



# Seattle Human Services

**Equity • Support • Community**



# **2025 Commercial Sexual Exploitation Survivor Services Request for Proposal (RFP) Information Session (Virtual) June 24, 2025**

**1:00pm – 2:30pm**

Presented By: RFP Coordinator, Judith Panlasigui, Manager  
Human Services Department (HSD), Safe and Thriving Communities Division



**Seattle**  
Human Services  
Equity • Support • Community

# Welcome

This presentation is being recorded  
and will become public record.

The session will be posted online on the [HSD Funding Opportunity webpage](#).

*Please stay muted and type your name and agency in the chat for attendance purposes.*

You may choose to be anonymous during this session.



## Land & Labor Acknowledgement

*"We are currently occupying the unceded lands of many First Peoples; Coast Salish people, Muckleshoot, Suquamish, Stillaguamish, and Duwamish. We acknowledge and thank local First Nations for their centuries of land stewardship that long predates the arrival of European settlers. We honor those who are still struggling for recognition and reparations for historical acts of genocide and ongoing erasure. We remind you to be aware of the spaces you occupy locally, that these lands were stolen from First People in the name of white settler colonialism and that you seek ways to continue your education and give back to local Indigenous communities."*

- Duwamish Tribe's website: <http://www.duwamishtribe.org/>

*"We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their descendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today."*

- Dr. Terah "TJ" Stewart



# Proprietary and Confidential Information

The State of Washington's Public Records Act (Release/Disclosure of Public Records) Under Washington State Law (reference RCW Chapter 42.56, the Public Records Act) states **that all materials received or created by the City of Seattle are considered public records**. These records include but are not limited to: RFP/Q narrative responses, budget worksheets, board rosters, other RFP/Q materials, including written/or electronic correspondence. In addition, HSD RFP/Q application materials are released to rating committee members and all rating committee members must sign and adhere to the [Confidentiality and Conflict of Interest Statement](#). **Personal identifiable information entered on these materials are subject to the Washington Public Records Act and maybe subject to disclosure to a third-party requestor.**

- Examples of personal identifiable information include:
- First Name
- Last Name
- Date of Birth
- Social Security Number
- Financial Account Number
- Driver's License Number or other State Identification Number

HSD does not require social security numbers on application materials or reports. For doing business with the City or HSD, it is recommended to obtain a federal taxpayer identification (EIN) number.

**Please let us know if there is any reason why your identity needs to remain private for safety reasons**

# Session Agenda

- Introduction
- RFP Timeline
- HSD's Theory of Change
- Program Background and Requirements
- Service / Program Models
- Application and Submission Instructions
- Questions



# Introduction

- This **2025 Commercial Sexual Exploitation Survivor Services RFP** is an open and competitive funding process
- Up to **\$1,700,000** is available through General Fund
- Funding awards will be made for the period of  
September 1, 2025 – December 31, 2026 for Mobile Flexible Advocacy Contracts  
January 1, 2026 – December 31, 2026 for Shelter/Housing Contracts

