

Citywide Strategic Plan to Address Gender-Based Violence and Human Trafficking



**BI-ANNUAL
PROGRESS REPORT**

June 2022



TABLE OF CONTENTS

LETTER FROM THE MAYOR	1
EXECUTIVE SUMMARY	2
PILLAR: INCREASE CAPACITY AND EXPERTISE WITHIN CITY DEPARTMENTS AND SISTER AGENCIES TO ADDRESS GENDER-BASED VIOLENCE AND HUMAN TRAFFICKING (GBV/HT)	5
PILLAR: ENHANCE COORDINATION OF GBV AND HUMAN TRAFFICKING PREVENTION AND INTERVENTION EFFORTS AMONG CITY DEPARTMENTS AND WITH KEY STAKEHOLDERS	9
PILLAR: IMPROVE LAW ENFORCEMENT RESPONSE TO GENDER-BASED VIOLENCE	13
PILLAR: CREATE ALTERNATE RESPONSES TO GBV/HT OUTSIDE OF THE CRIMINAL JUSTICE SYSTEMS	16
PILLAR: LEAD EFFORTS TO COLLECT, ANALYZE AND USE DATA AND RESEARCH TO ENHANCE GBV AND HUMAN TRAFFICKING PREVENTION AND INTERVENTION EFFORTS	19
PILLAR: SHIFT CULTURAL NORMS ON WHAT CONSTITUTES GBV/HT AND ITS ACCEPTABILITY	21
PILLAR: ANALYZE AND REFORM POLICIES THAT PERPETUATES AND/OR CREATE OPPORTUNITIES FOR GBV AND HUMAN TRAFFICKING	24
APPENDIX A Interagency Working Group	27
APPENDIX B GBV Strategic Plan Implementation Task Force	28
APPENDIX C GBV Research Advisory Group	29



LETTER FROM THE MAYOR

Publishing the City's first-ever strategic plan to address gender-based violence and human trafficking is one of the proudest achievements of my tenure as Mayor. When I became Mayor, though the City had a strong response to domestic violence, there was little to no footprint to adequately address sexual violence, workplace violence, or human trafficking outside of our criminal legal system. It did not take long for me to recognize that this was sorely insufficient and a disservice to so many individuals and families across our great city. Not to mention the antithesis to our overall efforts and commitment to violence reduction.

Every person, no matter their circumstances or how they identify, deserves to feel respected, loved, and safe in their own homes, in their communities, at work, at school, and places of faith. So often we hear that some people are more vulnerable than others to gender-based violence and human trafficking. It is important for me to underscore and reiterate what is outlined in the strategic plan: **a person's identity does not perpetuate violence.** It is the discrimination, oppression, and marginalization of people based on their race, gender-identity, sexual orientation, and/or immigration status that perpetuates violence. Unfortunately, horrific policies are becoming increasingly prevalent in our country, marginalizing trans children, denying a woman's right to choose, and censoring language and readings due to racist and homophobic beliefs. As an example, the SCOTUS decision to overturn *Roe v Wade* is appalling and offensive. It undermines everything we are doing to address and prevent gender-based violence. It is not lost on me that when a person does not have full autonomy over their body, they are viewed as less than or objectified, leaving them more susceptible to violence and exploitation. It is unacceptable and not tolerated in Chicago—not on my watch, not ever.

We are and always will be a welcoming city and we pride ourselves on the diversity of those who call Chicago home and those who seek to visit for a day, a week, or longer. Building safe communities and a safe city requires the dismantling of racist, sexist, xenophobic, and homophobic values embedded in systems and institutions.

With that in mind, this strategic plan sets out to analyze and reform policies that allow for gender-based violence and human trafficking to occur. We are seeking to shift cultural norms through prevention education, systems change work, and importantly, having the tough conversations. When we set out to build this plan, some of our City officials had not heard the term gender-based violence nor did they ever use it as part of their repertoire for their day-to-day activities. But that is changing across our city.

From new programming and education at City Colleges to address domestic and sexual violence to bi-ased-based harm trainings and education at Chicago Public Schools (CPS); a new Office for Prevention and Accountability at the Chicago Parks District and a growing team within the Office of Labor Standards at the Department of Business Affairs and Consumer Protection; coordinated efforts between domestic violence advocates and community violence organizations; and trauma-informed services for those who cause harm --- we are making progress and beginning to transform systems to better identify and serve survivors.

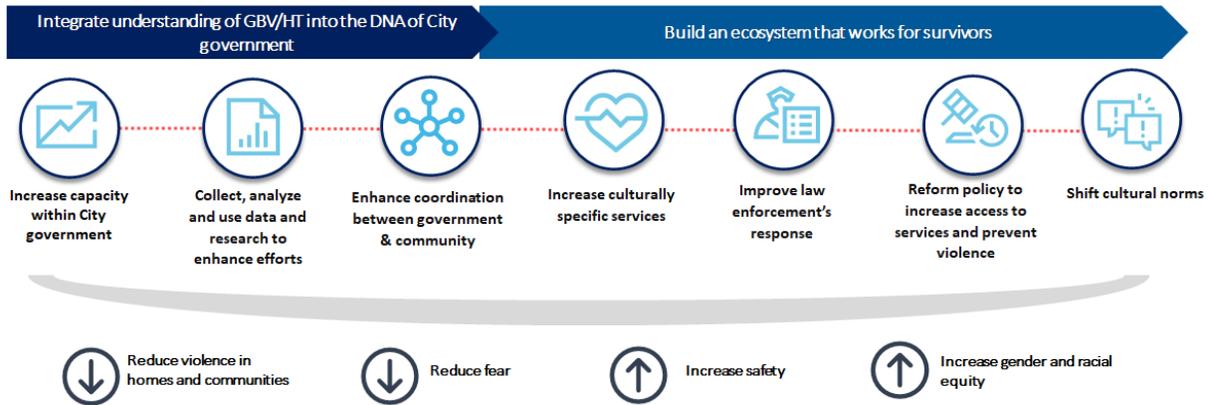
When I published this plan, I supported it with a down payment of \$25 million in new investments as part of the Chicago Recovery Plan. These investments will build upon the work led by our Department of Family and Support Services (DFSS) and allow us to expand our reach to survivors of sexual violence and human trafficking, while continuing to support survivors of domestic violence. It is critical that we continue to build a strong safety net for those experiencing violence and exploitation and I am proud to be a leader in this space nationally.

We are ten months into our two-year commitment to implement the strategic plan and we have made tremendous progress. We have a lot more work to do and I am in no way slowing down. Lives depend on it.

In solidarity,
Mayor Lori E. Lightfoot

EXECUTIVE SUMMARY

In September 2021, Mayor Lori E. Lightfoot published the city’s first-ever Citywide Strategic Plan to Address Gender-based Violence and Human Trafficking. This two-year plan seeks to build a whole-of-government approach to address gender-based violence and human trafficking by first acknowledging the historical and systemic roots found at the intersection of racism and gender inequity; and second by building solutions-driven, trauma-informed strategies with community leaders, survivors, and City officials to create a safer, more equitable and inclusive Chicago.



As part of the plan, the City commits to releasing a bi-annual progress report four times between now and the end of 2023. To date, the City has made significant progress on the plan, as outlined in this report.

STRATEGIC PILLAR	PROGRESS
INCREASE CAPACITY AND EXPERTISE WITHIN CITY DEPARTMENTS AND SISTER AGENCIES TO ADDRESS GENDER-BASED VIOLENCE AND HUMAN TRAFFICKING (GBV/HT)	●
ENHANCE COORDINATION OF GBV AND HUMAN TRAFFICKING PREVENTION AND INTERVENTION EFFORTS AMONG CITY DEPARTMENTS AND WITH KEY STAKEHOLDERS	●
IMPROVE LAW ENFORCEMENT RESPONSE TO GENDER-BASED VIOLENCE	○
CREATE ALTERNATE RESPONSES TO THE CRIMINAL JUSTICE SYSTEM	●
LEAD EFFORTS TO COLLECT, ANALYZE AND USE DATA AND RESEARCH TO ENHANCE GBV AND HUMAN TRAFFICKING PREVENTION AND INTERVENTION EFFORTS	○
SHIFT CULTURAL NORMS ON WHAT CONSTITUTES GBV/HT AND ITS ACCEPTABILITY	○
ANALYZE AND REFORM POLICIES THAT PERPETUATE AND/OR CREATE OPPORTUNITIES FOR GBV AND HUMAN TRAFFICKING	●

○ No Progress ● Significant Progress ○ Some Progress ● Complete

A few key highlights include:

Increase capacity and expertise within City departments and sister agencies to address gender-based violence and human trafficking (GBV/HT)

- ✓ The City is partnering with FUTURES Without Violence National Resource Center, *Workplaces Response to Domestic and Sexual Violence*, to increase our capacity and knowledge base to address GBV within the workplace.
- ✓ The 2022 City Budget included a full-time employee (FTE) for the first Director of GBV Strategy and Policy in the **Mayor's Office**.
- ✓ Through the 2022 City budget and the Chicago Recovery Plan, the **Department of Family and Support Services (DFSS)** team has grown by three staff personnel to help implement the City's new investments and to operationalize the citywide strategic plan.

