

SUPPORTING SEX WORKERS' HEALTH, RIGHTS, AND ADVOCACY IN NEW HAVEN, CT

A REFLECTION MEMO ON THE PROCESS
OF CONDUCTING A PEER-BASED NEEDS
ASSESSMENT SURVEY THROUGH AN
ACADEMIC-COMMUNITY PARTNERSHIP

THE GLOBAL HEALTH JUSTICE PARTNERSHIP
OF THE YALE LAW SCHOOL AND YALE SCHOOL OF PUBLIC HEALTH
IN COLLABORATION WITH
THE SEX WORKERS AND ALLIES NETWORK OF NEW HAVEN

AUGUST 2020

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ACKNOWLEDGEMENTS

This reflection memo and the report it accompanies are the product of a multi-year collaborative effort between the **Sex Workers and Allies Network (SWAN)** of New Haven and the **Global Health Justice Partnership** of the Yale Law School and Yale School of Public Health (**GHJP**).

Founded in 2016 following a police sting of alleged sex workers in New Haven, SWAN is a grassroots harm reduction, advocacy, and direct service organization led by and for people with experience in street-based sex work in New Haven.¹

The GHJP is an interdisciplinary research, teaching, and advocacy program that aims to tackle contemporary problems at the interface of global health, human rights, and social justice.² The GHJP offers a practicum course each year that engages students in real-world projects with scholars, activists, lawyers, and other practitioners on issues of health justice.

This project was supported in part by a generous grant from the Open Society Policy Center and is also an initiative of the Gruber Project for Global Justice and Women's Rights.

The survey and report were made possible through the contributions of many people. First and foremost, we thank the survey respondents who shared their time, experiences, and knowledge with us.

From SWAN, Beatrice Codianni (Founder and Executive Director), Evan Serio (Director of Operations and Strategy) and several other members led the conception, framing, and implementation of the survey and provided critical feedback and guidance on multiple drafts of the survey instrument, analysis, and report.

From the GHJP, Alice M. Miller (GHJP Co-Director) and Poonam Daryani (GHJP Clinical

Fellow) supervised students and participated in every stage of survey development, analysis, and report writing. The students who have worked on this project include Maya Menlo (YLS 2018), Rachel Perler (YSPH 2018), Taiga Christie (YSPH 2019), Sophie Wheelock (YSPH 2019), Francesca Maviglia (YSPH 2020), Ohvia Muraleetharan (YSPH 2020), Devin Race (YLS 2020), Mariah Frank (YSPH 2021), Casey Gilfoil (YLS 2021), Lily Kofke (YSPH 2021), Anna Wherry (YLS 2021), and Kayla Thomas (PhD candidate, Sociology). Students were responsible for conducting background research, developing the survey instrument and administration protocols, transcribing and analyzing the survey results, and drafting the report and this memo.

We would also like to extend many thanks to our reviewers, including Jessica Peñaranda (GHJP consultant), Taiga Christie (HAPPY Initiative Arts & Public Health Fellow, former GHJP student, and current GHJP advisor on local projects), and Gregg Gonsalves (GHJP Co-Director), as well as all those who gave their time as key informants throughout the many stages of this effort. Great appreciation is also due to Isabel Echarte (YLS 2021) for designing the cover of the report and providing the template for the cover of this document.

Requests for permission are not needed to use or share this document, provided that an appropriate citation to the GHJP and SWAN is included.



¹ *SWAN: Sex Workers and Allies Network.* (n.d.). <http://swanct.org/>

² *The Global Health Justice Partnership.* (n.d.). <https://law.yale.edu/ghjp>

INTRODUCTION

This Reflection Memo (hereinafter referred to as “Memo”) is designed to be read alongside the report “Mistreatment and Missed Opportunities: How Street-Based Sex Workers are Overpoliced and Underserved in New Haven, Connecticut”.³ The report presents a summary of findings from a peer-based needs assessment survey of people engaged in street-based sex work in New Haven, Connecticut, which sought to identify gaps in services and barriers to accessing available services.

In this accompanying Memo, we (students, fellows, and faculty affiliated with the Yale Global Health Justice Partnership) reflect on the steps and decisions taken during the design, administration, and analysis of the needs assessment survey. Each step of this process has been carried out in collaboration with the Sex Workers and Allies Network (SWAN), a grassroots harm reduction, advocacy, and direct service organization led by and for people with lived in experience in sex work in the New Haven area.

This Memo seeks to describe some of the challenges, benefits, and possibilities of community-driven projects that operate across academic, activist, and community structures. With this document, we aim to join a growing conversation about the role and responsibilities of academia in the production of accountable, rigorous, usable knowledge with and about sex workers.⁴ We hope this Memo is helpful to other scholar-activists, practitioners, and community groups interested in conducting collaborative projects.

WHO WE ARE

The peer-to-peer needs assessment survey and accompanying public report (“Mistreatment and Missed Opportunities”)⁵ are two of the activities carried out between 2018-2020 by the Yale Global Health Justice Partnership (GHJP,⁶ a joint program between the Yale Law School and School of Public Health) in collaboration with the New Haven-based Sex Workers & Allies Network (SWAN).⁷

³ “Supporting Sex Worker Health, Rights and Advocacy in New Haven - Yale Law School,” accessed April 28, 2020, <https://law.yale.edu/ghjp/projects/local-health-justice/supporting-sex-worker-health-rights>.

⁴ Kate D’Adamo, “Sex (Work) in the Classroom: How Academia Can Support the Sex Workers’ Rights Movement,” in *Challenging Perspectives on Street-Based Sex Work*, ed. Katie Hail-Jares, Corey S. Shdaimah, and Chrysanthi S. Leon (Philadelphia: Temple University Press, 2017).

⁵ “Mistreatment and Missed Opportunities: How Street-Based Sex Workers Are Overpoliced and Underserved in New Haven, Connecticut” (Global Health Justice Partnership and Sex Workers and Allies Network, July 2020), https://law.yale.edu/sites/default/files/area/center/ghjp/documents/mistreatment_and_missed_opportunities_ghjp_and_swan_report_july_2020.pdf.

⁶ “Global Health Justice Partnership - Yale Law School,” accessed April 28, 2020, <https://law.yale.edu/ghjp>.

⁷ “SWAN: Sex Workers and Allies Network,” accessed April 28, 2020, <http://swanct.org/>.

The GHJP is an interdisciplinary research, teaching, and advocacy program that aims to tackle contemporary problems at the interface of global health, human rights, and social justice. We seek to bring together the disciplines of law and public health and to leverage Yale's resources in service of collaborative health justice work: with each project, we partner with NGOs, activists, and social movements to develop supporting evidence that challenges structural inequities and advances social change efforts.

Guiding Principles for Academic-Community Partnerships

Since 2016, we have been working in New Haven (NHV) on several projects in partnership with SWAN. Though it is impossible to negate the power differentials, the GHJP tries to work in ethical and politically conscious ways with historically marginalized peoples:

- **The pace of projects is intentionally structured around community needs rather than academic standards.** While academic-community relationships are often structured around time-bound grants and research objectives that favor academic interests and timelines, the GHJP attempts to disrupt this dynamic by building long-term relationships and offering flexibility, resources, and capacity-building support to partners.
- **The goal of our work is to produce useful knowledge that can be used by the community.** As such, we prioritize usefulness and solidarity over fidelity to formal academic processes. The format of the final outputs of our projects depends on the preference of our community partners, rather than being aimed at peer-reviewed publication.
- **Community partners are central to each stage of the project, from conception to dissemination.** Project goals are responsive to the interests and needs of partners and evolve accordingly, activities and advocacy strategies are determined in consultation with partners, and timelines operate according to partners' capacities and pace. Students join the projects having been made aware of these commitments.
- **Community partners are agents and experts in their own lives.** We consider current and former sex workers to be experts of their own experience and, whenever possible, we compensate them accordingly for their knowledge and contributions to our conferences, research, activities, and events.
- **Community partners speak in their own voice; researchers and academics do not get to override their opinions.** When GHJP students or faculty speak, we try to speak from our academic research and observation, referencing the work and analysis of community partners, but never speaking or acting for them.

We attempted to apply the principles and commitments described above to the peer-based needs assessment survey we conducted with SWAN. We often had to make hard choices between different value systems, such as the sometimes competing or un-reconciled norms of academic writing, sex

worker rights advocacy, and community solidarity; data collection rigor; insider versus outsider voices; gatekeeping functions; and so on. In this Memo, we reflect on these challenges and opportunities and we highlight our key takeaways on academic-community partnerships.

RESEARCH ETHICS AND PRIORITIES FOR THE PROJECT

- Such a community-driven project is bound to raise ethical and methodological questions that will be familiar to practitioners engaged in Community Based Participatory Research (CBPR), which seeks to engage research participants as partners in research activities and center the priorities of community partners when formulating research questions.
 - Scholars have noted that the conventional framework of academic research, which prioritizes knowledge acquired following strict scientific procedures and rapid publications in peer reviewed journals, often conflicts with best practices in CBPR, which involve long-term engagement with community partners and the development of knowledge that serves the needs of the community.⁸

We chose to prioritize SWAN’s needs and the respondents’ convenience over research norms that would have increased the scientific validity of the project. Therefore, the survey suffered some limitations and enjoyed some advantages by virtue of being a socially engaged academic project not intended for peer-review publication, but for use in advocacy by a community-based group.