# RFP Timeline\*

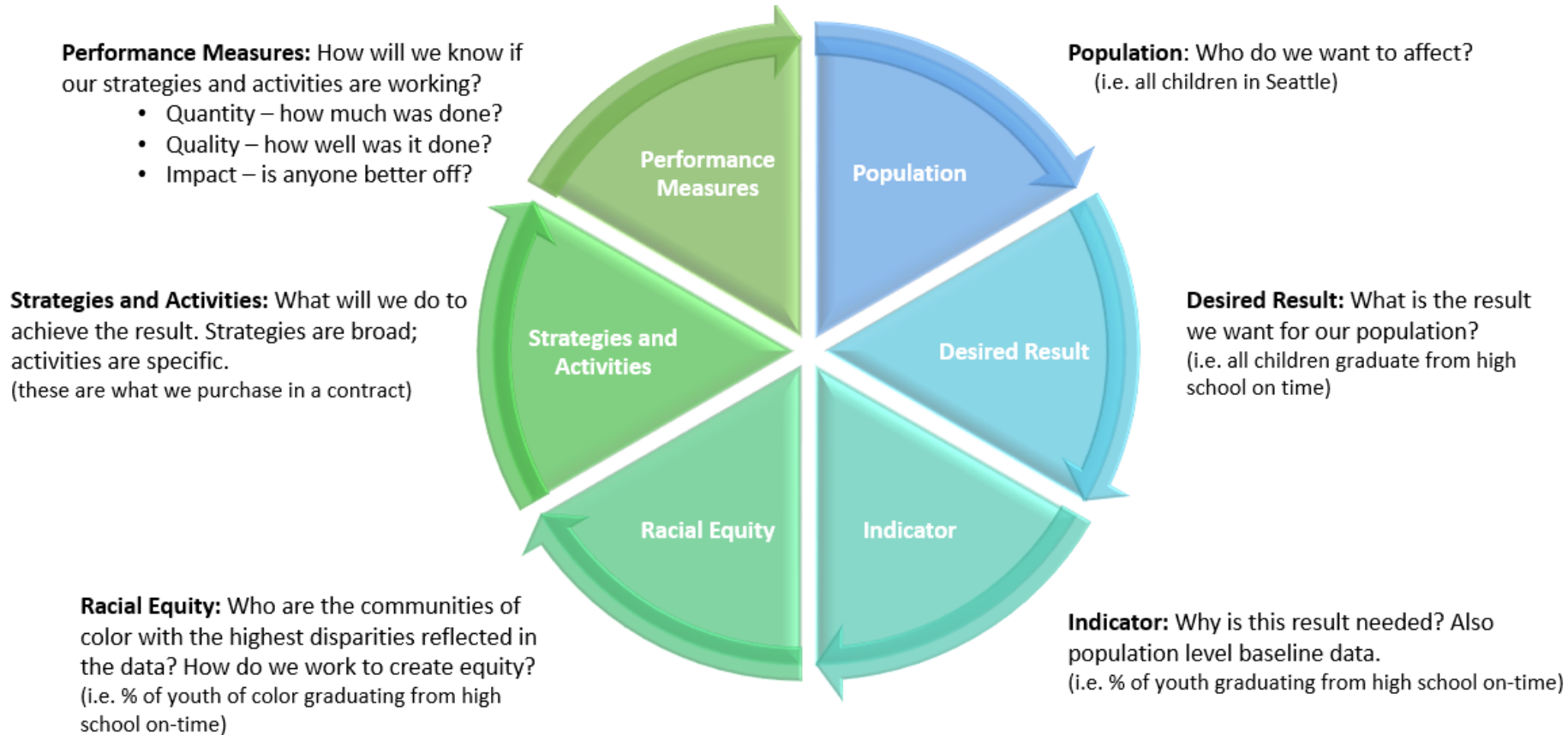
Date & Time	Activity
June 16, 2025	Funding Opportunity Announcement
June 24, 2025	Virtual Information Session
<b>Monday, July 7, 2025 by 5:00 p.m. PDT</b>	<b>Last Day to Submit Questions</b>
<b>Monday, July 14, 2025 by 12:00 p.m. PDT</b>	<b>Application Deadline</b>
July 15 – July 31, 2025	Review & Rating Process
August 25, 2025	Award Announcement
August 29, 2025	Appeal Process
September 1, 2025	MFA Contracts Start Date
January 1, 2026	Shelter/Housing Contract(s) Start Date

\*HSD reserves the right to adjust dates



# HSD Theory of Change

## Uses Results-Based Accountability and leads with race



# HSD Theory of Change cont.

HSD Theory of Change		
	Theory of Change Term	Definition & Action
Population Accountability	Population HSD Population Priority Population	Who we want to impact Action: Select the HSD Population Action: Describe the priority population within the HSD population
	Desired Result	What we want to achieve in the community Action: Select one of HSD's six impact areas
	Indicator(s) HSD Indicator(s)—REQUIRED Additional Indicator(s)—OPTIONAL	How we know if the desired result was achieved; it describes the wellbeing of the population Action: Select one or more of the HSD indicators that best measures population impact Action: Select one or more additional data points that more closely reflects the RFP/Q population impact; these must be an ongoing dataset or report
Racial Equity Population Accountability	Racial Disparity Indicator Data	Data depicting socioeconomic disparities and disproportionality between racial/ethnic populations Action: Describe the race/ethnic disparities based on data from the desired result, community engagement findings, or other data sources
	Focus Population	Which race/ethnic groups within the priority population show the highest disparities Action: Report data that shows the highest disparities in the investment area
	Population-Level Racial Equity Goal(s)	What we want to achieve in the focus population Action: What is the stretch goal for reducing and/or impacting the racial disparity data
Program Accountability	Strategies	What works to improve the wellbeing of the population Action: Describe the approach that aligns to the desired result and indicators and are informed by best or promising practices, cultural competency, and community engagement. (Are there specific strategies that need to be added for the focus population?)
	Activities if RFQ	What works to improve the wellbeing of the population Action: Describe the specific actions that align to the strategies and will be implemented by providers
	Performance Measure	How we know how well a program, agency, or service is doing Action: Describe what gets counted and how it will be measured: Quantity – how much; Quality – how well, Impact – who is better off Action: If applicable, indicate the contract type (pay-for-performance, etc.)
	Racial Equity Performance Measures	How we know how well a program, agency, or service is doing to address racial disparities Action: Summarize how racial equity performance will be measured within performance measures