Enhance coordination of GBV/HT prevention and intervention efforts among City departments and with key stakeholders

- ✓ The **Mayor's Office** has convened the GBV Inter-agency Working Group, consisting of over half of the City's departments and sister agencies to help with the implementation of the Strategic plan.
- ✓ The **Mayor's Office** stood up the GBV Implementation Task Force, bringing together community-based organizations and the City to implement the strategic plan. The Task Force is being co-led by The Network: Advocating Against Domestic Violence.
- ✓ The **Mayor's Office** leads a Cross Agency Collaboration group bringing together government agencies including the **Chicago Police Department (CPD)**, the **Department of Family and Support Services (DFSS)**, Cook County States' Attorney's Office (CCSAO), the IL Department of Child and Family Services (IL DCFS), the Cook County Office of the Public Guardian (OPG), the Chicago Children's Advocacy Center (CCAC), and **Chicago Public Schools (CPS)**. The purpose of this group is to improve coordination and collaboration during investigations of child abuse and human trafficking of minors.

Improve law enforcement response to GBV

- ✓ **CPD** has developed an 8-hour curriculum for all police officers and new recruits on responding to gender-based violence. This curriculum was developed by the National Police Institute (formerly the National Police Foundation) in partnership with advocacy organizations and survivors.
- ✓ **CPD** has developed a draft sexual misconduct policy which was largely informed by a subject-matter expert consultant as well as community-based advocates.
- ✓ In partnership with LanguageLine Solutions, **CPD** has launched the InSight Application on Department-issued cell phones that officers use in the field to help connect with a live, qualified interpreter.

Create alternate responses to GBV/HT outside of the criminal justice system

- ✓ Through the Chicago Recovery Plan, Mayor Lightfoot invested **\$25 million in new investments** --- the largest investment for GBV services in the City's history --- to support survivors of gender-based violence and human trafficking. This funding will be administered by the **DFSS** and will be allocated across several service areas:
 - Rapid Re-Housing
 - Emergency Financial Assistance
 - Legal Services
 - Services for young people impacted by GBV/HT
 - Prevention Education

- ✓ The **Chicago Department of Public Health (CDPH)**, in partnership with Metropolitan Family Services and Heartland Alliance, launched a pilot program for services for people who cause harm. This pilot will be evaluated by Heartland Alliance thanks to funding from the Michael Reese Health Trust and Polk Brothers Foundation.
- ✓ **DFSS** and the **Department of Housing (DOH)** engaged community partners, including the GBV community, and those with lived experience to inform the allocation plan for the HOME Investment Partnership Program (\$71.2 million) funded by the US Department of Housing and Urban Development.
- ✓ **City Colleges' Be Well Chicago** now has four licensed professionals to address mental, emotional, social, or behavioral issues associated with gender-based violence victimization.

Lead efforts to collect, analyze and use data and research to enhance GBV and HT prevention and intervention efforts

- ✓ **CPD** is building out a public dashboard on criminal sexual assaults that has been informed by community-based organizations input.
- ✓ **DFSS** now screens for experiences of human trafficking during the annual Point in Time Count.
- ✓ **CDPH** included questions about domestic violence in its 2021 COVID Special Impact Survey and the 2021 Core Healthy Chicago Survey.

Shift cultural norms on what constitutes GBV/HT and its acceptability

- ✓ **CPS** began a Prevention Pilot in partnership with the YWCA, allowing four schools to receive comprehensive education around interpersonal violence.
- ✓ **City Colleges** launched a comprehensive prevention education program through Project S.A.F.E
- ✓ Mayor Lightfoot and Clerk Anna Valencia announced the partnership with UN Women to participate in their *Safe Cities and Safe Public Spaces* initiative.
- ✓ Every City building now has the National Human Trafficking Notice and the Domestic Violence Hotline posted in public areas.

Analyze and reform policies that perpetuates and/or create opportunities for GBV and HT

- ✓ Mayor Lightfoot and the **Chicago Commission on Human Relations (CCHR)** enhanced the city's sexual harassment laws by increasing training requirements, requiring employers to provide a written notice and to have a written policy on sexual harassment, and increasing the fines for those in violation of the law.
- ✓ City Council approved amendments to the Municipal Code by defining sexual misconduct and modifying powers and duties of the Chief Administrator of the **Civilian Office of Police Accountability (COPA)**.
- ✓ The **Mayor's Office**, along with World Business Chicago and The Chicago Cook Workforce Partnership were accepted into the inaugural cohort of the Results for America's Good Jobs and Equity Project.

PILLAR:

INCREASE CAPACITY AND EXPERTISE WITHIN CITY DEPARTMENTS AND SISTER AGENCIES TO ADDRESS GENDER-BASED VIOLENCE AND HUMAN TRAFFICKING (GBV/HT)

OVERALL GOAL:

BUILD A HOLISTIC GOVERNMENT RESPONSE TO GBV/HT BY INCREASING KNOWLEDGE AND TRAINING, AND CONVENING INTER-AGENCY WORKING GROUPS TO LEVERAGE RESOURCES, EXPERTISE, AND SUCCESSSES

OBJECTIVE 1:

CITY EMPLOYEES ARE KNOWLEDGEABLE ABOUT GENDER-BASED VIOLENCE AND HUMAN TRAFFICKING AND THEY HAVE THE CAPACITY TO OPERATIONALIZE THE KEY STRATEGIES WITHIN THIS PLAN

Key strategies & Progress:

Mandate a suite of standardized training on GBV/HT for all City employees and Sister Agencies and leverage the expertise of community-based organization to develop the training

- FUTURES Without Violence (FUTURES)' National Resource Center, *Workplaces Respond to Domestic and Sexual Violence* is supporting the City of Chicago to increase our capacity and knowledge base to address gender-based violence. This includes building out a suite of mandatory training for all City employees that will be rolled out in the Winter of 2022.
- **Chicago Public Schools (CPS)** was awarded a Substance Abuse and Mental Health Services Administration (SAMSHA) Mental Health Awareness Training Grant. They will be using these funds to launch a Mental Health Equity strategic training pathway for school-based staff within schools that have a Junior Reserves' Officers Training Corps (JROTC) program. This training includes modules on trauma-informed practices, Adverse Childhood Experiences (ACES), positive masculinity, and interrupted identity-based harm.
- **CPS'** Office of Social and Emotional Learning and the Office for Student Protections have created a summer institute for school administrators that focuses on seminar learning around the history of civil rights organizing with a tie into disproportionate discipline practices and bias-based behaviors: Civil Rights in Action. This program culminates with an experiential civil right tour of the south.
- **CPS'** Office for Student Protection is working to develop and implement a domestic violence screening tool to assess for violence witnessed or experienced in the home by students involved in an OSP report or investigation.
- **CPS'** Office of Student Protections is in the process of finalizing a landmark relationship education initiative: *Transforming Bias-based Harm*, which encompasses the district's response through the intervention, investigation, repair, and transformation of all forms of bias-based behavior including sexual violence and racial discrimination.
- **CPS'** Office of Student Protections is currently running the second cohort of the Civil Rights Summer Fellowship – a paid opportunity for 25 high school students to come together from across the district to learn active bystander skills as well as skills related to circle keeping and peace and conflict resolution so that they can intervene in instances of bias-based behaviors and be leaders in their school communities for the prevention of bias-based harm.

