



CENTER FOR **JUSTICE &
RECONCILIATION**

Assessment Report

Center for Justice and Reconciliation

July 2022 - June 2023

Cover Letter

This report outlines the CJR's year of transition. We've not only overcome obstacles but discovered new strengths, from innovative programs to enhanced support. We proudly share achievements, lessons learned, and our future vision, committed to excellence.

The 2022 - 2023 academic year has been marked by a series of significant challenges and transitions that have highlighted the Center's adaptability and resilience.

In August of 2022, our Program Director of Educational Pathways, responsible for two of the CJR's iconic initiatives - Beauty for Ashes Scholarship and Flourish Academy - departed. Subsequently, in November of 2022, our Executive Director, Kim Berry Jones, integral to our vision, mission, and sustainability, went on medical leave until mid March of 2023 and chose to transition from the CJR in mid April of 2023, leaving behind a legacy of innovation. Despite the loss, Kim's leave and then departure reinvigorated our mission.

Amid these shifts, our Program Director of Community Relations began maternity leave. As she embraced this new phase of life, we embraced the challenge of upholding program excellence.

Through these changes, a collaborative, adaptable, and resilient spirit guided us. Center staff and students remained focused on our mission and leaning into our values throughout the year.

This report embodies the dedication defining the Center for Justice and Reconciliation, with gratitude to our staff, students, and partners for their steadfast support during a time that has demanded flexibility and unity. Together, we've shown that challenges foster growth and transitions bring renewed inspiration. The CJR has leaned into its call to perform work from a perspective that honors both individuals and outputs.

This report includes an overview of the staff and structure of the CJR, programs and initiatives, as well as financials.

Jon Krapivkin
Director of Operations and Interim Manager of the CJR

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CJR's Overview

Vision: We can live in a world free from oppression and exploitation

Mission: To honor the dignity of all by removing barriers through education, advocacy and innovation for the flourishing of our community

Values:

- Collaboration: When we partner with others, we believe we have a deeper and broader impact on the collective transformation and empowerment of our community.
- Learning: We challenge each other to strive for growth and to continually learn.
- Diversity: We recognize everyone's different identities, experiences, and abilities to enrich our community. Change can only come when we commit to honor, celebrate, understand, and include our differences.
- Equity: Society has many barriers that favor the few over the many. We believe equity requires constant engagement and are committed to identifying and reducing the barriers we play a part in.
- Rooted in Faith: It is our faith in God and the good news of Christ's ministry that compel us to pursue an end to all forms of oppression. Believing that each person is created in God's image, our work centers those on the margins: the widow and orphan, the prisoner and poor, and the immigrant and stranger.

Strategic Objectives:

- Deepen and widen the PLNU impact in the community
- Be a hub of innovation
- Ensure center sustainability

Reports

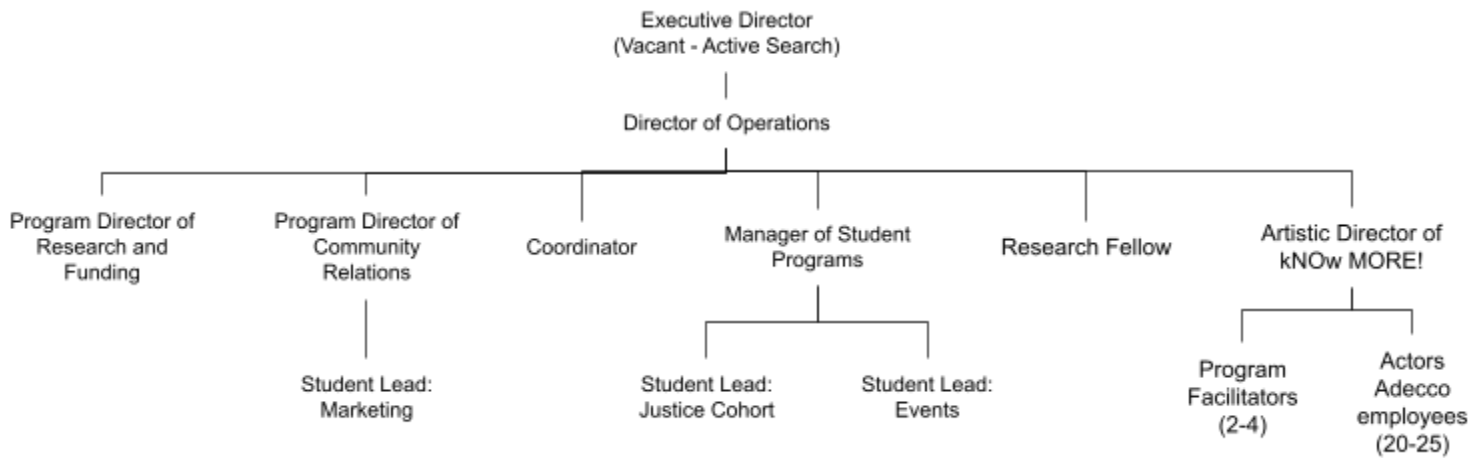
[December 2022 Annual Report](#)

[June 2023 Impact Report](#)

*In 23/24 the CJR will be aligning the impact and annual reports to match the fiscal year (Impact Report will be provided in December while the Annual Report will be at the end of fiscal year in June). This change will ensure narratives, impact, and fundraising asks better align with the fiscal year, creating a more clear and cohesive reporting structure.

Structure

*Structure as of 22/23 year end. This structure is based upon a vacant Executive Director position and is not reflective of structure when the center is fully staffed.



2022 - 2023 Staffing and Changes

Professional Staff (as of 6/30/2023)

- Arduizur Carli Richie-Zavaleta - Research Fellow*
- Brianna Murphy - Program Facilitator kNOw MORE!
- Eboni Jones - Program Facilitator kNOw MORE!
- Jon Krapivkin - Director of Operations
- Katie Hodson - Manager of Student Programs
- Laura Decker - Coordinator
- Leticia Bombardier - Program Facilitator kNOw MORE!
- Luz Aramburo - Program Director of Research and Funding
- Melissa Baldwin - Artistic Director of kNOw MORE!*
- Rylie Shore Kern - Program Director of Community Relations
- Vacant - Executive Director
- * Changes to titles in 23/24 are anticipated and explained below

Changes

- The August 2022 departure of the Program Director of Educational Pathways opened the door for evaluating staffing needs and making changes in roles and responsibilities to best support the current demands of the CJR. This role was not backfilled.
- A Manager of Student Programs role was created, which combined Beauty for Ashes management (previously part of the Director of Educational Pathways role) and Student initiatives (which had previously been part of the Coordinator role).
- The Coordinator role became a full support staff for all programs and initiatives (previously the coordinator role was part support and part oversight of student initiatives).