- In its initial conception, the quantitative survey was meant to be the first phase in a two-part needs assessment project, with the second half focusing on qualitative interviews that would allow for more in-depth, narrative responses. Because the quantitative survey ended up being administered primarily to street-based sex workers within SWAN’s network, we also hoped to expand in the second phase to sex workers outside of SWAN’s existing membership.
 - Current priorities,⁹ as well as the lack of a private site suitable for administering the qualitative survey, have re-shifted our focus to other projects of importance to SWAN, placing the second phase of the needs assessment on indefinite pause.

⁸ Castleden, H. , Sylvestre, P. , Martin, D. , McNally, M. (2015). “I Don’t Think that Any Peer Review Committee . . . Would Ever ‘Get’ What I Currently Do”: How Institutional Metrics for Success and Merit Risk Perpetuating the (Re)production of Colonial Relationships in Community-Based Participatory Research Involving Indigenous Peoples in Canada. *The International Indigenous Policy Journal*, 6(4) . Retrieved from: <https://ir.lib.uwo.ca/iipj/vol6/iss4/2>. DOI: 10.18584/iipj.2015.6.4.2

⁹ See “A Note on How to Read the GHJP Fact Sheets on Sex Work and the Law in the Current Context of COVID-19” (June 2020). Global Health Justice Partnership and Sex Workers and Allies Network. https://law.yale.edu/sites/default/files/area/center/ghjp/documents/cover_letter_sex_work_covid19_v2.pdf.

SCOPE AND PURPOSE OF THE NEEDS ASSESSMENT SURVEY

- The survey was born as a collaborative project with SWAN, after SWAN and GHJP formed a partnership following a meeting between GHJP Co-Director Alice Miller and SWAN Founder and Executive Director Beatrice Codianni at a protest in November 2016 against a police sting that resulted in the arrest of 14 alleged sex workers (see Appendix I for the press release by the New Haven Police Department on the sting).
- The survey was originally designed to document the needs of the community involved in street-based sex work in New Haven, both within and outside of SWAN’s membership base, with the following three aims:
 - To assess how individuals involved in street-based sex work experience and navigate resources and services in New Haven;
 - To identify gaps in the current landscape of service provision;
 - To identify barriers to accessing services and strategies used in response to these challenges.
- We hoped that documenting the landscape of sex work in the city would help SWAN identify growth areas for their services and expand their outreach efforts. We also aimed to paint a basic picture of the need for harm reduction work in New Haven to present to City and State officials and policymakers, other harm reduction groups, funders, and the media, among the possible audiences.
- While the aims of the assessment remained the same, due to a variety of logistical and ethical reasons, over time the participants surveyed narrowed to be primarily SWAN's existing network (see discussion of this change of scope in the “Recruitment of survey participants and survey eligibility” section).
- We hope the presentation of survey responses will help build cases for accessible shelter policies, harm reduction-oriented medical care and social services, increased distribution of harm reduction and overdose prevention (Naloxone) supplies, expansion of emergency and longer-term affordable housing and food and nutrition resources, and changes to policing practices and certain criminal laws. The survey responses may also help SWAN document the needs of its members and secure relevant grant funding, which we hope will expand SWAN’s ability to provide vital services.
- In July 2018, the Yale Institutional Review Board gave this survey a Not Human Subjects Research determination, instead classifying it as “activities preparatory to research” given that it did not intend to collect data for a research study but rather to gain a broad picture of the landscape of services in New Haven.

DESIGN PROCESS

BACKGROUND RESEARCH AND DRAFTING PROCESS

- The design of the survey and the write up of results was primarily informed by a public health and human rights framework, but with regard for other social science methods as well.
- Students reviewed previous community driven studies, zines, and peer-led reports on sex worker issues to inform the design of the survey, as well as certain aspects of the methodology. Appendix II contains a detailed table mapping the materials consulted.
- The survey was drafted by the GHJP student team with input from several conversations with SWAN leadership and members.
- A Spanish version of the survey was initially considered, but decided against, because of the lack of Spanish-speaking surveyors to deliver the survey. SWAN has a network that is geographically and demographically contained, so we expected that the vast majority of respondents would be English speakers.
 - Despite the initial decision not to translate to a Spanish version, near the end of survey implementation, one of the SWAN implementers shared that there were respondents who would have preferred a Spanish-language version of the survey. At the point the issue was raised, most of the surveys had already been completed, so there was not enough time to finalize a Spanish translation.
 - At least one of the surveyors was able to speak Spanish at a basic-intermediate level and provide rough translation support to respondents who needed it. Most of the translation, however, concerned wording that was too complicated for Spanish- and English-speakers alike. The need for support from surveyors seemed to stem more from parts of the survey that were above the reading and writing level of participants, and less from limited English-speaking abilities.
 - Despite some participants being primarily Spanish-speaking, most members were comfortable enough with English and no one was unable to complete the survey because of language barriers.
 - A translated version would be particularly important for expansion to other contexts outside of SWAN's network. The GHJP decided that any future surveys would include a Spanish version from the start.
- Questions concerning citizenship and immigration status were left out of the demographics section to prevent the survey from feeling intrusive to respondents. The choice not to collect these data prevented us from comparing the challenges experienced by citizens with those faced by undocumented respondents, but keeping this in mind, we decided to prioritize the respondents' sense of privacy and safety.

SURVEY PILOT & NEEDS ASSESSMENT MAPPING

- After the first draft of the survey instrument was complete, the survey was piloted in the fall of 2018 with approximately 20 street-based sex workers, some of whom were already in the SWAN network and some of whom were not. The pilot consisted of a 3-hour long focus group-style meeting, aimed to generate feedback and edits for the survey questions, a better understanding of participants' preferences for survey administration, and a preliminary needs assessment to ensure that the topics covered by the survey were relevant to street-based sex workers in New Haven.
 - The session was held in the offices of another community-based group in the neighborhood where much of the street-based sex work in New Haven and SWAN's outreach services are concentrated.
- We divided the participants into two groups at separate tables – one focused on reading and giving feedback on the survey, and one focused on discussing the needs and service gaps for people engaged in street-based sex work in New Haven. For the second group, we used an initial needs and service gaps chart created from conversation with SWAN leadership to guide the discussion. The chart was later updated with additional information that emerged during the discussion (see Appendix IV for the final Needs and Barriers chart).
- We ran two one-hour discussion sessions, taking a break in between and asking participants to switch groups. This made it possible for people to drop in and stay for just one session, or to stay for both. While we did have some people enter and leave in the middle of sessions, this strategy was mostly successful in reducing interruptions and allowing greater flexibility for participation.
- It was useful to observe participants filling out the survey during this meeting. Not only did this allow facilitators to practice assisting people who had trouble filling out the survey on their own, but this process also provided insight into which administration techniques might work best. Participants also contributed their suggestions on how to improve survey administration procedures.
 - The following are some of the changes made to the survey questions and survey implementation plan following the pilot meeting:
 - Planning to have a facilitator nearby to answer questions for all participants;
 - Replacing “Rarely/About half the time/Usually” scale questions with “Always/sometimes/never” scale;
 - Adding “Not applicable” options to multiple choice questions.
- It is possible that some of the community members who participated in the pilot event were also later recruited as respondents of the survey. No names were collected during the pilot event, so it is not possible to verify whether overlaps occurred between pilot and survey respondents.

FACILITATING THE SURVEY PILOT & NEEDS ASSESSMENT MAPPING

- The Survey Pilot & Needs Assessment Mapping was also a lesson in challenges and best practices in the organization and facilitation of events that bring together individuals in street-based economies, who normally have few occasions to come together as a community.
- Participants were recruited through flyers that included a description of the event, stating that food would be provided, and that current and former sex workers would be compensated with a \$50 Visa gift card for their time. Non-Yale facilitators were also compensated.
 - SWAN outreach workers distributed the flyers directly to SWAN members; they also paid three other SWAN members \$20 each to recruit others, and to remind participants both the day before and the day of the meeting.
 - Lunch and bottled water that participants could take with them were provided for the meeting, as well as to-go containers for leftovers.
 - This recruitment process was extremely successful, with more participants showing up than anticipated, causing the chosen location to be too small to accommodate the large group.

We believe that both participants and facilitators should be compensated appropriately for their expertise on the subject, and this should constitute standard practice for all projects that rely on the knowledge and skills of community members.

- Most people arrived within the first 45 minutes of the meeting's start time, with a few more arriving late. The meeting was advertised as beginning at 2:30 PM. We started the facilitated portion of the meeting at about 3:15 PM and broke into groups a little after 3:30 PM. After about one hour, we took a short break, then facilitators switched groups and we asked each group to discuss the second topic.
 - A few participants left during the first session, and some left at the break between sessions, but we still had a sizable group who stayed for the second session.
- 9 facilitators were present for the meeting: 4 serving as primary facilitators, 2 serving as note-takers, and 3 serving as floaters and helping with different tasks as needed (see Appendix III for the facilitators' guide).
 - Having multiple floaters in the room proved useful in collecting completed surveys, welcoming new people to the space, answering one-on-one questions with participants, and keeping an eye on the time.
 - We learned that two facilitators and one notetaker were not sufficient to effectively solicit feedback on the survey questions. If a facilitator was seated next to them, as opposed to interacting with the whole group, participants were much more open about asking and responding to questions and giving comments than otherwise.
- Throughout the meeting, many side conversations between participants were held and individuals made new connections, discussed future volunteering and collaborations with SWAN, were made aware of SWAN's services, and shared stories and experiences. The

opportunity for a large group of current and former sex workers to be in the same room and socialize was both rare and appreciated.