# Background and Requirements (pg. 6)

- Overview
- Service/Program Model and Definitions
- Service Components
- Participant Eligibility
- Priority and Focus Populations
- Performance Measures
- Key Staffing

# Overview of Investment Area

- Services to individuals impacted by the commercial sex industry (CSI) who live, work, or attend school in Seattle
- Funded organizations will participate in a collaborative network to enhance services and referral systems

# Definitions

The terms commercial sexual exploitation (CSE), prostitution, sex trafficking, and sex work all describe situations where sex is exchanged for something of value, such as money, housing, food, safety, or protection. These experiences fall along a spectrum from choice to coercion:

- Sex trafficking involves force, fraud, or coercion, including any exchange involving minors (under 18), who are legally considered trafficked even if they consent.
- Sex work generally describes consensual, adult participation in sex trades.
- Commercial sexual exploitation (CSE) is a broader term that includes both voluntary and involuntary experiences, recognizing that systemic inequities often shape individual choices.



# Service/Program Model (pg. 7)

This Request for Proposal includes the two strategies:

1. Mobile Flexible Advocacy - Support services for survivors with flexible client assistance within clients' chosen safe location.
2. Shelter/Transitional Housing Services – Non-congregate emergency shelter and/or transitional housing units to address the spectrum of needs.



# Service Components (pg. 7)

Mobile Flexible Advocacy (MFA) is an evidence-based strategy for supporting survivors of gender-based violence (GBV), which include CSE.

This strategy focuses on providing:

- Services that are client-centered, trauma-informed, and within clients' chosen safe location(s);
- Client assistance funds for basic needs and to address financial barriers;
- Advocacy and assistance tailored to individual needs in navigating systems (criminal and civil legal, medical, financial empowerment, housing, education, employment, etc.)

# Service Components (pg. 7)

**Emergency Shelter:** Non-Congregate short-term housing units where an individualized assessment supports CSE survivors to transition from homelessness to more stable housing.

- The provider must deliver 24/7 staffing to ensure consistent supervision and support. On-site case management must be offered to address clients' immediate and long-term needs, including connection to essential services such as healthcare, behavioral health treatment, substance use support, and housing navigation.
- The shelter design must fulfill the basic needs of a shelter including hygiene services, food and meals, secure and accessible storage, and supportive services/case management.
- All services must align with a low-barrier, Domestic Violence Housing First Model<sup>12</sup> that prioritizes harm reduction and trauma-informed practices.

**Transitional Housing:** Longer-term housing designed to help clients transition from homelessness to more stable or permanent housing. The duration of stay in the programs are usually six months to two years, allowing clients to build their savings and identify and secure permanent housing options.



# Service Components (pg. 9)

- Have and/or hire program staff, volunteers, and supervisors who understand the dynamics of CSE and relevant community resources, as well as an understanding of how medical, legal, and social services respond to victims. Service providers must be supervised by a paid staff person who has at least two years of relevant experience;
- Be experienced in serving adults and/or youth who have been harmed by the commercial sex industry and/or a survivor of CSE;
- Be experienced in collaborative efforts with law enforcement, system advocates, and criminal-legal system partners to meet the needs of CSE survivors;
- Demonstrate strategies that address underlying social, economic causes and discriminatory policies while centering the voices and needs of those most affected;
- Provide robust survivor-centered and trauma-informed advocacy that addresses the impacts of CSE; and
- Provide flexible financial assistance to support survivors with the services and resources they need to create stability.

# Participant Eligibility (pg. 9)

Individuals and their children who have experienced harm or violence as a result of the commercial sex trade. Individuals can be adults (18 years and older) and/or youth (17 years old or younger).