Community Leadership and Collaboration

- [HT-RADAR](#) is partnered with the [San Diego County Human Trafficking & CSEC Advisory Council](#)
- Dr. Arduizur Carli Richie-Zavaleta is the Co-Chair of the [Research & Data Committee](#)
- Melissa Baldwin is a member of the [education subcommittee](#)

Looking Toward 23/24

- The Artist Director of kNOw MORE! job description needs to be evaluated and updated to ensure it captures the full scope of responsibilities.
- The Research Fellow job description needs to be evaluated and updated to ensure alignment with contracts and research deliverables that begin in the 2023 - 2024 year.
- Complete the search for Executive Director and begin the transition to new leadership.
- Add additional Program Facilitators for kNOw MORE! who can develop into a lead facilitator.

Programs, Activities, and Initiatives

kNOw MORE! Human Trafficking Prevention Program (Middle and High School Youth)

[kNOw MORE!](#) is a drama-based and student-centered human trafficking awareness and prevention curriculum, for middle school- and high school-aged youth in San Diego County. It is a comprehensive and engaging program based on the latest sex trafficking research in San Diego and developed in collaboration with experts from various sectors including survivor leaders. The curriculum was designed to help young people recognize the red flags and vulnerabilities around trafficking and equip them to take action for themselves and their peers. The ultimate result would be the prevention and eradication of this injustice in San Diego County and beyond.

Successes:

- Over 2,000 students participated in the kNOw MORE! program during Fall 22 and Spring 23.
 - Chula Vista High School, Morse High School, Crawford High, and Patrick Henry High School all hosted performances. Morse High School set up an annual partnership with kNOw MORE! to educate their 9th and 11th grade students.
 - kNOw MORE! exceeds the educational standards outlined in [California Assembly Bill 1227 \(2017\)](#) which requires California public schools to offer education and training on human trafficking identification and prevention in order to avert children from being exploited for labor or sex.
- Established a contract with Adecco Staffing to support the program needs for actor staffing as well as ensuring continued compliance with CA labor law. Hired and maintained a pool of 20-25 actors. This has streamlined the administrative tasks for ongoing payment of actors.
- Performed six focus groups with a total of 47 student-participants to evaluate and update the survey tool utilized to measure impact and participant learning. In preparation for these focus groups, 117 pre and post surveys were collected from students to assist with validation and facilitation prep.

Lessons Learned and Looking Toward 23/24:

- Hire additional Program Facilitators. Additional facilitators will ease scheduling burdens and provide scaling opportunities to better address school requests.
- Continued development and improvement of policies and procedures to create efficiencies and consistency in hiring, booking schools, program evaluations, etc.
- Goal of reaching 3,000 students with the curriculum in '23-'24.
- Generate Spanish translation for kNOw MORE!.
- Implement an updated pre/post survey to gauge program impact on students (This is also referenced in the [Research section](#)).
- Update the curriculum advisory board to ensure program consistency and connection to stakeholders.
- Contribute towards the DA Community Grant that is seeking to blanket the Southcrest region with an anti-trafficking awareness campaign in Spring 2024 (more on this below).

Beauty for Ashes Scholarship Fund (BFA) - Scholarship for Survivors of Human Trafficking

This academic year (22/23) we had six scholars pursuing their degree at PLNU through the [Beauty for Ashes Scholarship](#) Fund (a seventh deferred right before Fall 2022 start of classes and is slated to begin Fall 2023). In May 2023, two of the scholars graduated (making six total graduates since the scholarship fund's launch), one from the Adult Undergraduate nursing program and another from the Traditional Undergraduate Social Work program.

The 2022 - 2023 scholarships totalled \$64,115. Of this amount, \$31,342 was raised during our first annual Color the Future fundraising campaign which took place [August 2022](#).

22/23 Numbers (6 scholars. 4* TUG & 2 AUG)			
Total Tuition and Fees from students receiving BFA Scholarship	State, Federal Aid, and outside scholarships received by scholars and put towards tuition and fees	BFA Scholarship towards tuition and fees. Scholarship is 100% fundraised by the CJR from external donors.	PLNU scholarships (e.g. merit/transfer, dept. scholarships) received and put toward tuition and fees.
\$171,850 (100%)	\$59,296 (34%)	\$32,284 (19%)	\$80,270 (47%)**
	Combined \$91,580 (53%) revenue for PLNU		
* One TUG student withdrew towards the beginning of SP23. SP23 tuition and fee numbers for that student are not included in the total tuition and fees due to the timing of the withdrawal. ** One scholar receives \$41,445 in PLNU scholarships which covers their full tuition and fees. If this student's financials are removed from the above table, the percentages shift to 70% of tuition and fees covered by state/federal/BFA scholarship and 30% from PLNU scholarships.			
\$31,831 (50%) of the \$64,115 BFA Scholarship awarded this year went to student support above tuition and fees. This aid above is critical for the hidden costs of education that previous and current survivors of human trafficking have named as critical for their access to education (rent, food, transportation, wifi, books, computers, etc).			

Successes:

- Scholarship facilitated \$91,580 of revenue for PLNU. Students would not otherwise be attending PLNU if not for the BFA scholarship.
- Maintained continuity of support amidst a staffing change at a critical point in scholars' educational journeys: the beginning of an academic year.
- Updated processes, policies and procedures to support scholarship sustainability as well as ensuring an ever evolving support system for the scholars. Specifically, created a standardized application cycle for interested individuals. Involved deepening relationships with Student Financial Services, Undergraduate Admissions, Adult Degree Admissions, Educational Access Center, Records Office, Office of the Provost, and various faculty and academic departments.
- One of the May 2023 graduates is pursuing a doctorate of nursing practice beginning Fall 2023.

Lessons Learned and Looking Toward 23/24:

- One scholar had to take a medical leave in Spring 2023. The timing of this leave created a financial balance that the student owed back to federal and state aid. This student is being supported and transitioning to an AUG program. The format of AUG is able to assist with the scholars' needs in ways that the TUG program is not able to.
- The 23/24 academic year will include seven survivors studying under the scholarship, two brand new and one returning after a multi-year break. This will be the largest group of scholars to date.
- The 23/24 financial projections: BFA Scholars will account for \$160,300 in tuition and fees. PLNU's revenue from the total tuition and fee is projected to be \$98,780. The BFA scholarship funds toward the total are projected to be \$57,228.
- 23/24 is the first year that scholars will attend the new fully online Adult Undergraduate programs. Four scholars are pursuing their degrees through these AUG programs. Their experiences will be a good measuring stick for the scholarship to better meet survivor needs moving forward.
- One scholar (TUG program) is anticipated to graduate in Spring 2024.
- The goal is to establish a skill-building series for scholars to gain necessary skills that are unique to their life experience and circumstances. Skills of financial literacy, mental health, physical well-being, career counseling, etc.
- The goal is to prepare a research project proposal with Dana Kasper, Ph.D., LPCC, Associate Professor, Master of Arts in Clinical Counseling. The project will focus on the impacts of equine therapy and survivors of human trafficking. Research project execution will be dependent on securing funding.