- A few people showed up who it was suspected had never been involved in sex work but were perhaps coming for food and/or gift cards. We had not established a clear plan for how to deal with this; SWAN members handled the situation by asking persons in question about their history and asking other people in the room if they knew the person.
 - This put people on the spot at times, and possibly reinforced the dynamic of filling the room with people SWAN already knew, rather than other sex worker communities. It also raised ethical questions about whether and how to assess the veracity of someone's history with sex work, and highlighted the tensions between creating a safer space for people who share a common experience of engagement in the sex sector versus potentially gatekeeping access to certain services, programming, and material incentives/benefits (food, gifts cards, honoraria, etc.). However, only one person was actually turned away from the pilot session, after he clearly articulated anti-sex work views in conversation with SWAN members.
 - Some SWAN members expressed a desire to change the requirement to include only current sex workers at future events. We also learned of the need to establish in advance a clearer process for assessing eligibility and for allowing people access to a space.

The following were lessons learned regarding the organization and facilitation of similar events:

- Provide intentional time and space with food for people to socialize, share stories, connect, and collaborate.
- Be clear from the outset about who the space is intended for (sex worker status, gender, etc.) and how – and by whom – those criteria will be enforced.
- Administer the survey with a facilitator present and provide at least one facilitator for every two participants when presenting the survey to a group for feedback.
- Do not expect to start the facilitated part of the meeting until 45-60 minutes past event start time; create an agenda that allows for participants to come and leave as they need.
- Include multiple floaters in the room in addition to facilitators.

RECRUITMENT AND ADMINISTRATION

TRAINING OF SURVEYORS

- A two-hour session was held to train survey administrators. The session included:
 - Introduction about the purpose of the survey and why it will be helpful to SWAN;
 - Overview of how the survey was developed, including the background research and pilot community meeting;

- Session with a social worker specialized in trauma (who also leads group counselling sessions with SWAN) on dealing with challenging reactions by participants, given the sensitive nature of some of the questions;
- Role play of survey administration;
- Training on the steps in the survey protocol (see flowchart in the “Administration” section below);
- Q&A and timeline for the beginning of the administration.
- During the role play, trainees broke into pairs to role play administering the survey to each other. Each pair had one member of GHJP sitting next to them to answer questions about the survey as they arose during the process.
 - Each trainee had about 20 minutes to practice conducting the survey, and then roles switched.
 - If the first trainee had not finished the survey after 20 minutes, the next trainee was asked to pick up where the first left off, to make sure they would be able to hear and see all the questions.
 - GHJP members took notes on any feedback or ideas for improvement from trainees; questions on the survey that were confusing; any other points of confusion in the survey process.

RECRUITMENT OF SURVEY PARTICIPANTS & SURVEY ELIGIBILITY

- Eligibility criteria for survey participants included: having past or current experience selling or trading sex or sexual services in the greater New Haven area and being over the age of 18.
 - SWAN does not work with individuals under the age of 18, who were therefore not included in the survey.¹⁰ The U.S. Trafficking Victims Protection Act of 2000 (TVPA) defines trafficking to include inducement of a commercial sex act by a minor (under 18), regardless of whether there is evidence of force, fraud, or coercion; thus, individuals under the age of 18 are by definition considered trafficking victims.¹¹
 - Surveyors had information on resources in New Haven and the area available for at-risk youth in case they encountered anyone under the age of 18, in line with SWAN’s general outreach practices; however, it is unlikely that a minor was encountered during survey administration.
- The respondents were recruited through convenience sampling (i.e., a recruitment method where participants are selected from individuals who are easy to contact or reach) and were individuals engaged in street-based sex work who were known through the SWAN network.

¹⁰ The main organization in Connecticut that supports individuals under 18 facing sexual exploitation is Love146. “Love146,” 146, accessed August 2, 2020, <https://love146.org/>.

¹¹ “Connecticut General Statutes 53a-192a – Trafficking in Persons: Class A Felony » LawServer,” accessed August 2, 2020, https://www.lawserver.com/law/state/connecticut/ct-laws/connecticut_statutes_53a-192a.

As such, the sampling was not representative of the entirety of the street-based sex work sector in New Haven, but rather representative of SWAN's network.

- We initially considered a respondent-driven/snowball sampling method (i.e., a recruitment method where respondents participate in the recruitment of additional participants through their networks) in order to expand the population of respondents to include individuals outside of SWAN's network. In the end, we decided against it and chose to primarily survey individuals known to SWAN for the following reasons:
 - This was a peer-to-peer survey conducted by SWAN members, largely in the context of SWAN's street outreach activities in the neighborhood where they typically operate. In order to expand the participants' network, survey administrators would have had to travel to various other neighborhoods across New Haven; SWAN did not have the sufficient time and capacity for this intensive effort.
 - The lack of knowledge about communities of sex workers outside of SWAN's network and limited contacts that could serve as intermediaries also raised logistical concerns about the feasibility of surveying strangers. SWAN felt it was important to have previously built relationships and trust with the community that would allow potential respondents to feel comfortable participating in the survey.
 - Concerns were also raised about administrators doing street outreach late at night and/or carrying cash in neighborhoods where SWAN did not have pre-established relationships with community members.
 - We had a limited amount of funding available for the pilot survey; given that participants and administrators received compensation, we felt an obligation to prioritize offering the opportunity to participate in the survey to individuals within SWAN's network. We were not sure what numbers to expect in other communities, and whether our funding would be sufficient.
 - We were concerned about the profiling necessary to determine survey eligibility. Participants who were part of SWAN's network were already known to SWAN members to be engaged in sex work; moving to an entirely unknown community, however, would have involved more active gatekeeping to identify sex workers. We were unsure about the best way to mitigate the risks of profiling and gatekeeping and were hesitant to expand without a more complete understanding of the landscape of sex work in the city.
 - Our goal was to help SWAN gather data that could be useful to them; although there was a lot of excitement about learning more about sex work elsewhere in the city, the priority was to collect useful information about the needs of SWAN members that could support their advocacy and outreach efforts.
- Both survey administrators and participants were compensated for their time with a \$15 gift card per survey.
- Surveyors were trained to make clear to the participants they approached that taking the survey was not a way to connect to services. However, a small booklet with hotlines and emotional

support resources was developed to give to people after surveys; surveyors conveyed positive feedback on this compilation of resources.

We felt that it would be important from an ethical perspective to make sure that participating in the survey could have benefits for respondents, rather than being an extractive process.

- Based on a few responses, there might have been some confusion regarding the purpose of the survey, with one respondent making requests for services in their written answers.

LOCATION

- The administration process was designed to prioritize convenience for respondents. As such, it was conducted in locations close to respondents' sites of work, based on the knowledge of SWAN leadership.
- Most of the surveys were administered in public sites (certain streets, parking lots and fast-food restaurants) where SWAN often conducts outreach, distributes harm reduction supplies, provides medical care and referrals with partners, and so on. Survey administration often happened in the midst of these outreach activities.
- While it was most convenient to conduct the surveys in public sites routinely visited by respondents, this also presented an increased potential for disruptions, as the locations where the surveys were conducted were not private spaces.

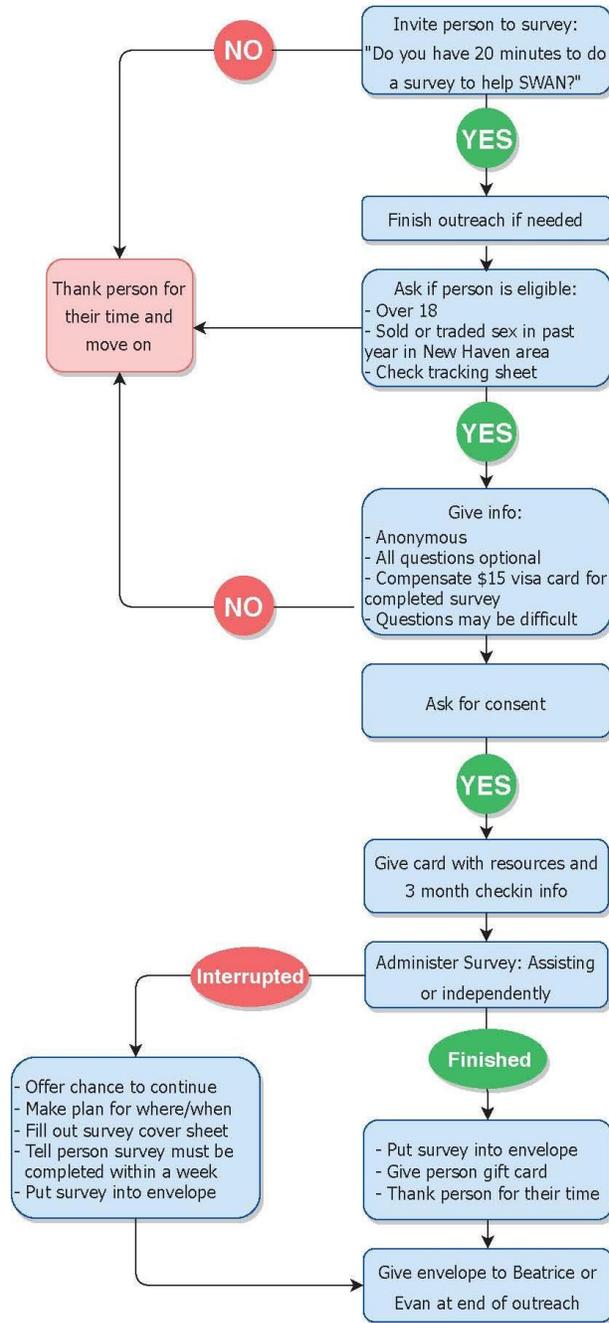
SURVEY ADMINISTRATION

- Surveyors approached potential participants, often during other outreach activities, explained what the survey process looked like, and asked for verbal consent to participate. If the potential participant consented to take the survey and met eligibility criteria, the surveyor would proceed with the survey administration (see flowchart later in this section for more details about the survey protocol).
- The survey was administered through a paper questionnaire that respondents filled out on the spot. The GHJP was responsible for printing and assembling the paper surveys.
- Participants were given the option of having the survey read to them aloud by the surveyor or reading and answering it on their own. In the latter case, surveyors were available to clarify questions and help with completion as needed.
 - In response to problems with legibility and clarity of answers (for instance, when participants' writing was illegible or several answers were marked to a question with mutually exclusive answer options), after the first round of surveys we proposed that surveyors asked for participants' consent to check the legibility of responses and whether the participant understood how to answer the question. Some improvements were noticed as a result.