Participants may be of any gender, sexual orientation, age, race/ethnicity, and may be domestic or foreign nationals who meet one or more of the following:

- Live or work in the city of Seattle;
- Be enrolled in a Seattle-based academic institution; and/or
- Seek GBV services from a Seattle-based GBV services organization

Eligible participants also include individuals who are referred by SPD, and other stakeholders within the CSE Collaborative Network.



# Priority and Focus Populations (pg. 10)

## **Priority Populations:**

- Youth and young adults
- Sex workers
- Trans, queer, and gender-nonconforming people
- LGBTQIA+ Community
- Women and femmes
- Immigrant and asylum seeking individuals

## **Focus Population**

- Black/African American
- American Indian/Alaska Native



# MFA Performance Measures (pg. 10)

## Quantity

- # of CSE survivors who received mobile flexible advocacy services (unduplicated)
- # of CSE survivors who received client flexible funds (unduplicated)

## Quality:

- % of CSE survivors who received mobile flexible advocacy services who also received client flexible funds
- % of CSE survivors who are referred to another provider and successfully received services
- % of CSE survivors who received mobile flexible advocacy services that reported being treated with dignity, and/or that the services they received met their cultural needs (collected through surveys)

## Impact:

- # and % of CSE survivors who reported increased economic empowerment (i.e., employment, education, economic support), housing stability (i.e., hotel, rental assistance), and/or crisis stabilization (i.e., basic needs, emergency, crisis support) because of receiving mobile flexible advocacy (collected through intake and exit forms)
- # and % of CSE survivors who received mobile flexible advocacy services reported feeling safer and gained a sense of agency (collected through surveys)



# Housing/Shelter Performance Measures (pg. 11)

## Quantity

- # of CSE survivors placed in housing/shelter units (unduplicated)
- # of CSE survivors who received client flexible funds (unduplicated)

## Quality

- % of CSE survivors placed in housing/shelter units who also received client flexible funds
- % of CSE survivors referred to another provider and successfully received services (e.g. basic needs met, employment, crisis support, etc.)
- % of CSE survivors placed in housing/shelter units that reported being treated with dignity and/or that the services they received met their cultural needs (collected through surveys)

## Impact

- CSE client stories reporting increased housing stability because they were placed in housing/shelter units (collected through narratives)
- # and % of CSE survivors placed in shelter/housing units and consequently moved into stable housing
- # and % of survivors of CSE who remained housed (in shelters, hotels/motels, etc.) for 3 months



# Key Staffing (pg 11)



Applicants should have an adequate number of qualified, and culturally relevant staff to effectively conduct their proposed strategies and activities.



Program staff, volunteers, and supervisors must be familiar with the dynamics of commercial sexual exploitation and compounding systems of oppression



Agency staff, structures, and supports reflect the communities to be served through this award, including BIPOC individuals who have lived experience of CSE.



Staff are required to obtain specific training if serving vulnerable youth and children under the age of 18.



# Application & Submission Instructions



# Application & Submission Instructions

## What Needs to Be in Your Application:

- Late applications will not be accepted. **HSD is not responsible for ensuring that applications are received by the deadline.**
- Applications must include:
  - Completed and Signed Application Cover Sheet (Attachment 2)
  - Completed Narrative Response (8-page limit if applying to one strategy or 13-page limit if applying to both strategies)
  - Proposed Program Budget for each strategy if applicable (Attachment 3) in Excel
  - Proposed Personnel Detail Budget for each strategy if applicable (Attachment 4) in Excel
  - Signed Partnership letters (if applicable)





# Application & Submission Instructions

Narrative Responses should fully answer each question in the below sections and will be evaluated against its corresponding rating criteria:

## **Core Application Questions: 50 points**

- A. Organization Description and Partnerships (25 points)
- B. Financial and Data Management (25 points)

## **Mobile Flexible Advocacy Strategy Questions: 50 points**

## **Housing/Shelter Strategy Questions: 50 points**

A total of 100 points is available per strategy



# Application & Submission Instructions

## How To Submit Your Application

- Applications can be submitted online or via email (see next slides)
- No faxed, mailed or in-person submissions
- Applications must be complete and on-time. HSD is not responsible for ensuring that applications are received by the deadline.
- Applications due: **Monday, July 14, 2025, 12:00 p.m. PDT**