PLNU Student Initiatives

Our Student Initiatives educate PLNU students about the injustice around them, equip them to face the challenges of our age well, and engage them in the justice work happening in our communities.

- CJR partnered with Walter Augustine and Scott McGowen to take a group of 16 students to Vanguard University for the [2022 Student Council on Racial Reconciliation \(SCORR\) Conference](#).
- Partnership with the Ministry with Mexico for the student Boarder Pilgrimage did not take place but will continue in 23/24.
- Partnered with Writer's Symposium to host author Maria Hinojosa for a special panel event.

Cup of Culture (Lecture Series) co-sponsored with the Office of Multicultural and International Student Services

The [Cup of Culture series](#) is a forum to foster dialogue about diversity, inclusion, justice, and reconciliation. We seek to challenge our campus community to explore our individual identities (racial, ethnicity, nationality, ability, gender, etc.) and understand the experience of others, identify how systems contribute to oppression and work together toward a more just society.

This year's focus explored how our identities are informed, shaped, and challenged by the stories around us. We invited speakers who are storytellers from diverse experiences so that our campus community can see and know each other—our struggles and victories—all the more clearly and fully. We dove into specific issues and heard from experts and leaders in the search for deeper empathy and connection within our interwoven stories.

Successes:

The Cup of Culture forums featured the following topics and speakers:

- **Immigration Law** - Sep. 21st, 2022
 - Carmen Chavez, Executive Director of Casa Cornelia, a regional leader in supporting the legal needs of immigrants and refugees, spoke to the stories of immigration and the legal system.
- **Environmental Justice and Food Insecurity** - Oct. 19th, 2022
 - PLNU's Resident Director Jong Yoon spoke to the challenges of food insecurities on college campuses and the Loma Shares food pantry, which ran during COVID to help mitigate the negative impact for students experiencing food insecurity.
- **Indigenous People's Rights** - Nov. 22, 2022
 - Strong Hearted Native Women's Coalition members Keely Linton and Timothy S. Cruise spoke to the experience of San Diego's Indigenous peoples.
- **Mental Health in the BIPOC Community** - Feb 15th, 2023
 - PLNU's Mental Health Counselor Supervisor Varinia M. Peridon, M.S., LMFT spoke on the stigma surrounding mental health in the BIPOC community, and staying rooted in your identity.
- **Disability as Diversity** - Mar. 15th, 2023.
 - Hosted in partnership with PLNU's MOSAIC's Delta Alpha Pi.
 - Speaker, Denise P. Reid, Ph.D., Associate Professor of Education at Biola University spoke on including disability in the diversity conversation, perspectives of disability and accessibility issues.

Lessons Learned and Looking Toward 23/24:

- Continue to bring alignment between the Cup of Culture learning objectives and FeLO2c (Students will demonstrate an understanding of the complex issues faced by diverse groups in global and/or cross-cultural contexts) when possible. This will help extend learning outside of the classroom.
- 23/24 Cup of Culture Topics/Themes
 - September 2023: Honoring Hispanic Heritage Month - Board Angels, Angeles de la Frontera
 - October 2023: Igniting Social Justice Careers in partnership with Career Services

- November 2023: Honoring Native American Heritage Month - The Uniqueness of the Native American Experience Through Education
- February 2024: Honoring Black History Month
 - Collaboration with Glen Laster
- March 2024: Honoring Women's History Month: Systems that affect women (workforce/pay, health systems, social services/justice system for women who have experienced violence)
 - Collaboration with Heather Ross and potentially other professors.

Student Leads and Internships

The CJR seeks to be a hub for mentorship, education, skill development and training for those interested in pursuing justice in their life or future career. The CJR welcomes opportunities for PLNU and other university students to learn, develop, and refine their skills.

Student Leads (each works 10 hr/week)

- Kellyn Gonzalez ('24), Student Marketing Lead - Reports to Program Director of Community Relations
- Kyla Kinzle ('23), Student Events Lead and Summer Worker - Reports to Manager of Student Programs
- Katie Quinn ('23), Student Cohort Lead - Reports to Manager of Student Programs

Interns and Volunteers

- Kyla Kinzle ('23) undergraduate volunteer Summer 22. Worked on projects with both the Program Director of Research and Funding as well as the Research Fellow.
- Narissa Lane ('23) undergraduate internship Spring 23. Worked on projects with both the Program Director of Research and Funding as well as the Research Fellow.
- Monserrat Fong (UCSD) undergraduate volunteer Spring 23. Worked on projects with the Research Fellow.
- Valerie Ramos ('24) undergraduate internship Spring 23. Worked on projects with the Research Fellow.

Justice Cohort

A year-long program executed by the Justice Cohort Lead for 10 students to explore topics of social justice through education, training, and community engagements. There are six modules spread out over two semesters. Each module focuses on an issue in social justice. The six modules include: 1) What is Justice [Presented by Kim Berry Jones], 2) Immigration [Presented by Lilianna Reza], 3) Human Trafficking [Presented by Luz Aramburo], 4) Racial Justice [Presented by Maya Walker], 5) Fair Trade and Sustainability [Presented by Student Workers from the Office of Sustainability], 6) Tying it Together. Each module consists of three meetings, education, training/speaker, and community engagement.

Successes

- This inaugural year had seven students from various majors (Sociology, Criminal Justice, International Development, Environmental Studies, Biology, and International Studies).

- Students met and interacted with local organizations: International Rescue Committees and Community Advocates for Just and Moral Governance.
- Participants visited Chicano Park and assisted with the execution of CJR's Roots of Giving and Live Justice events.
- Student Quote; "Working with the CJR has been one of my favorite things I've done during my first semester here at Point Loma. Our meaningful conversations and weekly meetings have been a great place to explore areas of social justice that I am interested in and to learn more about social justice efforts in our community. One of my favorite memories so far has been visiting Chicano park and talking about its history."