- It was a challenging decision to determine how to balance participant privacy with legibility of responses; it was ultimately decided that some degree of involvement of the surveyor was necessary in order to be able to collect usable information.
- Issues with the clarity of certain questions were noted and informed the changes that were made to the survey throughout the administration process (see following section, “Different versions of the survey”).
 - For instance, many participants were confused by the question “Have you ever sold or traded sex for goods, services or a place to stay?” because it did not explicitly include money among the possible items for which sex could be sold or traded; hence, the question was edited to include money.
- The survey administrators were SWAN members already known to the respondents.
 - The existence of an already established relationship of trust was instrumental to find respondents willing to participate in the survey.
 - On the other hand, the presence of a surveyor who had a personal relationship with the respondent might have affected the answers provided, especially with regards to questions that asked respondents to evaluate their experience with SWAN.
- Respondents were given the option to stop the survey and continue at a later date if needed (for instance, due to work dates or interruptions by law enforcement).
 - The first three letters of the respondent’s first and last name, as well as the neighborhood where the survey took place, were collected on a separate sheet in order to be able to trace participants again in case of disruption. The sheets with this information were later shredded to destroy identifying information.
 - This methodology was initiated by the SWAN survey administrators themselves, despite initial intentions to avoid collecting any identifying information that might discourage participation.

This flowchart illustrates the survey delivery protocol:

SWAN Survey Protocol



UPDATES TO THE SURVEY

- We chose to allow for modifications of the survey during the administration process, in order to improve questions that respondents found difficult to understand, include important questions that we had missed, or add more answer options when the existing ones were incomplete (see Appendix V for the survey questions and a list of changes made).
 - Some of these improvements were implemented following comments written next to certain questions, or from feedback given by respondents to surveyors during completion.
 - In the first round of survey delivery, the first page containing questions about respondents' demographic information was mistakenly not printed; therefore, we were unable to collect demographic information for the first 17 participants. The page was added during later rounds of administration.

We decided to consider all 49 surveys for analysis despite the inconsistencies in order not to lose important data. We felt that it would be unethical to discard earlier surveys and disregard the perspectives of all respondents who dedicated time and offered openness about their experiences.

- While scientific norms of data collection rigor discourage changing survey questions during the data collection process or including responses with many missing answers, we prioritized making the survey accessible to our respondents by correcting questions that were unclear and honoring participants' perspectives by including the totality of responses in our findings.

ANALYSIS AND DISSEMINATION

- We originally planned to train SWAN members to conduct the analysis themselves; SWAN, however, eventually chose not to conduct community-led analysis due to their limited capacity and time. The GHJP offered to carry out the analysis in response to SWAN's expressed need to delegate data analysis work; however, we maintained close communication with SWAN for review and consultation throughout the analysis process, to ensure that any final presentation of results reflected SWAN's goals.
- When presenting and describing the data, we strove to strike a balance between conveying the importance and value of the data as the first peer-led needs assessment survey among street-based sex workers in New Haven, and not misrepresenting its precision and scientific validity, given that our methodology violated many principles of generalizable social science research.
 - For this reason, we avoided typical ways of presenting survey data such as cross-tabulations and tables, in order to avoid unintentionally implying statistical significance.

- The number of missing responses varied highly between questions, so the proportions we presented often had to be contextualized with the number of missing responses. Given the changes made to the survey during the administration, we also had to distinguish between missing responses due to participant non-response and missing responses due to the addition of new questions mid-way through the implementation.
 - The survey contained a section inquiring about respondents' experiences with employment in general and with sex work in particular (page 8/20 of the questionnaire, Appendix V), including their satisfaction with various aspects of sex work and their desire for different employment opportunities. This section had very low response rates compared to the rest of the survey. We did not have a way of ascertaining the reasons for this, which could have ranged from the questions being poorly phrased or stigmatizing to altogether inappropriate given the complexity of labor decisions in low-wage and informal economies.

Ultimately, these questions were excluded from the analysis since we did not want to make assumptions about respondents' intentions and motivations, to avoid replicating an all too common dynamic where researchers impose their arbitrary interpretations rather than letting community members speak in their own voice.

- Qualitative interviews meeting ethical research standards that allow respondents to discuss their experiences in their own words and provide deeper nuance might be a more appropriate way of approaching this kind of question.
- In the spirit of making the results from the survey useful to SWAN and the community, we prioritized making output documents readable for a non-academic audience, especially since the audience for our results are likely to be policy-makers, funders, and social service providers with whom SWAN engages through their advocacy and outreach work. We worked with SWAN to find the formats for data presentation that would be most helpful for their advocacy efforts.
 - We decided on a policy-oriented report that could be relatively rapidly finalized and released, in order for SWAN to be able to start using the survey results.
 - At the time of writing, our envisioned next steps include the creation of 1-page factsheets zooming in on specific topics (e.g., housing; health care access) that can also serve for advocacy purposes; and the finalization of a document summarizing the raw numbers obtained from the survey.
 - The drafting of additional reports to further explore these data for different target audiences remains a possibility, if and when the need arises.

DATA ANALYSIS PROCESS

- We manually inputted data from the hard copies of the survey into the survey platform Qualtrics, then downloaded the data to perform the analysis in Excel.

- For questions that asked participants to rate whether they strongly disagreed, disagreed, were neutral, agreed, or strongly agreed with statements, we grouped together the agreed and disagreed groups in the analysis and discarded neutral responses.
 - This choice was motivated by the need to dichotomize the answers to certain questions; for instance, when participants were asked to agree or disagree to the statement “I currently have access to stable housing”, we found the distinction between disagreeing and strongly disagreeing to be meaningless because we were interested the number of respondents who were experiencing any housing instability.
- We started the analysis with an initial collection of all the data into one master document, in the order in which questions appeared in the survey. We then had several team conversations to come to a consensus on the major themes that emerged from the data, and reorganized the results around three thematic axes (Socioeconomic Hardship; Service Gaps and Barriers to Services in New Haven; Harmful Interactions with the Criminal Legal System)
- We supplemented the presentation of survey results with scholarly literature, in order to show connections between our findings and larger trends occurring beyond the limited context of our survey. For instance, when discussing the over-policing and precarious working conditions experienced by street-based sex workers, we referred to previous literature on the topic in order to orient and strengthen our interpretation of the themes emerging from the survey. At the same time, we avoided conducting a traditional academic literature review.

For the most part, we interpreted our results in the context of local policies and laws rather than discussing them in relation to previous research, in line with our intention of making our work useful for advocacy rather than confining it to the realm of academia.

- The results were also accompanied by two information boxes zooming in on New Haven’s Law Enforcement Assisted Diversion (LEAD) Pilot Program, as well as 2-1-1 and the Coordinated Access Networks, in order to contextualize our findings and suggestions in the landscape of existing approaches to service provision in New Haven and Connecticut.

REVIEW PROCESS AND RELEASE

- We sent the first draft of the report to several partners and collaborators for review. Reviewers included SWAN members; advocates from the sex workers' rights movement; scholars working on sex worker’s rights and related health justice issues; and students who were former members of the GHJP.
- The report was revised based on the feedback and suggestions from reviewers to improve the framing and discussion of results. The second draft was once again sent to SWAN members to ensure that the document aligned with their needs and goals.
- Strategies for the release of the report were agreed upon in conversation with SWAN and other relevant community partners.

APPENDIX I - PRESS RELEASE

The following is a press release issued by the New Haven Police Department after a police sting that resulted in the arrest of 14 alleged sex workers in October 2016. The names of the individuals arrested have been redacted by the GHJP to protect their privacy.



Anthony Campbell
Interim Chief of
Police

NEW HAVEN
DEPARTMENT OF POLICE SERVICE
One Union Avenue • New Haven • Connecticut • 06519



Toni N. Harp
Mayor

◆ PRESS RELEASE ◆

For immediate release,

26 October, 2016 – 1:00 PM (UPDATED 9:39 PM)

NEW HAVEN POLICE EXECUTE FIRST OF SEVERAL STING OPERATIONS TARGETING PROSTITUTION

New Haven | With the much appreciated help of residents in New Haven's Fair Haven and Dwight – Kensington neighborhoods, Detectives and Officers from the NHPD's Narcotics and Criminal Intelligence Units executed a sting targeting the illegal sex industry.

The clandestine operation, aided greatly by the focused work of District Managers, Sergeants Stephan Torquati and Anthony Maio, wrapped up with the arrest of fourteen women.

Prostitution in New Haven has typically found its foothold in neighborhoods with higher levels of existing street crime. Residents are fed up and reporting this activity more often than ever. "People want their neighborhoods back and we will do everything possible to make that happen", said Detective Lieutenant Herbert Johnson. "As someone who's previously worked as Fair Haven's District Manager, I've seen, first-hand, the effects of this type of crime... Quality-of-life issues and those more tangible. Children needn't see dirty condoms littering alley-ways on their way to school", Johnson said.