- The **City’s Office for the Inspector General (OIG)** hosted a mandatory vicarious trauma training offered by Resilience in December 2021 to support staff in their wellness journey and to provide them with skills for managing stress and trauma. This session was recorded to ensure that new members joining OIG can benefit from the material as well.
- The **City’s Crisis Assistance Response and Engagement (CARE) program** received training on domestic violence from The Network: Advocating Against Domestic Violence to help equip the team to adequately identify indicators and respond in a trauma-informed, survivor-centered manner.
- The Office for Violence Prevention and Behavioral Health (OVPBH) at the **Chicago Department of Public Health (CDPH)** secured training for OVPBH staff and delegate agencies on Trauma Informed Gender-based Violence. The training was conducted by the Chicago Children’s Advocacy Center and the Director of GBV Strategy and Policy in the **Mayor’s Office**.
- **City College’s** Project S.A.F.E. officially launched in February 2022. Under the umbrella of Project S.A.F.E., City Colleges has consolidated their prevention and response efforts around instances of gender-based violence (GBV) that affect campus communities across the City. They hosted several events aimed at increasing the competency of students, faculty, and staff around the dynamics of GBV, resources available within City Colleges, and strategies for responding to and supporting survivors in a trauma-informed manner. These events reached over 900 people in the spring semester, running from January to May 2022. The prevention events have included training on stalking for Stalking Awareness Month, a journalist from the Pulitzer Center sharing her research for International Women’s Day, and a gender-mapping workshop for Trans Day of Visibility.
- The Coordinated Community Response Team at **City Colleges** participated in the first of a series of core competency training led by City Colleges’ project partner, Life Span.
- The **Chicago Housing Authority (CHA)** utilized **CDPH’s** Trauma 101 training for its staff and contractors. The CHA also offered additional training on de-escalating and responding to trauma.
- **The Department of Cultural Affairs and Special Events (DCASE)** led trainings on gender-based violence for its Millennium Park Frontline Staff and its DCASE staff on June 2nd. DCASE also led training for its Chicago Cultural Center Frontline staff on May 26th.
- **OEMC** trained 41 9-1-1 dispatchers on domestic training in the past year.

Equip Investigators (e.g., Commission on Human Rights, Department of Human Resources, Business Affairs and Consumer Protection, etc.) with trauma-informed care training and knowledge to identify indicators of and to respond to GBV/HT allegations or incidents

- FUTURES Without Violence is developing training for City investigators to equip them with the tools and resources to identify indicators of gender-based violence and/or human trafficking while in the field. The training will also include practical response strategies that are trauma-informed, culturally appropriate, and survivor-centered.

Widely disseminate information on the Illinois Victim’s Economic Security and Safety Act (VESSA) for all City employees including information on resources in the community to support individuals in need of services

- The City made a Citywide Announcement to all City employees in October 2021 with information on the Illinois Victim’s Economic Security and Safety Act (VESSA) and the City policy. [New materials](#) were created explaining the policy and how to utilize it when in need of support and resources.

Ensure all City employees who are mandated reporters receive training regularly and as required by State law

- Mandated reporters within the City of Chicago continue to receive the required training per IL Department of Children and Family Services (IL DCFS).
- The **Chicago Housing Authority** requires mandated reporter training for all its staff.

Increase staffing capacity at Departments and Sister agencies to operationalize key strategies

- As part of the FY22 City Budget, the **DFSS** added two full-time employees (FTE) funded by Corporate budget and two Chicago Recovery Plan (CRP) FTEs to be supported by the American Rescue Plan. One of the CRP FTEs will be detailed to the Mayor’s Office to support the implementation of the strategic plan.
- The **Chicago Transit Authority’s (CTA)** 2022 Budget established a new department of Equity and Inclusion at CTA. A component of this unit will be a designated staff member or group to oversee various initiatives, including those related to gender-based violence. The department will be finalized later this year.
- The **Chicago Department of Aviation (CDA)** is in the process of hiring a training director that will oversee and implement GBV related training among other training needs.

Develop partnerships with philanthropic partners to hire and professionally develop dedicated fellows to support the work of the strategic plan

- The University of Chicago’s Office for Career Advancement has provided two part-time interns for the Spring Academic Quarter and three full-time interns for the Summer of 2022 to support the implementation of the GBV Strategic Plan within the **Mayor’s Office**. These internships are financially supported by the Jeff Metcalf Internship Program.

OBJECTIVE 2:

DEPARTMENTS ARE EQUIPPED AND SKILLED TO RESPOND TO GENDER-BASED VIOLENCE/HUMAN TRAFFICKING IN A TRAUMA-INFORMED AND RESPONSIBLE WAY

Create trauma-informed response protocols for all public-facing City departments

- The **Mayor’s Office for People with Disabilities (MOPD)** created a human trafficking response protocol and resource list for all staff.

Recently, a resident dropped off kittens to the City’s **Animal Care and Control (CACC)** that she had happily adopted a few days before. The CACC staff person observed how distressed the woman was and asked her if she wanted to talk privately. As a result of creating this space for the woman to talk, the woman was able to share that she was being threatened by her spouse. The CACC staff person was able to refer her to services to seek support for her and her children.

Develop workplace safety plans within all City departments and Sister agencies

- The **Mayor’s Office** is in the process of developing a toolkit for departments and sister agencies to assist them in developing workplace safety plans.

Survey all public-facing delegate agencies on baseline knowledge and level of training on GBV/HT

- The City’s **Gender-based Violence Interagency Working Group (Appendix A)** developed a survey for all delegate agencies to complete that assesses their capacity to address gender-based violence and/or human trafficking. The survey was disseminated in June 2022 and will inform efforts to increase coordination, address gaps in services and resources, and enhance training and capacity across the City’s ecosystem to support individuals, families, and communities.
- CDPH surveyed it’s Mental Health and Violence Prevention delegates to get a baseline understanding of how they serve survivors of gender-based violence and what training they receive. OVPBH used this information to develop a training for their violence prevention delegate agencies and will also use this information as the foundation for ongoing capacity building efforts.

Ongoing priorities for next phase of implementation:

Develop a dedicated training for 911 telecommunicators to equip them with the proper tools and knowledge when taking GBV-related calls.

Departments/agencies funding social services will conduct a needs assessment of their portfolios to better understand scope of GBV/HT work across City-funded services and needs of additional programming.

Review procurement policies to ensure contracted agencies follow all elements of gender-based violence prohibition within criminal and civil law.



PILLAR:

ENHANCE COORDINATION OF GBV AND HUMAN TRAFFICKING PREVENTION AND INTERVENTION EFFORTS AMONG CITY DEPARTMENTS AND WITH KEY STAKEHOLDERS

OVERALL GOAL:

BUILD TRUST AND RELATIONSHIPS BETWEEN CITY DEPARTMENTS AND COMMUNITY-BASED ORGANIZATIONS AND RESIDENTS; LEVERAGE RESOURCES AND EXPERTISE TO INFORM INNOVATIVE RESPONSES TO GBV/HT BETWEEN CITY GOVERNMENT AND COMMUNITY

OBJECTIVE 1:

INTER AND INTRA-DEPARTMENT/AGENCY COLLABORATION IS IMPROVED AND STRENGTHENED

Create a dedicated leadership structure within the Mayor's Office on gender-based violence to support coordination, oversee implementation of the strategic plan, and to support the work happening across the city related to GBV/HT through research, data and best practices

- The City's first Director of Gender-based Violence Strategy and Policy in the Mayor's Office was created in the FY22 Corporate City Budget.

Identify key points of contact within Departments to liaison with Mayor's Office and other departments/agencies to address GBV/HT

- All Departments have identified a key point of contact to liaison with the Mayor's Office and facilitate coordination and implementation of the strategic plan.

Conduct Inter and Intra-department training and shadowing to improve collaboration and cohesion across entities within city government thereby enhancing the response to GBV/HT

- **City Colleges'** Project S.A.F.E. held a panel on Sex Crimes and Criminal Justice in April 2022 for Sexual Assault Awareness Month. This brought together representative from other government agencies, the **CPD** and the Cook County State's Attorney's Office, as well as partnerships with community-based providers including Life Span and Swedish Hospital. The event engaged over 50 individuals.
- The **Mayor's Office** convened the **GBV Inter-agency Working Group** consisting of several City departments and Sister Agencies to help with the implementation of the Strategic Plan. This body meets quarterly and continues to share best practices, initiatives, successes, and challenges with colleagues to support the whole-of-government approach to addressing GBV/HT.