Lessons Learned and Looking Toward 23/24

- The year had pockets of engagement dips from the cohort which is to be expected for a volunteer opportunity but one we hope to learn from in order to improve engagement.
- Refine learning objectives for cohort participants, including skill development.
- Have a cohort of 10 students for the 23/24 year.

Roots of Giving

[Roots of Giving](#) is an annual student-led holiday market that brings together local artisans, farmers, immigrant businesses, and other community members to sell their justly created goods. The event is hosted on the first Friday in December and is open to the community.

Successes

- The December 2022 Market had 25 vendors in attendance. The four vendors who completed the post event survey listed a combined revenue total of \$987.47.

Lessons Learned and Looking Towards 23/24

- A low vendor response rate to our post event survey created difficulty in naming financial impact for the vendors. In response, we are looking to improve the response rate so that we can gauge the positive financial impact for vendors.
- Update and strategize the implement an attendee survey in order to garner more successful engagement than previous years.
- Have 25+ vendors participate.

Live Justice

[Live Justice](#) is an annual event to educate students on fair trade and sustainability within a number of different fields such as the fashion industry, the coffee and tea industry, and the farming industry. Students are invited to examine how they can make positive changes in big and small ways for people and the planet and it equips PLNU students with tools to live out the principles of justice in everyday life. The event focuses on five themes to help us do better for people and the planet: Drink, Do, Wear, Eat, and Live. This year, Live Justice was hosted on the Cunningham Lawn on Friday, March 31, 2023. Local coffee and tea vendors were present, a clothing swap took place, community ministry card making stations, as well as educational and art activities.

Successes

- Student Events Lead developed an online resource that covers topics of access and food insecurity, labor rights, fair trade, ethical consumerism, and community organizations to volunteer with.
- 75 students attended the event.
- The CJR launched an annual award to honor PLNU students' in recognition of their constant dedication to the principles and values of justice, sustainability, diversity, service, and community. The first award recipients are:
 - Katrina Cloyes: PLNU Department of Sustainability Student Programs Coordinator and President of Enactus
 - Jessica Saavedra-White: President of the Students for Environmental Awareness and Action (SEAA) Club
 - Kira Pearce: Co-Student Director of Homeless Ministries
- Feeding San Diego, Genteel Cofo, and Cafe Moto tabled at the event.
- On campus partners included Homeless Ministries and the SEAA Club.

Lessons Learned and Looking Toward 23/24:

- This event has taken many forms over the years, but this model of educational engagement through social media during the week to culminate to one large event at the end of the week was the best use of our time, resources, and engaged students well.
- Create more partnerships with on and off campus groups and organizations to enrich the educational and advocacy experience.

Research Advancement and Coordination

Contract #557226 with San Diego County's Public Safety Group (2018-2022. 6-month extension through June 2023)

Contract overview: The Public Safety Group, in partnership with the community we serve, are dedicated to the pursuit of truth, justice and protection of the innocent, through a collaborative, evidence-based approach across our criminal justice system. The Public Safety Group and its District Attorney and Sheriffs Department, through their participation on the [San Diego County Human Trafficking and Commercial Sexual Exploitation of Children Advisory Council](#), have committed to implementing a holistic, countywide approach integrating the Four P's Model of the U.S. Department of Justice: Prevention, Protection, Prosecution and Partnerships. We are seeking a contractor to provide Human Trafficking Research Assistance and Coordination Services to further this commitment.

Contract Objectives:

1. Provide monthly updates to the San Diego County Human Trafficking and Commercial Sexual Exploitation of Children Advisory Council on the progress of regional and national human trafficking research efforts and best-practice models.
2. Supply quarterly research briefs that are timely, dependable and of high-quality related to the past, present and future trends and opportunities in the field of human trafficking academic research.

3. Provide hosting and coordination of quarterly meetings involving the Human Trafficking Research and Data Advisory Roundtable (HT-RADAR) and interested parties.

[HT-RADAR](#) is a collaborative research environment managed by the CJR for San Diego data analysts, researchers, and other stakeholders who have skills and interests related to human trafficking related research.

Successes:

- Research Updates and Briefs
 - [Updates](#)
 - [Briefs](#)
- Quarterly Meetings
 - Quarterly Meeting: June 16, 2022
 - [Dr. Kathleen Preble present on Assets and Logic: Proposing an Evidenced-based Strategic Partnership Model for Anti-trafficking Response.](#)
 - Attendance: 43
 - Quarterly Meeting: December 15, 2022
 - [Dr. Stacey Cutbush and Samantha Charm present on Outcomes of Human Trafficking Survivors.](#)
 - Attendance: 25
 - Quarterly Meeting: March 16, 2023
 - [Dr. Arduizur Carli Richie-Zavaleta and Dr. Sarbinaz Bekmuratova present on Prevention Model and Core Guiding Principles: Tools for Best Practice and Multidisciplinary Collaboration within the Anti-Trafficking Movement.](#)
 - Attendance: 60
 - Quarterly Meeting: June 6, 2023
 - Dr. Lianne Urada presented on [Human Trafficking of College Students in San Diego County and Imperial Valley: Results from the 2022-2023 Survey.](#)
 - Attendance: 60
- Partnered with [The Institute on Violence, Abuse and Trauma](#) (IVAT) to offer Continuing Education Units (CEU) for the June 6th quarterly meeting. Four attendees received CEUs.
- Implemented filtering search tools for [HT-RADAR's research aggregation](#) to support easy accessibility by the San Diego County Human Trafficking and Commercial Sexual Exploitation of Children Advisory Council and corresponding County public safety and child welfare entities.

Looking Toward 23/24

- The CJR was awarded the newest San Diego County Public Safety Group contract (#569377). This new contract last for five years, renewed annually, beginning July 1, 2023. The contract objectives include:
 1. Supply quarterly research briefs that are timely, dependable and of high-quality, related to the past, present and future trends and opportunities in the field of human trafficking academic research. Briefs will include research related to human trafficking of adults and youth and funding opportunities.
 2. Provide quarterly updates to the San Diego County Human Trafficking and Commercial Sexual Exploitation of Children Advisory Council on the progress of regional and national human trafficking research efforts, funding opportunities, and best-practice models.

3. Provide hosting and coordination of bi-annual meetings involving the Human Trafficking Research and Data Advisory Roundtable (HT-RADAR) and interested parties.
4. Contractor shall complete one local research project and report on the state of human trafficking in San Diego County. The research is intended to assist County, public agency, and community-based entities with developing informed responses to human trafficking. The report shall provide an update on the nature and extent of human trafficking in the region, including information on victims and survivors, such as demographics and needs. Contractor will provide annual updates on research progress.
 - a. The first portion of the CJR research project is tentatively titled, “Analysis of Prosecutions of Human Trafficking Crimes within San Diego County: A Retrospective Study.”