We do not see prostitution as a victimless crime. The illegal sex industry is indirectly connected to other crimes including drug distribution, robbery and trespassing. Sex-workers are often raped, abused and otherwise assaulted. They are also much less likely to report those crimes to police for fear their complaints will land them in more trouble – both with the courts and with their "Pimps" or those exploiting them for money.

Prostitution is a challenging crime to tackle, for the law can only punish someone after the fact. Although the law protects prostitutes from violent crimes committed against them, it fails to prevent prostitutes from engaging in the risky behavior in the first place. "We are hopeful that those arrested will avail themselves of social

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phone (203) 946-6333 fax (203) 946-7294 website www.cityofnewhaven.com/police

services available through the courts. We don't want to keep arresting the same people", said Johnson.

Last evening's arrests targeted sex-workers that affected specific neighborhoods. The NHPD thanks the residents who have come forward to report this crime.

Narcotics Unit Sergeant Craig Dixon had great praise for those involved in the operation. "Undercover stings aren't easy to undertake. The detectives and officers were on-point. They represented our department well", he said.

The stings aren't over. The complexities of such operations are vastly different depending on the group in question. The methods by which suspected prostitutes and "Johns" (those that pay for sex) are targeted are most effective when dealt with separately. The message should be heard clearly, **Johns... You're next!**

The following were charged with prostitution (with the exception of [REDACTED] who was charged with drug possession). [REDACTED] had been misspelled in the earlier release. [REDACTED] was issued a summons. No photo is available.

- [REDACTED], of New Haven
- [REDACTED], of New Haven
- [REDACTED] of New Haven



Officer David B. Hartman

Media Liaison & Public Information Officer
Office of the Chief of Police
New Haven Police Department
One Union Avenue
New Haven, CT 06519
Office: 203-946-6285

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phone (203) 946-6333 fax (203) 946-7294 website www.cityofnewhaven.com/police

APPENDIX II - BACKGROUND RESEARCH

The table summarizes some aspects of needs assessments and studies done by other peer-based groups doing research with sex workers. We pulled together parts of different studies that we thought were interesting – goals of different studies, development processes, methods of recruiting participants, ways of collecting data, and various things groups did with the results of their studies. Not all of these ideas were incorporated into our needs assessment project, but we used this background research to solicit SWAN’s feedback on which aspects of these past projects resonated with their objectives and could help inform our process and outcomes.

Study	Goals	Developing the process	Recruiting participants	Collecting data	Results of study
Young Women’s Empowerment Project (Chicago) ¹²	<ul style="list-style-type: none"> ● Focusing on the ways sex workers age 12-23 engaged in resistance and resilience rather than ways they were victimized – asking how people take care of themselves, rather than what kinds of violence they face. ● Focusing on institutional violence rather than individual violence – ways sex workers face violence and oppression from service providers, police, the general culture, etc. 	<ul style="list-style-type: none"> ● Collaboratively generated “learning questions” for the survey by holding meetings where people directly affected by the issues decided what questions were most important to ask. ● Youth engaged in sex work were involved in gathering data, analysis and reporting, impacting all steps of the process, with some supporting adult allies. 	<ul style="list-style-type: none"> ● Used past information gathered in workshops with youth about experiences in the sex trade. ● Added questions to ongoing workshop agendas – answers were written anonymously by workshop participants on poster paper, then gathered and analyzed. ● Learning questions were added to the typical outreach forms that were ongoing. 	<ul style="list-style-type: none"> ● Created a zine/booklet as a fill-in-the-blank type activity, where people could fill out answers to the survey questions and turn them in. ● Focused questions on resistance and resilience and on collective violence, not on individual violence, as a way to avoid asking triggering questions. ● Conducted focus groups to discuss themes that arose. 	<ul style="list-style-type: none"> ● Created a zine/booklet of bad encounters with social service providers – like a bad date list, but to warn others about service providers that aren’t serving the community well. ● Built a social justice campaign grew out of the research – individuals were asked during research/focus groups how this research should inform their social justice campaign.
St. James Infirmary Sex Worker Environmental Assessment Team (SWEAT) study (San Francisco Bay Area) ¹³	<ul style="list-style-type: none"> ● Desire to answer specific research question (if diminished social capital of sex workers leads to higher rates of STIs). 	<ul style="list-style-type: none"> ● Conducted community agency analysis in addition to interviews and focus groups, to understand social context. 	<ul style="list-style-type: none"> ● Used respondent driven sampling: picked 4-6 initial people who represented a range of sex work experience, and they were paid to recruit up to three friends. 	<ul style="list-style-type: none"> ● Conducted one-on-one interviews and focus groups. Had a research space two nights a week where interview participants had to come in. 	<ul style="list-style-type: none"> ● Developed resource sheets on topics raised by individuals who were interviewed.

¹²“Youarepriceless,” youarepriceless, accessed August 2, 2020, <https://youarepriceless.org/>; “Girls Do What They Have To Do To Survive: Illuminating Methods Used by Girls in the Sex Trade and Street Economy to Fight Back and Heal” (Young Women’s Empowerment Project, n.d.), <https://ywepchicago.files.wordpress.com/2011/06/girls-do-what-they-have-to-do-to-survive-a-study-of-resilience-and-resistance.pdf>.

¹³“SWEAT Shorts: Welcome to Our Blog!,” accessed August 2, 2020, <http://sweatshorts.blogspot.com/2006/04/welcome-to-our-blog.html>.

<p>REAL Rural Sex Work Study (Ontario)¹⁴</p>	<ul style="list-style-type: none"> ● Goal of finding out how the community can do better at providing appropriate services to sex workers, and to raise awareness among service providers about sex workers' concerns and perspectives. 	<ul style="list-style-type: none"> ● Drew on an existing interview guide by POWER (Prostitutes of Ottawa/Gatineau Work, Educate and Resist).¹⁵ 	<ul style="list-style-type: none"> ● Designed a poster campaign that mentioned compensation for participating in research. ● Used social media, local events and performances of a one-woman play about sex workers' rights to advertise project. 	<ul style="list-style-type: none"> ● Interviewed 30 current and former sex workers working in a variety of settings along with twelve local health and service providers 	<ul style="list-style-type: none"> ● Produced 11 recommendations for individual service providers and agencies in order to better serve sex worker community.
<p>Scarlet Alliance, Australian Sex Workers Association, Discussed in article "Migrant Sex Workers and Trafficking – Insider Research for and by Migrant Sex Workers." (Australia)¹⁶</p>	<ul style="list-style-type: none"> ● Goal of creating insider research methods with migrant sex workers that did not replicate extremely low-agency settings where most research on sex workers takes place. 	<ul style="list-style-type: none"> ● Sex workers were involved in gathering data, analysis and reporting, impacting all steps of the process. ● Trained sex workers as research collectors and used "affirmative action" process for language minorities. ● Collaborated with multiple agencies involved in sex worker rights in Australia. ● Trained sex workers in outreach skills (responding to triggers, support resources, history of sex worker movement and peer education) and survey administration, regardless of whether 	<ul style="list-style-type: none"> ● No pressure was put on individuals trained in research to become a survey collector – training was seen as good by itself in that it increased sex worker community's ability to do research. ● Used pamphlets describing process in participants' first languages if researcher did not share the language. ● Contacted specific workplaces in their first language by fax, phone call, etc. for permission to visit. ● Didn't let non-sex workers enter workplaces. 	<ul style="list-style-type: none"> ● Developed carefully translated multilingual questionnaires. ● Emphasized representation among research collectors that matched the sex worker community, especially in terms of shared first language. ● Used verbal informed consent; did not record names. ● Confidentiality was emphasized and sensitive questions highlighted as optional. ● Resources were offered whether or not individuals chose to fill out surveys. ● Minimized survey time to 20 minutes or less. 	<ul style="list-style-type: none"> ● The project became a networking opportunity, introducing sex workers to an array of agencies from the sex worker movement. ● Sex workers involved in the research were introduced to the organization through the process, and then had the chance to be on the steering committee in the future and to influence the work of the organization.

¹⁴ NSWP, "Report of the REAL Working Group for Brantford, Brant, Haldimand, & Norfolk, Assessing the Needs of Sex Workers in Our Community," Text, Global Network of Sex Work Projects, June 29, 2016, <https://www.nswp.org/resource/report-the-real-working-group-brantford-brant-haldimand-norfolk-assessing-the-needs-sex>.

¹⁵ "Prostitutes of Ottawa-Gatineau Work, Educate and Resist," accessed August 2, 2020, <https://www.powerottawa.ca/>.