The **Mayor's Office** convened a Cross Agency Collaboration in February 2021 bringing together the **Chicago Police Department (CPD)**, the **Department of Family Support Services (DFSS)**, Cook County States' Attorney's Office (CCSAO), the **IL Department of Child & Family Services (DCFS)**, the Cook County Office of the Public Guardian (OPG), the Chicago Children's Advocacy Center (CCAC), and Chicago Public Schools (CPS). The purpose of this Collaborative group is to:

- Identity key challenges, missed opportunities, and weak coordination between agencies/partner
- Strengthen policies, trainings, and collaborative efforts to ensure victims of crime are met with swift action, protection, and trauma-informed intervention
- Create a collaborative environment
- Help all levels of the systems/agencies involved better understand human trafficking

To date, each agency at the table has provided a presentation to the group on their policies and practices related to addressing and investigating human trafficking, particularly of minors. Additionally, a point of contact at each agency has been identified and shared across agencies to help troubleshoot issues as they arise on a case-by-case basis. DCFS and CPD are working to revise a Memorandum of Understanding to help improve information sharing and collaboration on joint investigations.

Develop interagency agreements between key departments to foster collaboration and to articulate shared-goals related to addressing and/or preventing GBV/HT

- **DFSS** is currently working with the **DOH** on allocating a portion of HOME-ARP funding with GBV survivors as a priority population.

Collaborate across Chicago Transit Authority (CTA) departments to determine what could be incorporated into gender-based safe riding initiatives and work alongside the UN Safe Cities initiative led by the Office of the City Clerk

- The City has convened a **GBV Research Advisory Group** to support the implementation of the Strategic Plan. The **Research Advisory Group** has formed a smaller working group to support the City's efforts with the [UN Women Safe Cities and Safe Public Spaces Initiative](#). This group will be looking at CTA to better understand how riders experience safety and CTA is an active partner with this project.
- The **Mayor's Office** met with the **Chicago Department of Transportation (CDOT)** to discuss the initiative and will plan future data presentations based on the analysis and findings with other key stakeholders across City government and community to inform a set of recommendations for the City.

OBJECTIVE 2:

CITY DEPARTMENTS AND SISTER AGENCIES HAVE STRONG PARTNERSHIPS WITH COMMUNITY-BASED ORGANIZATIONS AND LEADERS IN THE GENDER-BASED VIOLENCE/HUMAN TRAFFICKING FIELD(S) TO BETTER CONNECT SURVIVORS AND/OR THOSE WHO CAUSE HARM WITH SERVICES AND SUPPORT

Increase understanding of City departments/sister agency work among community partners and key stakeholders, including residents

- The **CDPH** and **DOH** provided overview presentations on their work for the **GBV Advisory Group** in 2021.
- The City's Community Safety Coordination Center (CSCC) hosted **Trauma-Informed Mental Health Skill Building Trainings** in the spring of 2021 with 10 in-person cohorts across 15 communities in partnership with The Center for Healing and Justice through Sport (CHJS). The trainings were free and available to diverse stakeholders, including gender-based violence providers, in each community area and were geared towards professionals who are providing direct support in the community.

Educate GBV/HT community partners on all access points into the housing ecosystem and ensure understanding of resources available

- Through **DOH's** Citywide Technical Assistance Program, delegate agencies are contracted to provide expert training and technical assistance in a specialized housing topic and serve vulnerable communities. In early April, The Network: Advocating Against Domestic Violence provided a training on Housing Protections for Survivors, along with formulating a partnership with our other delegate agencies, YWCA, and Lawyers' Committee for Better Housing, to co-lead events and trainings over the summer. The Network also held meetings with the Domestic Violence and Human Trafficking Coordinated Entry System task force to advocate for consideration of vulnerability factors when assessing survivors for prioritization.

Widely disseminate information on GBV/HT related services within City government and across the city

- **DCASE** disseminated information on services available to survivors of gender-based violence including the domestic violence hotline, rape crisis hotline, and the National Human Trafficking Hotline, to all frontline staff.
- **CDPH's** Maternal, Infant, Child and Adolescent Health Bureau (MICAH) created an accompanying Welcome Baby booklet in partnership with a group of local pediatricians, ob-gyns and family medicine practitioners. The booklet provides accessible parenting knowledge, including literature on best practices for returning home with the baby, feeding, sleeping, crying and health and safety. Each chapter of the booklet provides space for parents to make notes or to write questions to ask on their next doctor's visit. The booklet includes a chapter on domestic violence (DV) which lists the IL Domestic Violence Hotline as well as the National Domestic Violence Hotline. It also includes space at the end of the DV chapter for questions on healthy relationships. To provide equitable access and fulfill the need of the diverse populations of birthing persons at partnering hospitals, the booklets were edited, translated, and printed in multiple languages including English, Spanish, Simplified Chinese, Polish, and Arabic. There is also a QR code available at the end of each chapter to scan for more resources located on the new website, as well as tips, peer-reviewed articles, and promotional videos to help direct and support parents with their newborns.
- The **Department of Assets and Information Services (AIS)** posted the IL Domestic Violence Hotline poster and the National Human Trafficking Notice in every City building.
- **Office of Emergency Management & Communications (OEMC)** updated and disseminated several Smart911 graphics and flyers to partners and City of Chicago Departments. **OEMC** also bought time on IHeart radio social media and conducted on-air interviews to disseminate information about the [Smart911 program](#).

Develop pathways for community-based organizations and survivors to provide input and expertise across City government

The **Mayor's Office** led a collaborative process to form the **GBV Strategic Plan Implementation Task Force (Appendix B)**. This included creating an application process in which organizations applied to participate and a team of reviewers scored each application based on an equitable rubric. The City prioritized geographic diversity as well as ensured that all forms of gender-based violence were represented on the Task Force. Also, the City included a liaison from the Mayor's Women's Advisory Council and the Mayor's LGBTQIA+ Advisory Council to participate on the Task Force.

Additionally, once formed, the members of the Task Force voted on a community co-lead based on organizations who indicated interest in partnering with the Mayor's Office to lead the Task Force. Olivia Farrell, Policy Director at The Network: Advocating Against Domestic Violence is co-leading the Task Force. All meeting agendas and discussion points are collaboratively developed in partnership with the Mayor's Office and The Network. The group meets monthly.

- The **Mayor's Office** has convened the **GBV Research Advisory Group** (Appendix C) to help with the implementation of the strategic plan. Specifically, the Research Advisory Group will advise on the program development and design to inform outcomes and evaluation; support data collection strategies, and provide expertise on best practices. A sub-group has formed to support the [UN Women Safe Cities and Safe Public Spaces initiative](#).
- Gender-based violence organizations were invited to participate in the City's **Community Safety Coordination Center (CSCC)** launch committee. The launch committee helps to identify lessons learned through their work in the violence reduction space within their respective communities and works together to guide City's efforts toward violence prevention and reduction
- The **CSCC** has formed and supported community tables in which several gender-based violence organizations are participating to further inform efforts and increase coordination to reduce violence in communities
- The **CSCC** hosted several Community Safety Town Halls to engage residents on issues happening in their community around public safety and to discuss strategies and solutions

- The **Chicago Park District** held public and employee town halls (5 in total) in March 2022 to gather input regarding the Office of Prevention and Accountability. In addition, they invited the public to provide input via their website. This feedback was used to finalize the Human Rights Chapter of the Chicago Park District Code and the creation of the Office of Prevention and Accountability

Create linkages between community partners and City government to better serve survivors (e.g. connecting GBV providers with substance-use providers)

- **DFSS** helped to connect a domestic violence organization to Parkway Gardens to help facilitate a training for their property management company after identifying a significant increase in reported domestic violence within the community.
- **City Colleges'** Project S.A.F.E continued to build out their victim services partnership with Life Span and have begun to refer survivors for legal services and advocacy.

Partner with Women Employed on a study to better understand how to foster and support employment pathways towards economic independence for domestic violence survivors

Women Employed published their report, [*Intersecting Barriers: Challenges to Economic Empowerment for Domestic Violence Survivors*](#) and the City participated in the launch discussion.

Ongoing priorities for next phase of implementation:

- Partner with Federal agencies and community-based organizations on best practices to identify and respond to gender-based violence and/or human trafficking on public transportation.
- Partner with Women Employed and DFSS to build capacity and collaboration between Early Childhood Education (ECE) providers and gender-based violence organizations.