Publications

- Peer Reviewed articles include:
 - **Richie-Zavaleta, A.C.**, Lutzykowski, R., and Fong-Barragan, M. Exploratory Spatial Analysis of Protective and High-Risk Factors for Trafficking: Understanding the Implementation of kNow MORE!—A Trafficking Prevention Educational Program in Middle and High Schools throughout San Diego, California. *Point Loma Nazarene University, Center for Justice and Reconciliation (Manuscript submitted)*.
 - **Richie-Zavaleta, A.C.**, Jones, K.B., Aramburo, L., & Kinzle, K.C. Preventing the trafficking of youth: A retrospective evaluation of kNow MORE! an educational program in San Diego, California. *Point Loma Nazarene University, Center for Justice and Reconciliation (Manuscript submitted)*.
 - Bekmuratova, S., Thinnes, A., Youngyue, Q., **Richie-Zavaleta, A.C.**, & Castellon, A. What is the Impact of an Educational Human Trafficking Panel on Doctoral Occupational Therapy Students’ Knowledge and Self-Efficacy? *Creighton University. (Manuscript Accepted)*.
 - **Richie-Zavaleta, A.C.**, Butler, E., Hardy, K., & Udara, L. (2023). Survivors of Commercial Sexual Exploitation Involved in the Justice System: Mental Health Outcomes, HIV/STI Risks, and Perceived Needs to Exit Exploitation and Facilitate Recovery. *Sexes*. 4(2), 256-268; DOI:10.3390/sexes4020017
 - **Richie-Zavaleta, A.C.**, Bekmuratova, S., Butler, E. & Homicile, L.M. (2022). Assessing public health students on their Human Trafficking knowledge, skills to identify and assist survivors, and their recommendations for future training. *Journal of Human Trafficking*. DOI:10.1080/23322705.2022.2108289.
- Book chapters include:
 - **Richie-Zavaleta, A.C.**, Bekmuratova, S., Pray, M., & Saylor, M. (2022). Core guiding principles for applied practice in prevention, identification, and restoration: Anti-trafficking efforts for better health outcomes. In Andrews, S.K. & Crawford, C.M. (Eds.), *Paths to the Prevention and Detection of Human Trafficking* (pp.320). IGI Global. DOI: 10.4018/978-1-6684-3926-5

Looking Toward 23/24

- The following peer reviewed articles are projected to be published in 23/24:
 - **Richie-Zavaleta, A.C.**, Lutzykowski, R., and Fong-Barragan, M. Exploratory Spatial Analysis of Protective and High-Risk Factors for Trafficking: Understanding the

- Implementation of kNOw MORE!—A Trafficking Prevention Educational Program in Middle and High Schools throughout San Diego, California. Point Loma Nazarene University, Center for Justice and Reconciliation (Manuscript submitted).
- **Richie-Zavaleta, A.C.**, Jones, K.B., Aramburo, L., & Kinzle, K.C. Preventing the trafficking of youth: A retrospective evaluation of kNOw MORE! an educational program in San Diego, California. Point Loma Nazarene University, Center for Justice and Reconciliation (Manuscript submitted).
 - Bekmuratova, S., Thinnies, A., Qi, Y., **Richie Zavaleta, A. C.**, & York, A. (2023). The Impact of an Educational Human Trafficking Panel on Occupational Therapy Students' Knowledge and Self-Efficacy. *Journal of Occupational Therapy Education*, 7 (4). Retrieved from <https://encompass.eku.edu/jote/vol7/iss4/8>

Presentations

- The following presentations were made by CJR Research Fellow, Arduizur Carli Richie-Zavaleta, DrPH, MAIPS, MASP:
 - [HT-RADAR Quarterly Meeting 2023](#). “Application of Collaborative Practices and Understanding How to Best Train the Future Workforce among Graduate Students to Support Survivors of HT Based on Approaches that Work.” March 2023. San Diego, CA. Hybrid Panel. Invited Panelist & Co-Moderator. (See Contract #557226 above for additional information on this quarterly meeting).
 - [American Public Health Association Annual Meeting & Expo 2022](#).
 - “Self-Identified Survivors of Sex-Trafficking: A Retrospective Analysis of the Negative Impacts of Exploitation on Mental Health Outcomes, HIV/STI Risks, and the Needs for Supportive Systems.” November 6th-10th, 2022. Boston, MA. Presenter.
 - “An exploratory inquiry among public health graduate students to understand their levels of knowledge and recommendations for future anti-trafficking training.” November 6th-10th, 2022. Boston, MA. Presenter. Boston, MA. Presenter.
 - “Transgender Health In New Jersey: A Comparative Policy Analysis for Better Healthcare Access.” November 6th-10th, 2022. Boston, MA. Co-Author.
 - 19th Annual [International Human Trafficking and Social Justice Conference](#). “Exploration of Occupational Therapy Students’ on Human Trafficking Awareness, Knowledge, and Self-efficacy”. Virtual. September 22nd, 2022. Presenter.
 - 27th [San Diego International Summit on Violence, Abuse and Trauma Across the Lifespan](#) Amplifying Voices for Recovery, Resilience, Reconciliation and Reformation. “Core Guiding Principles in Applied Practice in Prevention, Identification & Restoration: Anti-Trafficking Efforts for Better Health Outcomes.” August 28th – 31st, 2022, San Diego, CA. Co-Presenter.

Looking Toward 23/24

- CJR Research Fellow – Arduizur Carli Richie-Zavaleta, DrPH, MAIPS, MASP – is projected to present at the following in 23/24:
 - 28th [San Diego International Summit on Violence, Abuse and Trauma Across the Lifespan](#) Amplifying Voices for Recovery, Resilience, Reconciliation and Reformation. “Survivors of Commercial Sexual Exploitation Involved in the Justice System: Mental

- Health Outcomes, HIV/STIs Risks, and Perceived Needs to Exit Exploitation and Facilitate Recovery.” August 27th – 30th, 2023, San Diego, CA. Presenter.
- 20th Annual [International Human Trafficking and Social Justice Conference](#). “Exploratory Spatial Analysis: Understanding the Geography of Risks for Trafficking and Preventive Efforts through the Implementation of kNOw MORE!—An Educational Program in San Diego, California.” September 20th – 22nd, 2023. Virtual. Presenter.
- [American Public Health Association Annual Meeting & Expo 2023](#). “Exploratory spatial analysis: Understanding the geography of risks for trafficking and preventive efforts through the implementation of kNOw MORE!—an educational program in middle and high schools in San Diego, California” November 12th-14th, 2023. Atlanta, GA. Presenter & Moderator.