# Application & Submission Instructions

## How to Submit Online

- Submit online at: <http://web6.seattle.gov/hsd/rfi/index.aspx>
- Upload your application early in case you have an issue with your internet or computer
- Not an online application – can't save your work
- Upload files up to a maximum of 100 MB
- Accepts: .pdf .doc .docx .rtf .xls .xlsx
- System automatically sends a confirmation to your email
- If you have trouble submitting application via the online system, contact the funding process advisor: Sola Plumacher at [Sola.Plumacher@seattle.gov](mailto:Sola.Plumacher@seattle.gov)



# Application & Submission Instructions

## How to Submit by Email

- Email: [HSD RFP RFQ Email Submissions@seattle.gov](mailto:HSD_RFP_RFQ_Email_Submissions@seattle.gov)
- Email attachments are limited to 30 MB
- Subject heading must be titled: **2025 Commercial Sexual Exploitation Survivor Services Request for Proposal**
- Any risks associated with submitting a proposal by email are borne by the applicant.
- Applicants will receive an email acknowledging their application has been received.
- If you don't receive an email acknowledgement, contact the Funding Process Advisor, Sola Plumacher at [Sola.Plumacher@seattle.gov](mailto:Sola.Plumacher@seattle.gov)



# Application & Submission Instructions

## Tips

- Refer to the application submittal checklist (Page 7 of Application)
- Follow the required format defined in the Guidelines
- Do not exceed the 8-page narrative response limit if applying to one strategy or 13-page narrative response limit if applying to both strategies
- Be specific, detailed, yet concise
- Submit an accurate budget; double check your numbers
- Utilize the Application Checklist (Attachment 1)
- Review the Online Submission Assistance Page Several Times:  
<http://web6.seattle.gov/hsd/rfi/help.aspx>



# Application & Submission Instructions

After applications are submitted the following occurs:

- Review committee scores written applications
- HSD may ask applicants clarifying questions
- Review committee recommends Finalists
- Recommendations go to HSD Director for approval
- Applicants notified
- Appeals
- Finalists begin working with HSD staff



# Application & Submissions Instructions

## Appeal Process

- Applicants have the right to appeal on the following grounds:
  - Violation of policies or failure to adhere to guidelines or published criteria and/or procedures established in the funding opportunity
  - Appeal Deadline: 4 business days from the date of written award/denial status
- HSD Director's written decision will be made within 4 business days of appeal receipt. The HSD Director's decision is final.



# Application & Submission Instructions

## Fiscal Documents

- If funding is awarded, agencies for which HSD has current financial and insurance documents will not be required to resubmit fiscal documents.
- Agencies for which HSD has incomplete or no financial and/or insurance documents will be notified by the Coordinator and required to submit ALL requested documents within 4 business days from the date of written request.
- Financial and Insurance documentation that may be requested are listed in the Completed Application Requirements part of the Application.
- If your agency has a fiscal sponsor, attach a letter of agreement from that agency's Director or authorized representative and make sure the fiscal sponsor signs the application cover sheet.





# Application & Submission Instructions

Additional funding process resources can be found on HSD's Funding Opportunities webpage:

- [HSD Agency Minimum Eligibility Requirements](#)
- [HSD Client Data and Program Reporting Requirements](#)
- [HSD Contracting Requirements](#)
- [HSD Funding Opportunity Selection Process](#)
- [HSD Appeal Process](#)
- [HSD General Terms and Conditions Agreement Example](#)



## Fiscal Sponsors (if applicable)

- Applicants that have a fiscal sponsor, must ensure their fiscal sponsor can meet all criteria as listed in the HSD Fiscal Sponsor Requirements document.
- Fiscal Sponsors are required to comply with all HSD contracting requirements and the Master Agency Services Agreement.
- Fiscal sponsors are required to submit financial documents to HSD as outlined in the application and/or at the request of the RFP coordinator.



# Application & Submission Instructions

Where to ask questions:

- Send RFP questions to: Judith Panlasigui, RFP coordinator, at [Judith.Panlasigui@seattle.gov](mailto:Judith.Panlasigui@seattle.gov)
- Deadline for receiving questions: July 7, 2025, by 5:00 p.m.
- All Q & A will be posted on [HSD Funding Opportunity](#) webpage (5 business days)
- Only written, posted answers are official responses
- Any issues and/or questions about the online submission system, contact Sola Plumacher, Funding Policy and Process Advisor, at (206) 247-1645 or [Sola.Plumacher@seattle.gov](mailto:Sola.Plumacher@seattle.gov)





**Questions?**



**Thank You, Everyone!**