¹⁶ Jules Kim and Elena Jeffreys, "Migrant Sex Workers and Trafficking - Insider Research for and by Migrant Sex Workers," *Action Learning, Action Research Association* 19, no. 1 (September 2013), <http://www.scarletalliance.org.au/library/kim2013>.

		they went on to help administer surveys.		<ul style="list-style-type: none"> ● Had a procedure for participants who had to leave to interact with a client and then come back to finish. 	
Bay Area Sex Worker Action Network (BaySWAN) (San Francisco Bay Area) ¹⁷	<ul style="list-style-type: none"> ● Goal of compiling and learning from several previously conducted needs assessments and studies on topics relevant to sex workers (HIV transmission, violence and addiction in relation to the sex trade, etc.). ● Hoped to find out how accessible local services are to sex workers. 	<ul style="list-style-type: none"> ● Focused on most at risk sex workers – homeless, street-based, etc. Intentionally did not focus on sex workers who might be at less risk. 	<ul style="list-style-type: none"> ● Mostly included outreach workers from variety of agencies in area as collectors and analyzers of studies. ● Many were former or current sex workers. 	<ul style="list-style-type: none"> ● Outreach workers met to discuss issues of concern to clients they serve, agencies and themselves, and relevant studies. ● Also incorporated presentations from international groups working with sex workers abroad. 	<ul style="list-style-type: none"> ● Produced document summarizing and interpreting important findings from seven different studies.
Suggestions from interviews by GHJP team over recent weeks		<ul style="list-style-type: none"> ● Start with Photovoice project, using photos taken by sex workers of their lives/interests as creative inspiration for research project.¹⁸ 		<ul style="list-style-type: none"> ● Use internet and social media advertising or surveys.¹⁹ ● Use video-based survey for individuals with low literacy.²⁰ 	<ul style="list-style-type: none"> ● Create zine/booklet on pricing for different services, in an effort to standardize pricing across the industry so everyone makes more money.²¹

¹⁷“Health Services-Needs Assessment,” accessed August 2, 2020, <http://www.bayswan.org/hlthstudiesw.html>.

¹⁸ Interview with Dr. Corey Shdaimah, Associate Professor at the University of Maryland, Baltimore.

¹⁹ Interview with Dr. Ronica Mukerjee, Clinical Lecturer at Yale University School of Nursing, New Haven.

²⁰ Interview with Dr. Ronica Mukerjee.

²¹ Interview with Dr. Ronica Mukerjee.

APPENDIX III - SURVEY PILOT FACILITATOR GUIDE

The following is the Facilitator Guide from the Survey Pilot & Needs Assessment Mapping we organized in Fall 2018 to pilot the survey and conduct a preliminary mapping of needs and service gaps in New Haven.

Roles:

Group Facilitators: two facilitators will co-facilitate the survey design group, and two facilitators will co-facilitate the needs assessment and barriers group.

Note takers: two note takers will each take notes on a laptop for one of the groups, after asking for consent from the participants.

Floater: One floater will be responsible for being near the door to welcome people into the space throughout the workshop. The floater should encourage newcomers to get food and water, settle in, and then join the needs assessment/barriers group discussion when they feel ready. This will be smoother than asking them to join the survey group partway through.

Timing:

2:00pm Setup in space, food arrives

2:30pm Official event start time, people welcomed to space and encouraged to get food

3:00pm (approximately) Group activities begin round 1

4:00pm Group activities conclude, break

4:15pm Participants asked to switch groups, group activities being round 2

5:30pm Program ends

Welcome/Introductions/Explanation of the Meeting

Beatrice: *Introduce SWAN and their role in this project*

GHJP: *We are a group of Yale students and we've been working with Beatrice and SWAN to figure out how we can improve the health and safety of sex workers in New Haven. Part of our project has been identifying the areas of need for sex workers. We have learned that medical care, nutrition, education, and housing are areas where there are too few resources in the city. We are seeking your feedback and opinions on these areas and other subjects.*

We are also developing a survey to try to get some information about how SWAN can grow to address sex workers' needs more fully and completely. We wanted to hear from people with past or current experience in sex work in NH,

because your opinions are the most relevant to our work. Just to be clear, we will not be able to actually provide other services today. However, we are hoping to use your feedback to improve services in the future. As you know, we will be compensating you for your time – we'll distribute gift cards in a few minutes.

[Give 5-minute overview of the meeting]

Before we start, we'll go over the agenda for the meeting. We anticipate that people may have to come and go as needed. We set up two tables to address different topics, and we hope that you can stop by both.

At the first table, we'll share some drafts of the surveys we're developing. We want your feedback on the surveys, especially regarding if we are asking the right questions, if the questions are confusing, and what we are missing that we should ask about in order to understand the needs of sex workers.

To be clear, we are not actually collecting survey responses today. Rather, we want to gather feedback from you on the survey itself and the questions we're asking.

At the second table, we will be asking a few questions about the needs of sex workers in New Haven. What are the most important needs for housing, health care, food, re-entry assistance, etc.? What are other needs that sex workers in New Haven? Where do you generally go when you need certain services, and which places are a good place to go versus not a good place?

Please do your best to stop by each table – we'd really appreciate your feedback at both. There will be members of our team at each table to take notes. Beatrice and Jackie will be at the tables as well.

[Distribute gift card compensation]

We understand that people may have to leave before 2 hours is up. While we encourage you to stay as long as you can and help yourself to food and water any time. The bathroom is located through that door. Thank you so much for your help.

Agenda for the meeting

Split into 2 groups:

**Group 1: Survey design
consultation**

**Group 2: Needs
assessment/barriers**

Group 1: (1 hour total activities)

(5 min) Introduce project and purpose: survey to gather information from SWAN members so SWAN can work to address the greatest needs within their communities.

[Facilitator instructions: Share with group that we are asking for feedback on a new survey that GHJP is helping SWAN create. It will help SWAN understand the needs of sex workers and will help affect SWAN's work in the future. Introduce ground rules: respect others, assume best intentions, and maintain confidentiality. Assure attendees that all questions are optional, and that the answers will help guide SWAN's future work trying to better serve sex workers' needs.

Pass out the short form survey. Give instructions to read through the first three sections of the survey (demographics, housing, food). Instruct people to read through the questions as if they or a friend were answering them, making notes about which questions seem to capture the topics well and which need to be improved or changed. After approximately 5 minutes pass, regroup and ask for feedback using the discussion questions below as a guide.

Notetakers: take detailed notes on all survey feedback, identifying feedback referencing specific questions when possible.

After this is completed, move on to the next block of sections.]

This section will be done in three blocks of three sections each.

- **Block one: Demographics, Housing, Food - ask participants to read through sections, then discuss (15 mins)**
- **Block two: Employment, Transportation/Communication, Healthcare (15 mins)**
- **Block three: Community, Safety, Opinions (15 mins)**

Discussion Questions:

Experience taking survey

- How does it feel to take the survey?
 - Do you feel like your experience is respected/valued when taking the survey?
 - If not, do you have suggestions for how to change the survey to be more respectful of your experience?
 - Were any of the questions offensive or inappropriate?
 - Were any questions especially good or important, in your opinion?
 - Was it difficult or triggering to think about and answer these questions? If so, how can we support people taking this survey?

Format questions

- Were any questions confusing?
- Do you like the questions that were open-ended, multiple choice, or scales, or a mix?
- How did the length of the survey feel?
- How did you feel about the order of sections?

Content-specific questions

- Were there parts of the survey you didn't know how to answer or that didn't have enough response options?
- What are we missing on this survey?
- What parts of the survey capture sex workers' needs well?
- Are there parts of your experience that we are missing or that we didn't ask about?
- Are there questions we could or should take out?

Logistical questions

- Do you think people would take the survey?
- How can SWAN encourage people to take the needs survey?
 - (Optional probes) What kinds of payment might encourage people to take the survey?
 - What would be the best setting to take the survey?
- What format would be easiest for taking the survey? (e.g. mobile phone, tablet, paper copy, booklet, in person interview)
- If this were written up as a booklet or zine, would you fill it out on your own and return it?

Section-specific questions

- Do the demographic questions work for you?
- How do the questions about drug use feel to you?

Group 2: (1 hour total activities)

(5 min) Introduce project and purpose: survey to gather information from SWAN members so SWAN can work to address the greatest needs within their communities.

(20 min) - Needs / Barriers Chart

[Facilitator instructions: pass out Needs/Barriers blank chart. Instruct attendees to fill out the chart based on their knowledge of local sex workers' needs and barriers to those needs.

Take questions before beginning and clarify any uncertainties. Go through each section of the chart as a group: start with housing, fill out chart systematically (or facilitate a discussion

Note-takers: make detailed notes of both the suggestions for filling out the chart and the discussion in general-- notes don't need to be verbatim, but should capture all points of conversation]

(20 min) - Discussion of Experiences with New Haven Services

[Facilitator instructions: introduce next activity as an open-ended discussion of individual experiences with different service providers. Introduce ground rules: respect others, assume best intentions, and maintain confidentiality. Assure attendees that all questions are optional, and that the answers will help guide SWAN’s future work trying to better serve sex workers’ needs.

Notetakers: keep notes (as detailed as possible) on the discussion around each question.]

1. Let’s talk briefly about healthcare services that you use.
 - a. Where, how often, for what reasons do you seek care?
 - i. Are there any services you are unable to access currently that you would like to?
 - b. Have you ever delayed or avoided seeking medical care? What were your reasons for that?
2. Let’s talk specifically about some of your experiences
 - a. If you’re comfortable, could you please share your most recent healthcare experience?
 - i. What were some positive aspects of the experience? How could the clinic/healthcare professionals/staff have ensured that the experience was better?
 - b. What does safe and affirming care look like for you (by staff, clinicians, facilities, messaging, paperwork, pharmacy, etc.) Has any organization ever met these expectations?
 - c. Have you had negative experiences with health care providers in the past?
 - i. How have these experiences affected your current feelings about seeking care?
 - d. Have you ever felt discriminated against in a healthcare setting? Why did your experience feel discriminatory to you?
 - e. Has your insurance status impacted the care you receive? If you have insurance, has it covered the services and prescriptions that you need?

[Facilitator instructions: transition to asking about transportation: *“Let’s switch gears for a minute and talk about other types of needs that sex workers in New Haven experience. Let’s start with transportation and food.”*]

3. What kinds of transportation do you use to get where you need to go?
 - a. Do you have trouble getting transportation to and from places where you access care?
4. Where do you normally get food?
 - a. Does money ever limit your ability to get the food you want or need?
 - b. What do you do when this happens?
 - c. Do you ever have to travel long distances to access food?
5. What services, if any, do you use to help you access food?
 - a. Are these services located in a convenient place?
 - b. Are these services respectful of you?