Research Projects

- The following research projects were conducted by CJR Research Fellow, Arduizur Carli Richie-Zavaleta, DrPH, MAIPS, MASP:
 - Analysis of kNOw MORE! [Data from 2016 to 2021]
 - GIS Analysis of kNOw MORE! [Implementation of presentation, development of risk-factor index, Exit Slips Data from 2017 to 2020]
 - Your Ideas Matter—Making the kNOw MORE!’s Program Better [2023 Assessment of former participants on the kNOw MORE! And gathering of opinions on future online format] (in process).

Looking Toward 23/24

- The following research projects will be conducted in 23/24:
 - Analysis of District Attorney and Law Enforcement cases of Human Trafficking at the County Level [Data from 2018-2023]. ([Referenced above as part of the new county contract #569377](#))
 - Completing Your Ideas Matter—Making the kNOw MORE!’s Program Better
 - 2023 Assessment of former participants in kNOw MORE! and gathering of opinions on future online format.

Programs On Pause

Flourish Academy

The [Flourish Academy](#) empowers survivors to pursue their healing through the lens of emotional, spiritual, physical, social, intellectual, environmental, and financial health. Partnering with the Kinesiology and Integrative Wellness program at PLNU to design the program that is an innovative solution to a need voiced by survivors and those rebuilding their lives after exploitation.

Lessons Learned and Looking Toward 23/24

- The Flourish Academy was placed on pause during its third cohort when the Program Director of Educational Pathways transitioned away from the CJR. The pause was an intentional effort to take a deeper dive into both the positive and unanticipated impacts on the survivors who participated in the Flourish Academy.

- Upon the hiring of a new Coordinator, we have been able to re-establish our partnership with Jessica Mathews (Program Director, Master of Science in Kinesiology, Integrative Wellness) and the Integrative Wellness program.
- Much was learned from those first three cohorts that will be critical for the continued evolution of The Flourish Academy, in order to innovate and support survivors of trafficking. The future of Flourish Academy will seek to educate and train health coaches to meet with survivors instead of being a program that directly meets survivor groups. Additionally, a certificate program will be explored with an Integrative Wellness focus. Future work will be revisited when the Executive Director role is filled.

Churches Against Trafficking

The CJR housed Churches Against Trafficking (CAT) as a network connecting Christian ministry leaders engaged in the anti-trafficking work in San Diego. CAT connects the Christian community with local direct service organizations, providing resources, volunteers, finances, and prayer for those caught up in human trafficking. Our website resources the community with specific and tangible action steps as we engage Christians in the fight against human trafficking at churchesagainstrafficking.com.

Lessons Learned and Looking Toward 23/24

- This program really thrives when local churches are leading the way. Unfortunately, COVID put some challenges for churches and previous individuals who were active as a network.
- Despite the lull and loss of engagement from the pandemic, the name and branding is still well known and over the last few months the CJR has received inquiries from faith communities, leading the way for a potential reimagining of equipping faith communities to fight human trafficking.

OnRamps Collaborative

The [OnRamps initiative](#), a collective impact-modeled project that brings together organizations across our region to provide better access to educational and vocational options for survivors of human trafficking. Understanding that financial security is a key factor for survivors to permanently leave a life of exploitation, the OnRamps Collaborative promotes the holistic support of survivors as they build new lives. For more information about the OnRamps Collaborative view our [whitepaper](#).

Lessons Learned and Looking Toward 23/24

- This collective impact project continues to have name recognition. The initial launch saw success from PLNU initiatives but was unable to step towards a full collective impact model.
- CJR has not completely abandoned the initiative due to the name recognition and existing need, however, a pause is due to capacity limitations, funding limitations, as well as leadership limitations.
- When this initiative is re-evaluated, PLNU's role as a backbone institution will need to be evaluated. Although the initiative did not get fully lived into or actualized, it became clear from best practice as well as CJR experience that a backbone institution should not also be a funding recipient. The original goal was for PLNU to be the backbone as well as provider of programs.

Center for Justice and Reconciliation Impact

Successes

- Point Loma Nazarene's Center for Justice and Reconciliation and the kNow MORE! Program was recognized by the Mayor and the Council of the City of San Diego as part of the City of San Diego's proclamation that January 2023 is Human Trafficking Awareness Month in the City of San Diego. This commendation was presented to the CJR by Councilmember Raul A. Campillo.
- First annual [Color the Future fundraising campaign](#) raised over \$31,000 for the Beauty for Ashes Scholarship Fund. The campaign had 97 donors, half of which were first time donors
- Awarded San Diego District Attorney Community Project Grant worth \$32,000. This grant is being placed towards a human trafficking prevention awareness campaign in the Southcrest region of San Diego during 2023-2024.
- Hosted a Hope Rising Awards Luncheon to honor the following leaders for their efforts to combat human trafficking: Kathi Torres, Mary-Ellen Barrett, Jeff Wohler, and Michael Wiener. San Diego District Attorney Summer Stephan was in attendance.
- Awarded STAT! Mini Grant for the kNow MORE Prevention Curriculum
- Shifting the Coordinator role to 100% support has allowed progress to be made in systems creation and has contributed to stability through centralization for the various programs of the CJR. This has become even more important with the vacancy of the Executive Director.
- Completed a team wide 12 week curriculum through Brene Brown's Dare to Lead materials.

Lessons Learned and Looking Toward 23/24:

- Through the District Attorney's Community Grant Program, the CJR will be able to implement an umbrella of prevention support to residents of Southcrest in Southeastern San Diego. This neighborhood was recently confirmed to be a human trafficking hub when, on February 21, 2023, a law enforcement operation identified multiple victims of human trafficking in Southcrest, eight of whom were identified as children. This kind of full-community coverage in collaboration with community leaders has never been done in San Diego for human trafficking prevention. The roadmap for this neighborhood-focused project can later be scaled to other neighborhoods throughout our region to further interrupt and prevent human trafficking.
- Implementing systems for wellbeing support of staff in a field where secondary trauma and vicarious trauma are realities.