³ <https://www.chicagoparkdistrict.com/about-us/news/chicago-park-district-introduces-code-amendments-create-office-prevention-and>

PILLAR:

IMPROVE LAW ENFORCEMENT RESPONSE TO GENDER-BASED VIOLENCE

OVERALL GOAL:

ENSURE CHICAGO POLICE DEPARTMENT'S (CPD) RESPONSE TO GENDER-BASED VIOLENCE IS ROOTED IN BEST PRACTICES, TRAUMA-INFORMED, AND SURVIVOR-CENTERED CARE. BRIDGE GAPS BETWEEN COMMUNITY AND CPD BY PARTNERING WITH COMMUNITY LEADERS AND RESIDENTS TO REFORM POLICIES, DEVELOP TRAININGS, AND INFORM COMMUNITY POLICING EFFORTS.

OBJECTIVE 1:

CHICAGO POLICE DEPARTMENT'S POLICIES AND PRACTICES ARE BEST-IN-CLASS AND ROOTED IN BEST PRACTICES AND TRAUMA-INFORMED CARE

Review, revise and improve training on domestic violence, sexual violence, stalking, human trafficking and trauma-informed care in partnership with community-based organizations and survivors

- Through a project funded by the Office for Violence Against Women within the US Department of Justice, **CPD** partnered with the National Police Institute (formerly the National Police Foundation) to develop a new 8-hour training on responding to domestic violence, sexual assault and stalking. This training was informed by focus groups with community-based organizations and survivors and will be implemented department wide in 2022.
- In partnership with the Director of GBV Strategy and Policy in the **Mayor's Office**, **CPD** has revised the training on human trafficking for all new recruits. This training will be implemented by Q1 2023.

Review, revise and strengthen policies, special orders, and directives related to domestic violence, sexual violence, stalking and human trafficking in partnership with community-based organizations and survivors

- Through a project funded by the Office for Violence Against Women of the US Department of Justice, **CPD** worked to review, revise and improve all policies, special orders, and directives related to domestic violence, sexual assault, stalking and human trafficking. These revisions were informed by meaningful engagement with community-based organizations and survivors. The expected final publication date for these policies is Q1 2023.
- **CPD** has developed a draft sexual misconduct policy which was largely informed by a subject-matter expert consultant as well as several engagements with community-based organizations.
- **CPD** is working on a policy on Officer-Involved Domestic Violence and will obtain input and expertise from community-based organizations.

Include specialized detectives within CPD to lead investigations of human trafficking related cases for both adults and minors

- **CPD** recently published a revised draft Special Order on Human Trafficking and received public comment from community partners and experts. The Special Order will be finalized in Q3 2022.

Improve language access and accessibility for deaf or hard of hearing victims and ensure CPD adheres to their language access plan when responding to non-English speaking victims and/or offenders

- CPD has partnered with LanguageLine Solutions to launch the InSight Application on Department-issued cell phones that officers use in the field. These phones allow officers to connect to a live, qualified interpreters that can assist in communication between officers and non-English speaking individuals or individuals who are deaf or hard of hearing. The application is available in all 25 police districts, the Bureau of Detectives, and other specialized units that have regular contact with the public.

Review and revise practices on victim interviews and completing case reports for GBV/HT incidents utilizing best practices as developed by the International Association of Chiefs of Police

- CPD revised its Crime Victim and Witness Assistance policy in 2021 to provide stronger language on ensuring victim and witness interviews are aligned with best practices. Additional updates will be made as needed and with input from the community.

Develop meaningful pathways for community and survivors to provide input on policies and practices that is intentional, welcomed and utilized

- The comprehensive review of CPD’s policies related to gender-based violence has included several engagements with community-based organizations, advocates, and survivors to ensure expertise and lived experience was utilized in the drafting of the policy revisions.

Develop standard operating procedures that build in additional responsibilities for crime victim advocates, including involvement and decision-making power in constructing the initial response, subsequent implementation, and ongoing training and advocacy

- CPD is developing standard operating procedures for its Domestic Violence Advocates and Crime Victim Advocates which will ensure their roles assist the victim in the best way possible, including being trauma-informed and ensures ongoing support. These SOP’s will also detail how the CPD Advocates will work with community-based organizations and advocates for more long-term care and support for victims.

Police board ensures that a victim’s advocate is allowed to accompany the victim in interviews and hearings

- The **Police Board** has amended policies and practices to ensure that victim advocates and/or support person(s) are allowed to accompany victims to interviews and hearings.

Strengthen partnerships between Chicago Police Department and community-based advocates to ensure survivors are met with immediate, trauma-informed services to meet their needs throughout and regardless of the outcome of the investigation of their victimization

- CPD continues to be an active participant in the Domestic Violence Multi-Disciplinary Team (DV-MDT), the Sexual Assault Multi-Disciplinary Team (SA-MDT) and the Cook County Human Trafficking Task Force.

Improve information sharing policies and practices across government and partner agencies to ensure victims remain protected and met with trauma-informed services and support

- **The Cross Agency Collaboration Working Group** continues to meet to improve information sharing practices across government and community-based organizations. The group has also formed a small subcommittee that is looking at State legislation to better improve an agency’s ability to share information during an investigation. To date, the Chicago Children’s Advocacy Center (CCAC) has provided an in-depth review of other jurisdictions policies and practices related to information sharing.

OBJECTIVE 2:

CPD'S WORKFORCE REFLECTS THE DEMOGRAPHY OF CHICAGO AND IS UTILIZED EFFICIENTLY AND EFFECTIVELY TO ENSURE PUBLIC SAFETY AND ADEQUATE RESPONSE (AS OUTLINED IN OBJECTIVE 1)

Recruit and retain female-identified officers

- **CPD** has launched a Recruitment and Retention Unit which is focused on recruiting new officers, including women. The team regularly attends female-focused events such as the Black Women's Expo to engage women and encourage them to apply to join CPD.

Ongoing priorities for next phase of implementation:

- Review and revise processes to ensure that detectives are able to dedicate their time to investigating cases related to GBV/HT.
- Implement the 8-hour curriculum on responding to gender-based violence.
- Implement the new training on human trafficking for new recruits.
- Seek public input and expertise from community-based organizations on all revised policies related to gender-based violence.
- Finalize the Special Order on Human Trafficking.
- Recruit and retain female-identified officers.
- Adopt gender responsive training, policies and procedures.

PILLAR:

CREATE ALTERNATE RESPONSES TO GBV/HT OUTSIDE OF THE CRIMINAL JUSTICE SYSTEMS

OVERALL GOAL:

INCREASE TRAUMA-INFORMED, CULTURALLY APPROPRIATE SERVICES OUTSIDE OF THE CRIMINAL JUSTICE SYSTEM FOR SURVIVORS BY PRIORITIZING BLACK AND INDIGENOUS COMMUNITIES/POPULATIONS AS WELL AS LGBTQIA+ AND PEOPLE WITH DISABILITIES WHO ARE DISPROPORTIONATELY IMPACTED BY GBV/HT

OBJECTIVE 1:

CITY OF CHICAGO AND COMMUNITY PARTNERS UNDERSTAND THE NEEDS OF SURVIVORS AND MAP THOSE NEEDS TO CURRENT SERVICES AND SUPPORTS TO HELP IDENTIFY GAPS AND BARRIERS TO ACCESS

Conduct a needs assessment to better understand successes and barriers within GBV-related programs currently funded by the City of Chicago

- The **GBV Inter-Agency Working Group** developed and disseminated a delegate agency survey that seeks to understand the capacity to address GBV across the city's social service safety net. This survey includes targeted questions for GBV programs to help identify successes and barriers.

Survey survivors to understand their experience in navigating the system (e.g. housing, law enforcement, mental health) and to help improve service provision and accessibility

- **DFSS** continues to collect data provided by domestic violence delegate agencies [that evaluate the services](#) that survivors receive. The City will continue to use this data and develop additional strategies to receive survivor feedback on navigating systems.

OBJECTIVE 2:

SURVIVORS HAVE ACCESS TO A VARIETY OF TRAUMA-INFORMED, CULTURALLY APPROPRIATE SERVICES THAT ENSURE THAT INDIVIDUALS AND FAMILIES CAN CONNECT TO A STRONG SAFETY NET THAT PROMOTES ECONOMIC STABILITY, SAFETY, AND WELL-BEING

Review and reform RFP processes utilizing a GBV/HT lens for social services, as appropriate, in partnership with community-based organizations

- The **GBV Implementation Task Force** continues to provide input and feedback on the City's procurement processes for programs and services.
- **DFSS** and the **DOH** engaged community partners, including the GBV community, and those with lived experience to inform the allocation plan for the HOME Investment Partnership Program (\$71.2 million) funded by the US Department of Housing and Urban Development (HUD).