[Facilitator instructions: now let’s transition into a brief discussion of SWAN’s ability to help you meet your needs.]

6. What services that SWAN provides have been most useful? Least useful?
 - a. What would you like to see SWAN doing in the future? In what ways could SWAN help you meet the needs we’ve talked about today?

7. In an ideal world, what kinds of services would you want to see for sex workers in New Haven?
 - a. What would a healthy community of sex workers in New Haven look like?

(10 min) - Community Resources Brochure

[Facilitator instructions: pass out community resource brochure. Tell attendees that this is a list of services that we know of in New Haven - we have not looked into the quality of the services or how well they serve sex worker communities. Ask about whether any organizations are missing from the list, and whether anyone has personal or secondhand knowledge of the quality of services provided to sex workers. **Inform attendees that they are free to keep the brochure if desired**]

1. Impressions?
2. Which have you or your friends used? Which are good? Which are bad?
3. Where are there gaps?

APPENDIX IV - NEEDS & BARRIERS CHART

This chart was created based on the themes and information that emerged during the discussion on needs and service gaps in New Haven at the fall 2018 Survey Pilot & Needs Assessment Mapping. Note that names of service providers and community advocates were removed from the “People with information” column in order to protect their privacy.

Need	Sex worker-specific barriers	People with information	Short-term needs	Long-term needs
Housing	Limited housing, hours and curfews. Limited shelter space for women. Restrictions on bringing clients in. Lack of recognition of sex work as work. Sobriety restrictions and loss of place in pathways to housing programs. Safety concerns and theft in shelters.	[redacted]	More overnight shelter and short-term housing. More shelters for women and greater access to existing co-ed shelters. Removal of sex worker-exclusionary policies for overnight shelters. Private, locked rooms at shelters. More flexible hours. Harm reduction-based rather than sober space.	Increased affordable long-term housing in New Haven to prevent the need for emergency shelter services. Increased housing first/harm reduction-based housing. Increased access to re-entry supportive housing for recently incarcerated individuals. Removal of fees for transitional housing programs during re-entry.
Employment	Lack of housing, job training, internet access, stigma.	[redacted]	Job training resources,	Better access to affordable housing, increased job training,
Affirming healthcare (including but not limited to STI testing)	Stigma, affordability, accessibility (location and hours), provider ignorance about sex worker-specific needs, removal from services after positive drug tests, lack of insurance enrollment, lack of transportation to quality health care.	[redacted]	Medicaid enrollment, greater medical street outreach presence, provider education on sex worker-specific needs (potentially targeting Cornell Scott, transportation to appointments.	Peer-based services designed with input from sex workers. Greater insurance accessibility. Greater continuity of care at clinics. Provider competency training around sex workers health issues.
Substance use care	Stigma, location, lack of insurance coverage.	[redacted]	Harm reduction-based halfway houses, increased needle exchange access, peer-to-peer education about how to minimize risk of injection site infection.	Access to treatment programs rather than diversion to emergency rooms for drug-related health concerns. Access to long-term housing not conditional upon sobriety. Access to quality individual mental health care.
Trans-affirming care	Stigma, affordability, lack of insurance coverage, very limited providers.	[redacted]	Haven Free Clinic as Ronica moves into preceptor role, research Anchor Project's ability to take Medicaid, ask community if they are enrolled	Ronica's clinic as possible resource. Medicaid enrollment more accessible to sex worker community. Integration of trans

			in Medicaid/know where to enroll.	healthcare services into primary care.
PrEP access	Affordability, general lack of health services, insurance coverage, blood test requirements for PrEP prescription.	[redacted]	Increased PrEP access, possibly through Dept of Public Health program, mobile blood testing capabilities for provision of PrEP through street outreach. More outreach to sex worker community through PPSNE, assistance obtaining PrEP cost subsidies.	Increased access to holistic affirming healthcare.
Syringe access	Few local resources, location, lack of trust of mobile van.	[redacted]	Increased mobile van and street-based outreach, encouragement of other fixed location exchanges.	Better funding of syringe exchange programs and more programs statewide, better general healthcare accessibility.
Education	Hours and affordability. Childcare. Transportation and general access issues.	[redacted]	Adult literacy programs, GED programs, job training, affordable college courses. Referrals to good programs.	Affordable education options. Greater transportation to education programs.
Food Access	Lack of food banks in Fair Haven and New Haven. Lack of home address is a barrier to receiving SNAP/WIC/government nutrition programs	[redacted]	More community meals. More local food banks. Assistance with navigating government nutrition programs. SWAN-compiled list of local nutrition resources in drop-in center.	Greater number of affordable food options in New Haven. Greater number of food pantries and meal services.

APPENDIX V - QUESTIONNAIRE

The following is a copy of the final version of the survey questionnaire. We note changes from previous versions next to relevant questions.

Demographics

In the second round of administration, the demographics page that was erroneously missing from the first round was reintroduced into the survey.

Welcome. This is a survey from the Sex Workers and Allies Network. We want to learn more about your needs and your experience so that SWAN can serve you better. All responses will be kept anonymous, confidential, and optional. If any question makes you uncomfortable, you may skip it. Thank you for sharing your experiences with SWAN!

Today's date:

Are you over 18 years of age?

- Yes
 No

Have you ever sold or traded sex or sexual favors for goods, services or a place to stay?

- Yes, currently
 Yes, in the past
 No

What is your gender?

What sex were you assigned at birth?

- Female
 Male
 Intersex

Unsure/other

What is your race/ethnicity? (Choose all that apply)

- Black/African American
- White
- Asian/Pacific Islander
- Native American or Alaska Native
- Latina/o
- Multiracial
- Other

How old are you?

What is your sexual orientation? (Choose all that apply)

- Gay/lesbian
- Bi (bisexual)
- Straight/heterosexual
- Queer
- Asexual
- Other

Housing

The next few questions are about housing. We understand that people face many challenges when trying to find housing. We are interested in learning about your housing needs so SWAN can serve you better.

Indicate how much you agree with the following statements:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I currently have access to stable housing.	<input type="radio"/>				
I get enough sleep most days	<input type="radio"/>				
I am confident that I could stay at a shelter if I needed to.	<input type="radio"/>				
I am confident that the shelter staff would treat me with respect.	<input type="radio"/>				
I sometimes trade sex/sexual favors for a place to stay.	<input type="radio"/>				

Sexual favors was added as the use of 'sex' as a catch all for sex worker related services might have been reductive.

People use many strategies to take care of their needs when housing is unstable. Which of the following strategies have you used when you needed a place to stay?

	Never	Rarely	Sometimes	Often	Always
Sleeping in a place not a house/apartment (like a park, abandoned building, car)	<input type="radio"/>				
Sleeping on someone's couch or floor	<input type="radio"/>				
Staying at a shelter	<input type="radio"/>				
Staying at a warming station	<input type="radio"/>				
Staying with a date	<input type="radio"/>				
Staying at a hotel/motel	<input type="radio"/>				

Have you tried to stay at a domestic violence or battered women's shelter?

- Yes, and it was difficult to get in
- Yes, and it was NOT difficult to get in
- No
- Maybe/Other

Not applicable

Have you ever been turned away from a shelter?

- Yes
- No
- Unsure/Other
- Not applicable

Would you like to share which shelters turned you away, and why/what their reasoning was? (optional)

This follow up question was added to the survey.

Have you missed work, dates, or other obligations due to shelter rules or curfews?

- Yes
- No
- Maybe/Other
- Not applicable

What was offered to you at the shelter? (Check all that apply)

- Shower
- Sleeping mat/cot
- Blanket/sleeping bag
- Pillow
- Food
- Heat
- Medical services
- Quiet
- Freedom to come and go as you wish
- Not applicable

Food

The next few questions are about food and nutrition. We also understand that finding good, nutritious food can be challenging. We're hoping to learn from your experience so we can work on improving food access.

How many meals do you eat on a typical day?

- None
- 1 meal
- 2 meals
- 3 or more meals

What services have you used to get food in the last month? (Sunrise Cafe, Catholic Charities, etc).

- Sunrise Cafe
- Catholic Charities food pantry
- St. Thomas More
- Christ Episcopal Church soup kitchen
- Loaves and Fishes food pantry
- Downtown Evening Soup Kitchen (DESK)
- Other

In the past week, how often have each of these things been true for you?

	Always	Sometimes	Never
I felt like I had enough food.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was hungry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could not afford to buy the food that I wanted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could not access food from a free meal service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Always	Sometimes	Never
I had at least one serving of vegetables each day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Healthcare

The next few questions ask about health and insurance. We want to better understand people's greatest healthcare needs so we can work towards better healthcare access.

Do you have health insurance?

- Yes
- No
- Unsure/Other

What kind of health insurance do you have?

- Medicaid/Connecticut Husky D
- ACA Plan
- Private insurance
- Don't know
- Other
- None

The following is a list of types of common health care needs. Please indicate which of the following health care services you would like to receive, and which of the following you currently receive.