PLNU Presentations

- Diversity Leadership Scholars Meeting 27th, 2023: Adverse Childhood Experiences and Positive Childhood Experiences (Office of Multicultural and International Student Services) - **Luz Aramburo**
- Physician's Assistant Program HT Training - Mar. 2, 2023 - **Melissa Baldwin** and HT Advisory Board Health Subcommittee co-chair Amy Sharpe (Librarian at Sharpe Healthcare)
- BREAK Club and Black Student Union Panelist Mar. 15th 2023: Panel on intersectionality and gender justice. - **Luz Aramburo**
- Civil Rights Pilgrimage Class Presentation Mar. 22, 2023 - **Katie Hodson**
- Psychology, Sociology, and Political Science Class Presentation Mar. 27th through 31st, 2023 - **Katie Hodson**

- Business Management Class Presentations Apr. 11, 2023 - Discuss supply chain management and impact. - **Katie Hodson**

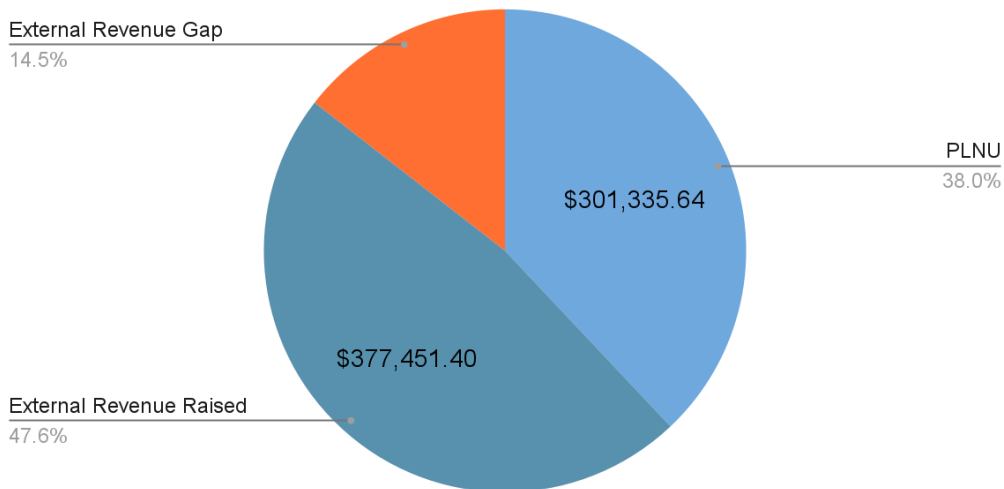
External Presentations and Media

- Mission Church of the Nazarene presentation on the Beauty for Ashes Scholarship Fund, August 21, 2023 - **Kim Berry Jones**
- CJR hosted San Diego Diplomacy Council group from the Near East and North Africa as part of [International Visitor Leadership Program](#)'s group for combating trafficking in persons Feb. 6th, 2023
- [KPBS Midday Edition Interview](#) Feb. 21, 2023 - **Kim Berry Jones**
- [STAT! Salutes Out Mission Heroes](#) Mar. 3rd, 2023 - **Rylie Shore Kern**
- [Soroptimist International](#) of Coronado Mar. 9th, 2023 - **Jon Krapivkin**
- Spanish community program, Comprendiendo, Comunicando y Conectando con Mis Hijos Mar. 8th, 2023 - **Luz Aramburo**
- SD District 7 HT-Presentation for community Mar. 28th, 2023 - **Rylie Shore Kern & Luz Aramburo**
- KNSJ Interview May 17, 2023 - [Women's Radio Hour](#) - **Luz Aramburo**
- kNOW MORE! Presentation to California's Community and Place-Based Solutions Unit as part of their Community Spotlight, June 23, 2023. - **Arduizur Richie-Zavaleta & Melissa Baldwin**

Financials

Funding for the CJR is split between PLNU and external revenue. PLNU's funding covers 100% of the Executive Director, 50% of the Program Director of Community Relations, and 25% of the Coordinator. In addition, PLNU provides a Cost Center budget for student programming and general operations. The remaining staff salaries, benefits, and programmatic costs are covered by external funds raised from the CJR team.

22/23 CJR Cost and Revenue Sources (PLNU and Externally raised)



Revenue + Expenses

CJR Fiscal Year 2022 - 2023			
Beginning Balance FY 22/23 (CJR's externally raised Project and Grant Accounts)			\$ 833,330.63
Revenue (includes externally raised funding and PLNU funding)			
	Grant Revenue	\$ 93,363.40	\$ 678,787.04
	Gift Revenue	\$ 284,338.00	
	Campus Revenue	\$ (250.00)	
	PLNU Funded Salaries/Wages	\$ 271,835.64	
	PLNU Budgeted CJR Cost Center	\$ 29,500.00	
Expenditures (All salaries/benefits, programmatic costs)			
	Intra-Company	\$ (3,862.00)	\$ (793,778.55)
PLNU supported	Salaries & Wages	\$ (218,974.75)	
	Employee Benefits	\$ (52,860.89)	
	Salaries & Wages	\$ (285,094.32)	
Externally raised	Employee Benefits	\$ (68,845.69)	
	PLNU CJR Cost Center	\$ (29,590.05)	
	Professional Services	\$ (3,848.86)	
	Financial Aid (BFA Scholarship)	\$ (54,774.00)	
	Office Expense	\$ (2,910.28)	
	Repair & Maintenance	\$ (4,907.54)	
	Program Expenses	\$ (58,715.49)	
	Data	\$ (20.94)	
	Travel	\$ (8,744.59)	
	Reference Materials	\$ (629.15)	
Net Change (Revenue and Expenditures) - Funding Gap			\$ (114,991.51)
Beginning Balance FY 23/24 (CJR's externally raised Project and Grant Accounts)			\$ 718,339.12

Donation Overview

In 22/23 the CJR had a total of 178 unique donors (individuals, organizations, or churches).

- 71 (40%) of those were first time donors who had never given to the CJR. One of those new donors immediately turned into a monthly donor.
- 142 of these donors gave individual one off donations.
- 36 of these donors gave recurring monthly donations.

Individual (one time) Donations

- The 142 unique donors made 155 one time donations for a total of \$220,720.00.
 - CJR General Fund
 - 35 donations were made for a total of \$134,456.00.

- Largest single donation of \$100,000.
- Beauty for Ashes Fund
 - 114 donations were made for a total of \$41,514.00.
- kNOw MORE!
 - 6 donations were made for a total of \$44,750.00.

Recurring (Monthly) Donations

- 36 unique monthly donors made a collective 461 donations for a total of \$57,718.00.
 - The three largest monthly recurring donations are \$2,000, \$500, and \$250.
- By Program/Initiative
 - CJR General Fund
 - 256 donations were made for a total of \$44,280.00.
 - Beauty for Ashes Fund
 - 180 donations were made for a total of \$12,183.00.
 - kNOw MORE!
 - 25 donations were made for a total of \$1,255.00.