Develop new program models driven by best-practice research and data

- **CDPH**, in partnership with Metropolitan Family Services and Heartland Alliance, launched a pilot program for services for people who cause harm. This pilot will be evaluated by Heartland Alli-

- In response to the overturning of Roe vs. Wade, Mayor Lightfoot invested \$500,000 through CDPH to support access to abortion services and reproductive healthcare for all patients in need of care.

Through the Chicago Recovery Plan, Mayor Lightfoot invested **\$25 million in new investments** --- the largest investment for GBV services in the City’s history --- to support survivors of gender-based violence and human trafficking. This funding will be administered by the Department of Family and Support Services (DFSS) and will be allocated across several service needs:

- Rapid Re-Housing
- Emergency Financial Assistance
- Legal Services
- Services for young people impacted by GBV/HT
- Prevention Education

Explore low-threshold services such as drop-in centers for individuals engaged in sex work or survivors of domestic violence who are not yet ready to leave

- The youth services RFP will include a focus area for drop-in services for young people impacted by GBV/HT.

Prioritize a one-stop-shop model to provide comprehensive services and seamless connections to service providers and city services for both adult and minor survivors of gender-based violence and human trafficking

- The Chicago Children’s Advocacy Center (CCAC) is committed to mitigating and preventing inter-generational trauma for adult survivors of domestic violence and sexual assault (DV/SA) by creating a first of its kind co-located resource center in Chicago, to be housed in a new facility on CCAC’s campus in the Illinois Medical District. The center will be named CAN HOPE. The **Mayor’s Office, DFSS** and **CDPH** will be participating in the Steering Committee (set to launch Spring 2023) to help shape CAN HOPE.

Support the mental health needs of survivors of gender-based violence and/or human trafficking and the young people in the survivor’s life impacted by the violence

- The funding for services for young people impacted by GBV/HT through the Chicago Recovery Plan seeks to support the mental health needs of survivors.
- **City Colleges’** Be Well Chicago has a staff of four licensed clinical professional counselors/licensed social workers to address mental, emotional, social, or behavioral issues associated with gender-based violence victimization.

OBJECTIVE 3:

INDIVIDUALS WHO CAUSE HARM ARE HELD ACCOUNTABLE THROUGH COMMUNITY-BASED INTERVENTIONS THAT SEEK TO CHANGE BEHAVIORS, DECREASE VIOLENCE AND UPHOLD ACCOUNTABILITY

Collaborate with street outreach teams focused on gun-violence to raise awareness about domestic violence and available services

- The YWCA provided training on domestic violence for all victim service providers and some street outreach providers funded by **CDPH** in December 2020 and January 2021.

Evaluate CDPH’s pilot for services for people who cause harm

- **CDPH**, in partnership with Metropolitan Family Services and Heartland Alliance, launched a pilot program for services for people who cause harm. This pilot will be evaluated by Heartland Alliance thanks to funding from the Michael Reese Health Trust and Polk Brothers Foundation.

OBJECTIVE 4:

YOUTH ARE CENTERED IN THE DESIGN AND IMPLEMENTATION OF SERVICES FOR SURVIVORS AND FAMILIES

Expand existing and implement new opportunities for youth-designed programs/campaigns and youth-led advocacy related to GBV/HT

- **CPS** has revamped the 7-12th grade level annual Protecting Chicago’s Children student facing training to produce a training that was co-created by and starred students.
- **CPS** successfully implemented their Civil Rights Scholars Program where 25 high schools from across the district have come together to do seminar, experimental, and project-based learning around identity-based harm.

Develop trauma-informed, age-appropriate and culturally specific services for young people who have witnessed and/or experienced inter-personal violence

- The services for young people funding opportunity within the \$25 million investment seeks to provide wrap-around services to young people impacted by gender-based violence and/or human trafficking.
- Habilitative Systems Inc, a delegate agency of the Office for Violence Prevention and Behavioral Health at **CDPH** partnered with Depriest elementary school to bring awareness on bullying and gender-based violence to fourth and fifth grade girls.

Ongoing priorities for next phase of implementation:

- Conduct a Racial Equity Impact Assessment of all domestic violence programs funded by the City.
- Convene local and national leaders on restorative justice practices related to intimate-partner violence to design a roadmap for Chicago to implement into the fabric of services and supports.
- Learn from the City’s alternate response to behavioral health crisis’ and explore a non-police crisis response to gender-based violence related incidents.
- Disseminate the \$25 million in new investments to community partners to expand the safety net for survivors and their families.



PILLAR:

LEAD EFFORTS TO COLLECT, ANALYZE AND USE DATA AND RESEARCH TO ENHANCE GBV AND HUMAN TRAFFICKING PREVENTION AND INTERVENTION EFFORTS

OVERALL GOAL:

DEVELOP THE NECESSARY INFRASTRUCTURE TO COLLECT MEANINGFUL DATA ON HOW THE CITY IS ADDRESSING GENDER-BASED VIOLENCE/HUMAN TRAFFICKING, INCLUDING HOW POLY-VICTIMIZATION OCCURS AMONG SURVIVORS; UTILIZE RESEARCH AND CURRENT DATA TO INFORM POLICIES, PROGRAMS, AND INVESTMENTS

OBJECTIVE 1:

THE CITY OF CHICAGO AND PARTNERS UNDERSTAND—AND MAKE PROGRESS IN ADDRESSING— THE SCOPE AND PREVALENCE OF GENDER-BASED VIOLENCE AND HUMAN TRAFFICKING

Identify and review current data sets within City departments/sister agencies that include GBV/HT data points

- **CDPH** Mental Health clinics screen their clients for interpersonal safety as part of the client assessments conducted every 6 months.
- Family Connects, a nursing home-based visiting program within **CDPH** for new parents and babies, includes administration of the Conflict Tactics screening tool, which evaluates violence within intimate relationships. Data are maintained in the Family Connects data system.
- Clients of the **CDPH** WIC (Special Supplemental Nutrition Program for Women, Infant and Children) clinics are screened for home safety and interpersonal violence.
- **CDPH** funds two Federally Qualified Health Centers to provide health care at homeless shelters, as part of our housing/homelessness initiatives. Their client assessment includes screening and referrals for interpersonal violence, as needed.

Organize data in a meaningful and streamlined way, including visualizations that are publicly available and discussed regularly with key stakeholders

- **CPD** is building out a public dashboard on criminal sexual assaults that has been informed by community-based organizations input.

Track aggregated data on City’s use of IL Victims’ Economic Security and Safety Act (VESSA) policy to better understand lived experiences of City employees and to inform future City of Chicago Human Resource policies

- **DHR** captures information regarding employee use of VESSA related leave and this data is informing the mandatory suite of training that is being developed for all City employees as well as informing the development of Workplace Safety Plans.

Develop data collection plans for all Departments with public-facing services and/or delegate agencies to better track and understand GBV/HT, including poly-victimization¹ experienced by survivors

- **DFSS** now screens for experiences of human trafficking during the Point in Time Count.

¹ Polyvictimization refers to having experienced multiple victimizations such as sexual abuse, physical abuse, bullying, and exposure to family violence. The definition emphasizes experiencing different kinds of victimization, rather than multiple episodes of the same kind of victimization.

Utilize the Healthy Chicago Survey as a data collection tool to understand experiences of residents regarding safety, gender-based violence, and human trafficking

- **CDPH** included questions about domestic violence in its 2021 HCS COVID-19 Social Impact Survey (2021 HCS COVID SIS). These questions will be included in future Healthy Chicago Surveys as well.

OBJECTIVE 2:

CITY OF CHICAGO HAS A TRANSPARENT MAPPING/LANDSCAPE ANALYSIS OF CITY SERVICES, SUPPORTS AND PROGRAMS RELATED TO GENDER-BASED VIOLENCE/HUMAN TRAFFICKING

Issue regular progress reports that transparently depict current state and on-going progress towards this strategic plan

- The City has committed to releasing two progress reports per year, with this report being the first since the publication of the Citywide Strategic Plan in September 2021.

Develop annual reporting tools for Departments and Sister agencies to utilize to depict ways in which City of Chicago is addressing gender-based violence and/or human trafficking

- Departments and sister agencies submit quarterly reports to the **Mayor’s Office** to document progress, successes, and challenges related to their implementation of the Strategic Plan.