	I do not want or need this type of care.	I want or need this type of care, but do not currently receive it.	I currently receive this type of care.
Mental health counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Primary care (check-ups)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drug/alcohol counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	I do not want or need this type of care.	I want or need this type of care, but do not currently receive it.	I currently receive this type of care.
Mobile clinic care (Blue Bus, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reproductive and sexual health care (STI tests, birth control, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgender health services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SWAN outreach services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other outreach services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
None of the above	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Would you like to share anything about the services listed above? (Optional)

People face many different challenges when trying to access medical care. Please read the following statements and indicate how much you agree with each one.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I can get medical care when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to get help signing up for health insurance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a doctor I trust.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can afford the medical care that I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can use condoms during sex when I want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to the safe sex supplies I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I can access healthcare in my neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employment

We will now ask you some questions about work and employment experience. We understand that there are many different ways to make a living, and we are trying to understand and support people's employment needs.

Which types of jobs you have EVER had? (Check all that apply)

- Full time sex work
- Part time sex work
- Informal/seasonal work
- Full time job outside of sex work
- Part time job outside of sex work
- Never employed
- Other

Most people have many different experiences with work and employment. Please read the list of statements below and indicate how much you agree with each one.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
In the past month, sex work was one of my sources of income.	<input type="radio"/>				
In the past month, sex work was my primary source of income.	<input type="radio"/>				
I like doing sex work.	<input type="radio"/>				
Sex work gives me more control over my schedule.	<input type="radio"/>				

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I would like to stop doing sex work.	<input type="radio"/>				
I feel like sex work can be dangerous.	<input type="radio"/>				
If sex work was safer or I could feel more protected, I would consider staying in sex work.	<input type="radio"/>				
I am satisfied with the work that is available to me.	<input type="radio"/>				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I wish that I could pursue other employment opportunities.	<input type="radio"/>				
I would like to get more education or job training.	<input type="radio"/>				
The work available to me pays enough to cover my basic needs (food, shelter, bills, etc).	<input type="radio"/>				
I have trouble finding work because of a criminal record.	<input type="radio"/>				

Have you ever taken a job training program?

- Yes
- No
- Unsure/Other

What kinds of job training would you like?

How do you find dates? (Choose all that apply)

- Street/In-person
- Internet
- Friend referral
- Other
- Not applicable

Where have you sold sex in New Haven?

These two questions were added to the survey.

What neighborhoods are you aware of where sex is sold?

Public Benefits

Public benefits can help people get access to healthy food, housing, and health care. Which of the following benefits you have accessed during the past year? (Choose all that apply)

- SNAP/EBT/Food Stamps
- TANF
- WIC
- CHIP
- Section 8 Housing Vouchers
- Rental Assistance Program
- SSI/SSDI
- Unemployment benefits
- Care 4 Kids
- Medicaid/Husky D
- I have not received any of these benefits

Communication and Transportation

The next few questions are intended to help SWAN understand how people communicate and how they use transportation to get where they need to go.

Do you have an email account?

- Yes, and I check it at least once a week.
- Yes, but I DO NOT check it every week.
- No.

What other methods do you use to communicate? (Choose all that apply)

- Phone calls / texting
- Facebook
- Snapchat
- Whatsapp
- Skype
- Instagram
- Word of mouth
- Other

Instagram was added as an option

What kinds of transportation do you use? (Choose all that apply)

- Public transit/ bus
- Walking
- My own car/vehicle
- Borrowed car/vehicle
- Bike
- Rides from others
- Uber/Lyft/Taxi
- Medical transport

Indicate how much you agree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I can afford the transportation I need.	<input type="radio"/>				
The transportation I use gets me where I need to go.	<input type="radio"/>				
I miss dates or appointments because I can't get transportation.	<input type="radio"/>				
I have access to a phone when I need it.	<input type="radio"/>				
I have access to the internet when I need it.	<input type="radio"/>				

Have you been able to access detox or inpatient substance use treatment?

- I haven't tried accessing treatment
- I tried accessing treatment and was able to
- I was forced into treatment by anyone including the court, family, friends, police, etc.
- I tried to access treatment but I was not able to get it. (Describe why)

One option was changed from 'I was able to access treatment' to 'I tried accessing treatment and was able to' and another option was added 'I was forced into treatment by anyone including the court, family, friends, police, etc.'

Have you ever used medical transport?

- Yes, and I have had trouble with medical transport.
- Yes, and I have NOT had trouble with medical transport.
- No
- Unsure/Maybe

Safety

People have many different strategies to keep themselves safe. The next questions are intended to help us understand how you keep yourself safe. Remember that

responses are anonymous, and you can skip any question that makes you feel uncomfortable. We encourage you to share as much as you feel comfortable sharing in order to help SWAN provide better services.

I have felt UNSAFE during interactions with: (Check all that apply)

- Police
- Dates
- Doctors/nurses
- Social Workers
- Therapists/counselors
- Drug treatment facility employees
- Family
- Romantic partner(s)
- Friends
- Community members
- SWAN members
- Probation/parole officers
- Business owner / employee
- Court officials
- Other

Would you like to say more about any of these interactions? (Optional)

I have felt DISRESPECTED or STIGMATIZED in interactions with: (Check all that apply)

- Police
- Dates
- Doctors/nurses
- Social Workers

- Therapists/counselors
- Drug treatment facility employees
- Family
- Romantic partner(s)
- Friends
- Community members
- SWAN members
- Probation/parole officers
- Business owner / employee
- Court officials
- Other

Would you like to say more about any of these interactions? (Optional)

Out of all of the following, I TRUST: (Check all that apply)

- Police
- Dates
- Doctors/nurses
- Social Workers
- Therapists/counselors
- Drug treatment facility employees
- Family
- Romantic partner(s)
- Friends
- Community members
- SWAN members
- Probation/parole officers
- Business owner / employee
- Court officials

Other

Would you like to say more about any of these interactions? (Optional)

Has a police officer ever sent you to a service provider (detox, clinic, social worker, etc.)?

Yes, and threatened consequences if I did not go

Yes, with no consequences

No

Unsure/Other

Have you ever been incarcerated?

Yes, but longer than 6 months ago

Yes, in the last 6 months

No

Unsure/Other

Have you ever been charged with a crime related to sex work?

Yes

No

Unsure/Other

Not applicable

Have you ever been incarcerated because you could not afford bail or bond?

Yes

No

Unsure/Other

Not applicable

What offenses related to sex work have you been STOPPED or PICKED UP for?
(Choose all that apply)

- Possession
- Possession with intent to distribute
- Trespassing
- Prostitution
- Loitering/"Loitering in a drug zone"
- Not applicable
- Other/not sure

If you were arrested or convicted for prostitution, in what city-state were you arrested or convicted?

This question was added to the survey.

What offenses related to sex work have you been CHARGED or CONVICTED of?
(Choose all that apply)

- Possession
- Possession with intent to distribute
- Trespassing
- Prostitution
- Loitering/"Loitering in a drug zone"
- Not applicable
- Other/unsure

People use alcohol and drugs for many different reasons. If you are willing, check all substances that you use currently.

- Alcohol
- Marijuana
- Synthetic marijuana (K2, K9, Spice)

This question was reworded from 'substances that you use' to 'that you use currently' and two options were added: Buprenorphine and other.

- Tobacco
- Uppers (crack/cocaine, meth, amphetamines)
- Downers (xanax, valium, benzos, gabapentin)
- Hallucinogens (LSD, ecstasy, ketamine, PCP/angel dust)
- Opioids (heroin, oxy, fentanyl, tramadol)
- Buprenorphine (methadone, suboxone, subutex, bupe)
- Other:
- I no longer use alcohol or other drugs.
- I never use alcohol or other drugs.

People use alcohol and drugs for many different reasons. If you are willing, check all substances that you have ever used.

- Alcohol
- Marijuana
- Synthetic marijuana (K2, K9, Spice)
- Tobacco
- Uppers (crack/cocaine, meth, amphetamines)
- Downers (xanax, valium, benzos, gabapentin)
- Hallucinogens (LSD, ecstasy, ketamine, PCP/angel dust)
- Opioids (heroin, oxy, fentanyl, tramadol)
- Buprenorphine (methadone, suboxone, subutex, bupe)
- Other:
- I never use alcohol or other drugs

This question was added to the survey.

Which (if any) of the following supplies do you need for safer drug use? (Choose all that apply)

- Clean syringes/needles
- Sterile Water
- Cotton balls
- Pyrex crack pipes
- Rubber stem tip
- Band-aids

- Chewing gum/candy
- Chore Boy / bronze wool
- Tourniquets
- CPR face masks
- Fentanyl test strips
- Naloxone/Narcan
- Alcohol prep pads
- BZK wipes
- Condoms
- Lube
- Sharps container
- Cooker
- Personal cleansing wipes
- Surgical gloves / sterile gloves
- Antibiotic ointment
- Other

Have you ever shared or reused supplies because you couldn't get more when you needed them?

- Shared
- Reused
- Neither
- Unsure/Other
- Not applicable

Has Narcan/Naloxone ever been used on you or someone near you to prevent an overdose?

- Yes, it was used on me
- Yes, it was used on someone near me
- No
- Unsure

Not applicable

How many times have you seen Narcan/Naloxone from SWAN be used to prevent an overdose?

How often do you use substances alone?

Always

Sometimes

Never

Do you have somewhere safe where you can use substances?

Yes

No

Unsure/Other

Not applicable

Would you like to see a Safe Injection Facility or Safe Consumption Facility in New Haven?

Yes

No

Maybe/Unsure/Other

What do you think are the possible benefits and drawbacks of having a sterile environment where users could use injection drugs with medical supervision?

What else can SWAN do better?

Conclusion

Neighborhood survey conducted:

This question was moved from the front of the survey to the back.

Thank you for sharing your experiences with SWAN. We will use your responses to try to serve you better.

What version of the survey is this?

- Old
- New