needs.

Training

PROTECT delivers training modules via an online growth platform, ThriveCast, to educators and all personnel at the local, county and state levels who work directly or peripherally with minors or adults to prevent human trafficking. The dissemination and understanding of response protocols and procedures is also covered in training. After completing the training modules, teachers will be certified to teach PROTECT in their classrooms.

Our Human Trafficking 101-103 training includes:

Human Trafficking 101: An Introduction to Child Exploitation

Human Trafficking 102: Understanding Vulnerability and Trauma

Human Trafficking 103: Red Flags, Reporting, and Implementing Prevention Education

Curriculum

In partnership with Arizona State University, PROTECT delivers lesson modules via the ThriveCast growth platform. The modules are designed to be delivered sequentially to students in K-5th, 6-8th, 9-10th, and 11-12th grades. These modules provide a comprehensive understanding of the tactics of traffickers as well as the scope, nature, signs, and historical roots of human trafficking.

The PROTECT programs includes age appropriate prevention curricula that incorporates key themes at each grade level:

Elementary School (ages 5-11): Safe People, Safe Places, Safe Choices

Middle School (ages 11-14): Protecting A Masterpiece

High School I (ages 14-18): Understand & Recognize Human Trafficking

High School II (ages 16-18): Linking Historical and Modern-day Slavery

School Board Training

PROTECT Texas is also a registered provider for school board members through TEA and has created additional components to help meet their mandates on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children. As part of our offerings to school districts, we will also offer this training free of charge to school board members.

Research

Research is an integral part of the PROTECT program. Before and after the training modules, students and school staff will complete a pre and post-quiz. Data collected enables our PROTECT monitor and evaluation specialist to analyze impact and revise, if necessary, and track the effectiveness of the program. Through the results of this data, we are able to continuously improve the PROTECT program.

Our overall goal has always been to prevent human trafficking. Implementing PROTECT will launch trauma informed approaches, improve overall school climate, increase knowledge and awareness to keep children safe, and dramatically increase the protective factors that offset the risk of human trafficking.

Evaluation Plan:

3SGF began with the development of both a logic model and evaluation plan that would guide the PROTECT project. The logic model established three program domains to track:

- 1.) Increase in Teacher Awareness and Knowledge of Human Trafficking
- 2.) Increase in Student Awareness and Knowledge of human trafficking and
- 3.) Increase in Student behavioral change.

The PROTECT program has been evaluated for over two years and is tracked through QuestionPro with a link in the PROTECT program. QuestionPro is a vetted external system that allows us to effectively analyze our data. Pre and post surveys are administered and completed by educators and classified staff as well as students. Further evaluation of data gathered in the PROTECT platform is conducted and reviewed by two researchers and professors, Dr. Ami Carpenter from University of San Diego and Dr. Carly Dierkhising from Cal State Los Angeles.

Plans to sustain project beyond the term of this request:

3SGF is committed to educating youth and educators to prevent and end child trafficking. The PROTECT Texas team will maintain and build relationships with school districts to expand our prevention education program throughout the state. We will work closely with district administration and staff to ensure year-to-year adoption and continuation of PROTECT. As we collect research, data, and feedback from users we will continuously adapt PROTECT to meet the unique needs of Texas schools. We will continue outreach to new districts and Education Service Centers to expand the program throughout Texas. We will maintain our strong relationship with the Office of the Governor's Child Sex Trafficking Team and develop stronger connections between local and state agencies, community organizations, and other partners to share the importance of human trafficking prevention education. Additionally, the Texas team will prioritize building financially beneficial relationships with other foundations and grantors to maintain growth and sustainability.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?		How many unduplicated children will NFF REQUESTED FUNDS impact?	
42,600		9,516	
Please provide the percentage of each group below that will be served by the project in which funds are being requested. Do not leave any area blank. If that specific group will not be served, include zero. The percentage should total 100%.			
A. Population Served Age		B. Population Served Ethnicity	
Infants (0-5)	0%	African American	7%
Children (6-13)	49%	Asian American	3%
Young Adults (14-18)	51%	Caucasian	15%
TOTAL:	100%	Hispanic/Latino	73%
		Native American	0%
		Other and Define	2%
		TOTAL:	100%
City Council District for Which Children are Being Served:			
District1, District2, District5, District6, District7, District9			
Line item Budget:			
Line Item Description	Total Project Funds Allocation	Najim Funds Allocation	
PROTECT Regional Director Salary	\$75,000	\$16,432	
PROTECT Regional Director Benefits	\$15,000	\$3,328	
PROTECT Implementation Coordinator Salary	\$45,000	\$11,038	
PROTECT Implementation Coordinator Benefits	\$9,000	\$2,087	
PROTECT Human Trafficking Director Salary	\$8,000	\$1,787	
PROTECT Human Trafficking Director Benefits	\$1,600	\$358	
PROTECT Program Assistant Salary	\$8,000	\$1,787	
PROTECT Program Assistant Benefits	\$1,600	\$358	
PROTECT Air Travel	\$2,800	\$0	
PROTECT Mileage/Rental Car	\$3,600	\$1,000	
PROTECT Lodging/Meals	\$3,600	\$0	
PROTECT Tip Cards (Including Postage)	\$400	\$175	
PROTECT Technology	\$4,250	\$1,650	
PROTECT Curriculum Updates/Engineering	\$5,000	\$2,400	
PROTECT Research	\$5,025	\$1,750	

PROTECT Office Rent	\$10,800	\$0
PROTECT Communications	\$2,640	\$700
PROTECT Office Supplies	\$1,752	\$300
PROTECT Indirect Costs	\$19,367	\$4,350
PROTECT Computer Equipment	\$1,400	\$500
TOTAL:	\$223,834	\$50,000

OTHER FUNDING RESOURCES

For Project being Requested: Funding sources and amounts, pending and committed.

PROJECT - PENDING

Funder Name	Amount Requested
Alice Kleberg Foundation	\$50,000
Brown Foundation	\$50,000
TOTAL:	\$100,000

PROJECT - COMMITTED

Funder Name	Amount Requested
	\$0
TOTAL:	\$0

Other funding sources and amounts, pending and committed not specific to this request.

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
	\$0
	\$0
TOTAL:	\$0

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
Office of the Texas Governor	\$223,834
TOTAL:	\$223,834

BOARD OF DIRECTORS

What percentage of your board contributes financially to the organization?

100%

If Board giving is not at 100%, please explain why?

How are board members expected to participate in your organization?

The board is divided into four committees: Governance, Finance, Marketing and Operations, with each committee chaired by a different board member. Collectively, the governance and finance committees are charged with ensuring fiscal responsibility, maintaining the mission of the organization and driving the strategic direction. Each of these committees meets quarterly.

Board members take an active role in important functions such as grant compliance, tax document preparation, and financial statement review. To ensure full transparency both internally and externally, the Board Chair and the CEO meet at least monthly to review all progress, plans, and discuss any specific challenges expected during the upcoming month. Any additional input required from other board members is then solicited by the Chair.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Gamil Cain, Chairman of the Board	Security Architect, Intel
Lisa Cohen, Board Member	Senior Supervising Producer, CNN
Barry Davis, Board Member	Regional Managing Partner, BKD
Dennis Dias, Board Member	Former Naval Officer, Head of the Office of Analytics and Tradecraft (A&T)
Lisa Thee, Board Member	CEO, AMP Solutions, LLC.
Shelley Wetton, Board Member	Senior VP and Chief Marketing Officer, Five Star Bank
Tina Ferguson, Board Member	Owner, Face in a Book
Mark McCombe, Board Member	Head of Americas and Global Head of BlackRock Alternative Investors, BlackRock
Chad Romine, Board Member	VP of Business Development, NautilusDT
Jennifer Randlett Madden, Board Member	Law Partner, Delfino Madden O'Malley Coyle & Koewler LLP
Roger Martin, Board Member	Chairman & CEO, Humans Against Trafficking
Signature	
Ramon Manrique Mejia	