Develop a resource directory that is easily accessible for survivors to utilize to navigate systems

- **CPDH** developed One Chi Family (formerly Healthy Chicago Babies) to increase access to resources and information for Chicago families.
- Through the Chicago Recovery Plan (\$5 million) and in partnership with philanthropy (\$1.5 million) and the County (\$2.85 million), the City of Chicago is building out a 211 system. Through the launch of a comprehensive health and human services helpline, 211, residents will be able to call, text, or web chat with live agents and get information/referrals for any health or human service they may need. This takes the burden off residents for navigating a complex system of social services in Chicago. A diverse group of stakeholders including government representatives, service providers, community-based organizations, and utilities sector representatives has been working since late summer 2021 to stand-up the 211 system. United Way has been selected as the operating entity for 211.

Ongoing priorities for next phase of implementation:

- Build capacity and proficiency among delegate agencies to better screen for and collect data on gender-based violence and/or human trafficking.
- Partner with a research organization to conduct a prevalence study on human trafficking.
- Survey residents, community-based organizations and City Departments/agencies to gauge how the City is doing in addressing gender-based violence and human trafficking. Utilize results to improve implementation of this plan and development of future strategies.
- Develop a strong 211 system to support the needs of residents.

PILLAR:

SHIFT CULTURAL NORMS ON WHAT CONSTITUTES GBV/HT AND ITS ACCEPTABILITY

OVERALL GOAL:

Increase awareness on the pervasiveness of gender-based violence and human trafficking; increase collective accountability across communities and dispel the myth of GBV being a “personal issue” that is both dangerous, dismissive, and inaccurate.

OBJECTIVE 1:

THE CITY OF CHICAGO ACKNOWLEDGES THE HISTORICAL AND SYSTEMIC CAUSES FOUND IN THE INTERSECTIONALITY OF RACISM AND GENDER INEQUITY

Ensure conversations, training, policies, and practices are inclusive of people with disabilities, people of color, indigenous populations, LGBTQIA+ individuals, and immigrant populations.

- The \$25 million in new investments as part of the Chicago Recovery Plan intentionally prioritizes focus populations including survivors of color, LGBTQIA+ individuals, indigenous populations, people with disabilities, and immigrants.
- In February 2022, Mayor Lightfoot hosted a press conference raising awareness of domestic violence and the resources available to support survivors, regardless of their background, race/ethnicity, age, gender identity, or sexual orientation.



OBJECTIVE 2:

PREVENTION EDUCATION IS PRIORITIZED AND INSTITUTIONALIZED IN SETTINGS WHERE YOUNG PEOPLE AND/OR CAREGIVERS ARE PREDOMINATELY SERVED OR SEEKING SERVICES. EDUCATION MUST NOT BE A ONE-SIZE FITS ALL APPROACH, SHOULD BE CULTURALLY APPROPRIATE, AND RESPONSIVE TO THE NEEDS OF PEOPLE WITH DISABILITIES.

Prioritize, invest in and support sexual education as it is a critical prevention tool and ensure that all CPS students receive the required sex education each year

- **CPS** began a Prevention Pilot in partnership with the YWCA, allowing four schools to receive comprehensive education around interpersonal violence.
- **CPS** is preparing to roll out districtwide staff and student training and prevention programming focusing on bystander-intervention for all forms of bias-based behaviors with the aim of implementation by the end of SY23.

OBJECTIVE 3:

GENDER-BASED VIOLENCE AND HUMAN TRAFFICKING ARE WIDELY DISCUSSED AND UNDERSTOOD, DISMANTLING THE STIGMA AND MYTHS RELATED TO THESE FORMS OF PERVASIVE VIOLENCE.

Increase awareness about gender-based violence and human trafficking in vulnerable communities using a multigenerational approach¹

- **City Colleges** launched a comprehensive prevention education program through Project S.A.F.E. that included providing education to students, faculty, and staff on domestic and dating violence, sexual assault, and stalking.

Create multi-lingual public messaging campaign tailored to specific demographic groups (adult men, adult women, teens, LGBTQ+ community, immigrant communities)²

- A sub-group has formed within the GBV Implementation Task Force to help the City design a campaign on domestic violence that seeks to reach individuals not reaching out for help.

City Clerk in partnership with the Mayor's Office will launch a *UN Women Safe Cities* initiative to create safer streets for female-identified residents

- In April, 2022, **Mayor Lightfoot and Clerk Anna Valencia** announced the partnership with UN Women to participate in their Safe Cities and Safe Public Spaces Initiative. This work is being conducted in partnership with the **Mayor's Gender-based Violence Research Advisory Group**.

Increase signage on domestic violence, sexual assault, sexual harassment, and/or human trafficking across all City buildings, including the airports

- The **Department of Aviation** has ensured that every bathroom at Midway and O'Hare airports has the Human Trafficking Notice posted and there are now permanent digital billboards on human trafficking at O'Hare International Airport.
- In early 2020 **CTA** placed posters regarding human trafficking from the Illinois Dept. of Human Services in the following stations on CTA: Lake, Jefferson Park, Clinton-Blue, Clark/Lake, Midway, O'Hare, 95th Street station.
- The **Department of Finance (DOF)** has displayed the IL Domestic Violence Hotline and the Human Trafficking Notice throughout all of its payment centers.

⁵ Recommendation within the Mayor's Our City, *Our Safety: A Comprehensive Plan to Reduce Violence in Chicago*

⁶ Recommendation within the Mayor's Our City, *Our Safety: A Comprehensive Plan to Reduce Violence in Chicago*

- **DFSS** assembled and distributed electronic promotional materials for GBV hotlines including domestic violence, human trafficking and sexual assault to all DFSS Community Service and Senior Centers.
- **The City's Asset and Information Services Department** helped to post domestic violence posters as well as the Human Trafficking Notice in every City facility.

Support peer-to-peer models that allow survivors to disseminate information, facilitate conversations, and support community needs

The City's **Department of Business Affairs and Consumer Protection (BACP)** funded, in partnership with the Chicago Foundation for Women, an outreach and education pilot to reach domestic workers and other vulnerable workers to inform them of their rights. This project was led by Arise Chicago and reached over 170,000 workers. Arise Chicago trained a total of 11 contract specialists who were responsible for conducting training and outreach to domestic workers about their new right to a written contract and other rights afforded to them under State and City laws. The contract specialists reached 75 domestic workers. This funding helped Arise Chicago help to increase wages by nearly \$1.3 million for workers.



Ongoing priorities for next phase of implementation:

- Widely implement teen dating violence programming, based on best practices, in schools and non-school settings.³
- Conduct landscape scan to identify gaps and opportunities in school-based and non-school based prevention education.
- Engage a third-party trained facilitator to lead a series of conversations with the City of Chicago and key community stakeholders on racial equity in the gender-based violence field/movement.
- Incorporate historical context of gender-based violence into prevention education curriculum development.

⁸ Recommendation within the Mayor's Our City, Our Safety: A Comprehensive Plan to Reduce Violence in Chicago

PILLAR:

ANALYZE AND REFORM POLICIES THAT PERPETUATES AND/OR CREATE OPPORTUNITIES FOR GBV AND HUMAN TRAFFICKING

OVERALL GOAL:

TO SUPPORT GBV SURVIVORS, THE CITY MUST IDENTIFY AND REMEDY BARRIERS AND SPECIFIC POLICIES THAT PERPETUATE GBV/HT OR CREATE OPPORTUNITIES FOR PEOPLE TO CAUSE HARM, EXPLOIT, AND ABUSE INDIVIDUALS.

OBJECTIVE 1:

POLICIES THAT CREATE BARRIERS FOR SURVIVORS AND THEIR FAMILIES TO HEAL AND SEEK SAFETY ARE IDENTIFIED AND REVISED

Finalize COPA’s ordinance changes as anticipated by the Consent Decree to ensure jurisdiction over all sexual misconduct investigations

- In February 2022, City Council approved amendments to the Municipal Code Sections 2-78-100 and 2-78-120 by defining sexual misconduct and modifying powers and duties of the Chief Administrator of the Civilian Office of Police Accountability.

Review and revise City of Chicago Human Resources policies to ensure safety and protection of City Employees is considered and upheld and offenders are held accountable

- The City of Chicago is working with FUTURES without Violence to review all human resources policies to ensure they are rooted in best practices that are trauma informed.