Donations above \$1,000 (recurring and one time donations)

- We received 42 donations of \$1,000+ for a total of \$234,315.00
- Breakdown by month

	# of Donations	Total Donated
Jul	2	\$3,000
Aug	8	\$14,315
Sep	8	\$32,000
Oct	2	\$27,000
Nov	2	\$3,000
Dec	9	\$129,500
Jan	2	\$4,000
Feb	2	\$3,000
Mar	2	\$7,000
Apr	2	\$4,000
May	1	\$2,000
Jun	2	\$5,500

- Notable organizations that made large donations
 - CJR General
 - The Rock Church - \$6,000

- kNOw MORE!
 - Apriem Advisors - \$25,000 - kNOw MORE!
 - Brandes Investment Partners - \$10,000
- Beauty for Ashes
 - Mission Church of the Nazarene - \$5,000
 - Neighbors Church - \$2,000
 - San Diego First Church of the Nazarene - \$1,263

Contracts and Grants

Awarded

Funder: [Soroptimist](#) International of Coronado

Title/Purpose: Beauty for Ashes Scholarship Support

Amount: \$5,000

Period: January 2023 - December 2023

Funder: Sempra

Title/Purpose: Economic Prosperity/Workforce Development (Beauty for Ashes Student Support)

Amount: \$5,000

Period:

Funder: Rotary: San Diego Downtown Breakfast

Title/Purpose: Youth Services Grant - (kNOw MORE!)

Amount: \$3,500

Period: July 2022 - June 2023

Funder: City of San Diego

Title/Purpose: Community Projects, Programs, and Services (CPPS) - (kNOw MORE!)

Amount: \$5,000

Period: July 2022 - June 2023

Funder: County of San Diego Public Safety Group

Title/Purpose: Research Advancement and Coordination Services

Amount: \$99,495 (annually)

Period: Annual Contract (July - June) that is renewable for 5 years. July 2023 - June 2028

Funder: County of San Diego's District Attorney

Title/Purpose: Community Grant (kNOw MORE! and community events)

Amount: \$39,550

Period: July 2023 - June 2024

Funder: Harbor Police Foundation
Title/Purpose: HT Research Conference
Amount: \$4,000
Period: July 2023 - June 2024

- This funding was returned by CJR, as we are no longer organizing a research conference.

Applied and Not Awarded

- **[William T. Grant Foundation](#):** \$900k research grant for improving the use of research evidence. Proposed for a multi-year research project with kNOw MORE!, “Preventing Trafficking of Youth through Anti-Human Trafficking Education & Training: A Multi-State Longitudinal Approach to Inquiry.”
- **[Zable Foundation](#):** Proposed \$14,200 for research project to validate a tool for use in human trafficking prevention education
- **William Hall Tippet and Ruth Rathell Tippet Foundation:** Proposed \$25,000 for kNOw MORE! program
- **San Diego Women's Club:** Proposed \$5,000 for kNOw MORE! program
- **US Bank:** Proposed for kNOw MORE! Program
- **[Women's Catalyst Fund](#):** Proposed \$14,200 for research project to validate a tool for use in human trafficking prevention education
- **[Rancho Santa Fe Women's Fund](#):** Proposed \$75,000 for kNOw MORE! program

Looking Towards 23/24

Funder: Rotary: San Diego Downtown Breakfast
Title/Purpose: Youth Services Grant - (kNOw MORE!)
Period: July 2023 - June 2024
Status: Application Pending

Funder: City of San Diego
Title/Purpose: Community Projects, Programs, and Services (CPPS) - (kNOw MORE!)
Period: July 2023 - June 2024
Status: Awarded

Funder: Department of Health and Human Services
Title/Purpose: [HHS Innovation Challenge to Prevent Human Trafficking Among Women and Girls](#)
Period: Phase 1 (\$50k) in FY24 and Phase 2 (\$100k) in FY26
Status: Applications close for Phase 1, 2/1/2024

Appendix

kNOw MORE Team & Performances



Cup of Culture (Nov. 2022) - Indigenous People's Rights



Student Leads



2022 - 2023 Justice Cohort



HT-RADAR Meeting (Hybrid) from Sep. 2022.



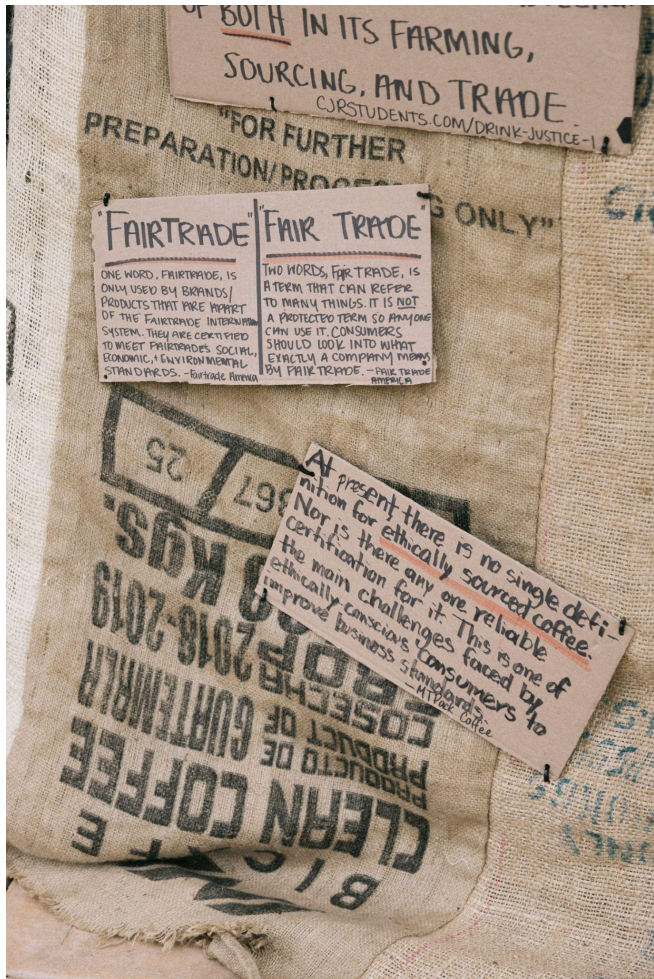
Hope Rising Awards Luncheon



Roots of Giving 2022



Live Justice 2023



Partnership with Writer's Symposium to host author Maria Hinojosa



Student Council on Racial Reconciliation (SCORR) Conference



CJR Team

