

## Attachment 4

# Sex Worker Safety Framework Working Group Terms of Reference

# **City of New Westminster Sex Worker Safety Framework Working Group**

## **Terms of Reference**

March 1, 2023

### ***Purpose***

The Sex Worker Safety Framework Working Group (the Working Group) will assist with the development of a Sex Worker Safety Framework (the Framework). The Framework will provide a vision and plan to protect the health and safety of community members who are engaged in sex work in New Westminster.

### ***Need***

Sex workers are contributing and valuable members of our community and are entitled to the same rights and protections as anyone else. Sex work includes escorting, street-based sex work, cyber-sex, exotic dancing, pornography, and more. It takes place on the street, through escort and call-out services, in massage parlours, private apartments, strip clubs, hotels, online and more. Because sex work is stigmatized and criminalized, sex workers are devalued and dehumanized, they are targeted for violence, and face barriers to supports. Racialized and marginalized individuals who sell/trade sex (such as BIPOC, transgender or non-binary individuals, those in extreme poverty, or those struggling with physical and mental health issues or addictions) experience greater vulnerability. Indigenous women and girls are overrepresented in sex work.

Other municipalities have developed sex worker safety policies, and the City is reviewing these policies, and engaging City staff, advocacy organizations and individuals with lived and living experience to ensure that the City is a leader in this area, and that sex workers feel safe, and that they are not discriminated against or targeted as a result of their work. In some cases, the City does not have jurisdiction; however, it can advocate for change at the federal and provincial levels.

### ***Membership***

The Working Group will include a diversity of perspectives, including from the City, non-profit organizations who work with and advocate on behalf of sex workers, and individuals with lived or living experience of sex work, who are seen as subject matter experts. Individuals with lived or living experience of sex work will be compensated for their time and contributions. Compensation will include an honorarium of \$50 per working group meeting of two hours or less and reimbursement for travel costs and childcare costs. The Working Group may potentially branch out into smaller action groups to address specific issues or sensitive matters, including topics which may be triggering for some members.

Staff (City and Fraser Health) will share and gather information from the New Westminster Police Department. This could include sharing meeting minutes; conducting interviews, requesting feedback on the framework, requesting information etc.

For a listing of member organizations and representatives, please see attachment #1.

## ***Principal Responsibilities***

The principal responsibilities of Working Group members is to:

- represent their area of interest and/or concern
- share their experience, knowledge and perspectives
- contribute to discussions and be respectful of the contributions of others;
- ensure a safe environment
- identify gaps and needs, and areas for further research;
- think creatively and collaboratively
- suggest guidelines and/or actions to address identified issues, including in the short-, medium- and longer-term
- inform the framework
- inform a public education program, including ensuring that it meet the diverse needs of individuals engaged in sex work
- highlight unintended, inadvertent harms of actions in the proposed framework
- ensure proposed recommendations are both evidence based and supported by lived experience
- support the recommendations in the final framework

## ***Staffing Support***

The Working Group will be supported by a Social Planner, Manager of Integrated Services, and Fraser Health Community Health Specialist. This support will include but not be limited to:

- chairing meetings;
- scheduling and coordinating meetings;
- preparing and circulating minutes;
- facilitating meeting presentations to internal staff and external bodies;
- coordinating framework development;
- addressing issues that may arise; and,
- formatting the framework and facilitating its sign-off

## ***Duration***

The Working Group will meet four to five times throughout the development of the framework – i.e., from February 2023 to June 2023. This timeline could be extended if necessary. The meetings will be held remotely and/or in-person, the time of the meeting will be decided by working group members to facilitate participation by all. The meetings will be a maximum of two hours, and will be focused to maximize everyone's limited and valuable time.

**Attachment #1: Membership**

PACE
Living in Community
SWAN
BC Coalition of Experiential Communities (BCCEC)
Community member (lived experience)
Community member (lived experience)
Community member (lived experience)
City of New Westminster – Social Planning
City of New Westminster – Integrated Services
Fraser Health Authority – Community Health Specialist
City of Vancouver – Social Planner
Lower Mainland Purpose Society
Umbrella Multicultural Health Co-op
Lookout Housing & Health Society
Elizabeth Fry Society