Build a housing ecosystem under the premise of “no wrong door” for individuals experiencing violence and/or exploitation and ensure options exist for those who may not be imminently fleeing violence but remain unstably housed and at-risk of re-victimization

- Through DFSS’ new Rapid Re-Housing investments to support survivors of gender-based violence and human trafficking, the City is seeking to learn alternate pathways into housing and to better understand how to improve the Coordinated Entry System (CES) for survivors.



OBJECTIVE 1:

CHICAGO HAS THE STRONGEST WORKER PROTECTIONS AND WORKERS UNDERSTAND THEIR RIGHTS AND ARE EMPOWERED TO CONTINUOUSLY ADVOCATE FOR SAFE AND JUST WORKPLACES

Enhance worker protections for low-wage workers

- The **Mayor's Office**, along with World Business Chicago and The Chicago Cook Workforce Partnership were accepted into the inaugural cohort of **Results for America's Good Jobs and Equity Project**, which focuses on leveraging evidence-based practices and policies to create high-quality jobs by delivering timely subject-matter expertise, hands-on learning, personal coaching, and ready-made templates that are all designed to equip leaders with the tools, knowledge and skills to advance equitable outcomes for all.
- Mayor Lightfoot and the **CCHR** passed an ordinance that improves Chicago's anti-sexual harassment laws by increasing training requirements for employers, requiring a written policy and a posting of a written notice, expanding the statute of limitations from 300 days to 365 and increasing penalties.

Implement wage theft, domestic worker and other protections included within the Chi Biz Strong Initiative

- In 2021, **Office of Labor Standards (OLS)** opened 122 investigations resulting in over \$236,000 in fines and over \$1 million in restitution that went to workers.
- The **Mayor's Office** and **OLS** continued to lead the Protecting Workers Working Group, a roundtable of advocates, workers rights' centers, and agencies from all levels of government, to help inform the implementation of the labor protections included in the Chi Biz Strong Initiative.

Develop living wage standards in Chicago and continuously work to improve the economic stability of Chicagoans

- In June 2022, **the Mayor's Women's Advisory Council**, in partnership with World Business Chicago, Women Employed, and Civic Consulting Alliance, published a report Creating a More Equitable Recovery: Addressing the Economic Barriers COVID-19 Exacerbated for Women in Chicago. This report demonstrated that women, particularly women of color do not earn enough to afford to meet their basic needs in Chicago. The report includes recommendations on key strategies and policy levers available to employers and policy makers alike.

Increase Know Your Rights education and information regarding workplace rights, worker safety, and labor laws and ensure workers are able to safely report without retaliation and do not lose critical income in the process

- Between August 2021 and June 2022, the OLS presented in five webinars reaching 421 attendees, attended 15 outreach events, and had 13 media interviews. These engagements discussed the enforcement authority of OLS and the new worker protections in the Municipal Code of Chicago because of the Chi Biz Strong Initiative.
- In May, 2022 Mayor Lightfoot announced the Justice for All Pledge, signaling that the City will continue to be a safe haven for all who are unjustly denied the resources and opportunities they deserve; to fight for the rights of all people; and to ensure that no person will be attacked, assaulted, bullied, or discriminated against because of who they are, the choices they make regarding their bodily autonomy, or who they love.



JUSTICE FOR ALL PLEDGE

Justice and freedom are core tenets of our American democracy, and as public and private institutions we have a responsibility to protect and advance justice and freedom in partnership with the communities we serve. We pledge to protect and create fair access to opportunities and resources that enhance and facilitate everyone's ability to thrive. This means we must create and maintain in Chicago a safe haven for all who are unjustly denied the rights, privileges, immunities, resources and opportunities they deserve as human beings and residents of our city and country.

1. Fight for the rights of all people regardless of race, color, sex, gender identity, age, religion, disability, national origin, ancestry, or sexual orientation. We will fight to ensure that no person will be attacked, assaulted, bullied, or discriminated against because of who they are, the choices they make regarding their bodily autonomy, or who they love;
2. Protect and increase access for all safe reproductive, obstetric, and gynecological healthcare regardless of the patient's age, sex, gender identity, race, disability, sexual orientation, socioeconomic status, place of residence, or immigration status in order to support the choices of all people to have or not bear children on their terms;
3. Build capacity for anti-racist leadership, reckon with the impacts of racism and protect and advance justice in partnership with the communities that we serve;
4. Create safe environments to support and directly address the racial and health disparities experienced by people of color, specifically the rates of maternal and infant mortality experienced by Black women in Chicago; and
5. Support and affirm a search for the truth and free expression that does not propagate hate or erase anyone from our history and our present-day fight for justice.

Ongoing priorities for next phase of implementation:

- Scale the outreach and education pilot for domestic workers at **OLS**
- Review and revise debt relief programs to accommodate unique needs of survivors of gender-based violence and/or human trafficking.
- Publish the Tipped Wage Study to help analyze and determine fair living wages or workers who are currently receiving subminimum wage for tipped work.
- Work with State and County partners to review and improve The Chicago Prostitution and Trafficking Intervention Court, ensuring clear processes for agency partners to engage in offering services, including free legal services

APPENDIX A

INTERAGENCY WORKING GROUP

Purpose of Inter-Agency Working Group:

- Review Departmental Goals to refine, establish coordination and collaboration, and leverage resources effectively
- Identify strategic programming and policies that foster a whole-of-government approach
- Review draft recommendations for the Citywide Strategic Plan (to be published in September)
- Review data to inform departmental strategies, programs, services, and funding
- Implement the City's first-ever strategic plan to address gender-based violence

Participants:

1. Mayor's Office (LEAD)
2. Department of Family Support Services
3. Chicago Department of Public Health
4. Mayor's Office for People with Disabilities
5. Department of Housing
6. Chicago Public Libraries
7. Chicago Parks District
8. Chicago Police Department
9. Civilian Oversight and Police Accountability
10. Department of Procurement Services
11. Department of Human Resources
12. Chicago Commission on Human Relations
13. Chicago Fire Department
14. Chicago City Colleges
15. Chicago Public Schools
16. Business Affairs and Consumer Protection (BACP)

APPENDIX B

GBV STRATEGIC PLAN IMPLEMENTATION TASK FORCE

Purpose:

- ✓ Provide subject-matter expertise and advise the City on ways to implement specific strategies outlined in the plan
- ✓ Assist the City in prioritizing key strategies
- ✓ Ensure the strategic plan is implemented in the dedicated two-year period

Participants:

Community-based organizations:

- The Network: Advocating Against Domestic Violence (Community Co-lead)
- Resilience
- Youth Guidance, Working on Womanhood
- Wings
- The Dreamcatcher Foundation
- Healing to Action
- American Indian Health Service of Chicago, Inc.
- National Immigrant Justice Center
- Apna Ghar
- Center on Halsted
- Michael Reese Health Trust
- Chicago Foundation for Women
- The Salvation Army STOP IT Program
- Emmaus
- Legal Aid Chicago
- Healing to Action
- Mujeres Latinas en Acción
- LGBTQIA+ Advisory Council Liaison

City departments:

- Department of Family & Support Services (DFSS)
- Chicago Department of Public Health (CDPH)
- Other departments join on an ad hoc basis

APPENDIX C

GBV RESEARCH ADVISORY GROUP

Purpose:

1. Advise on program development and design to inform outcomes and evaluation
2. Support data collection strategies
3. Provide expertise on best practices

Participants:

- Sarah Welch, Director of Research Evaluation, Buehler Center for Health Policy and Economics, Feinberg School of Medicine, Northwestern University
- Callie Kaplan, Director of Research, Social IMPACT Research Center at Heartland Alliance
- Abha Rai, Ph.D., Assistant Professor, School of Social Work; Associate Director, Center for Immigrant and Refugee Accompaniment, School of Social Work; Faculty Fellow, Center for Urban Research and Learning, Loyola University Chicago
- Gwendolyn Purifoye, Ph.D., Associate Professor, Department of Sociology, North Park University
- Amanda Ward, Ph.D., Research Assistant Professor, Center for Criminal Justice Research, Policy and Practice, Center for Urban Research and Learning, Loyola University Chicago
- Maribeth Rezey, Ph.D., Assistant Professor, Department of Criminal Justice and Criminology, Loyola University Chicago
- Kathryn Bocanegra, Assistant Professor, Jane Addams College of Social Work, University of Illinois Chicago
- Christine George, Associate Director for Research and Associate Research Professor, Center for Urban Research and Learning (CURL), Loyola University Chicago
- Megan Alderden, Associate Professor and Chair, Criminology Department, DePaul University



