



Citywide Strategic Plan to address
GENDER-BASED VIOLENCE
and **HUMAN TRAFFICKING**



Dear Fellow Chicagoans,



When thinking about my favorite moments as your Mayor, I think about the countless days I've spent in our communities—experiencing all the vibrant culture, food, and music that this great city has to offer. These unique aspects are what set our city apart from anyplace else on the planet. And they are the result of our residents contributing their talents, passions, and hard work to better our city from

the inside out. Their success and safety are key to our ability to fully recover from this crisis. And it's for that reason and more that I have worked hard to create a post-pandemic Chicago that works for everyone—particularly communities of color and other underrepresented groups that have been disproportionately impacted by this crisis.

Not all my days in our neighborhoods have been as easy as the aforementioned. In speaking to residents, I have also sat in grief, observed the pain on faces, and wiped away tears. I have held mothers who just lost their child; I have sat with community leaders who grapple with the systemic causes of violence alongside me and my team. I have prayed, I have sat in silence, and I have listened. Though their stories and concerns differ, one thing has remained constant: COVID-19 has laid bare many of the crises our communities have faced long before March 2020. And two of the most prevalent are gender-based violence and human trafficking.

It is not lost on me that women, and more specifically, Black women and women of color, have borne the brunt of crisis after crisis across the span of our country and our city's history. Not only are the points at which racism and gender inequity collide extremely dangerous and harmful to the overall well-being and safety of our residents and their communities, but their outcomes are incredibly grave. More often than not, acts of gender-based violence are both spurred and deepened by existing systemic issues including disinvestment, poverty, a chronic lack of social services, ineffective policing, and more.

It's also important for me to directly address and recognize the survivor community. So many people who experience harm through gender-based violence face the added challenge of being judged, deemed "unworthy," and not believed because they do not fit the "profile" of a victim: white, female, and heterosexual. That narrative is real and important. But it leaves out people who look like me and don't identify as straight. These indignities and wrongful judgements cannot and should not happen within any City service or system. I am committed to changing the course of our city to make it safer for everyone.

I have a long history in public safety, and I will be the first to admit that in many ways, the use of policing as the only solution to addressing violence—especially gender-based violence and human trafficking—does not work. We need to do more. That's why I stood up the City's first Gender-based Violence Advisory Council to guide me and my team as we designed a support ecosystem that works for survivors and fosters accountability, healing, and safety. That important work has resulted in this plan—the first of its kind for the City of Chicago—which will address gender-based violence and human trafficking holistically.

We can no longer operate as if these issues take place in a vacuum nor perpetuate the harmful myth that they are family or personal matters. Violence begets violence and all too often, violence begins at home. It also penetrates spaces that should be safe such as our schools, churches, synagogues, extra-curricular activities, and relationships.

Solving an issue this complex and far-reaching requires an all-hands-on-deck approach. That's why the solutions-driven strategies outlined within this plan have been built alongside those who have experienced gender-based violence and human trafficking, those who serve communities and work to build trust in marginalized and historically oppressed communities, and City officials. And while this work provides intentional spaces for collaboration and coordination, it doesn't stop here. In fact, it's just beginning.

Today and every day moving forward, it is vital that we all recognize the strength, resilience, and beauty that our communities hold and use it as inspiration to fight that much harder to fully support them. It is my hope and expectation that this work will not only continue to illuminate our path toward a better, safer, and more equitable Chicago, but bring us closer together in our shared mission of protecting the wellbeing of each one of the residents who call our great city home.

In partnership
Mayor Lori E. Lightfoot,



EXECUTIVE SUMMARY:

The City of Chicago is building its first 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. This strategic plan will take place over the next two years.

Gender-based violence is bias-based harm against another person’s gender-identity. It is rampant in our society and Chicago is no stranger to the epidemic that is primarily violence against women and exploitation. With one in three women experiencing physical violence and one in six experiencing sexual violence in their lifetime – the numbers much graver for women of color, individuals within the LGBTQIA+ community, and indigenous populations -- the City commits to addressing these issues head on. Through enhanced coordination and increased collaboration with key community partners, survivors and other City officials, the City of Chicago will be increasing efforts to ensure we continue to build a culture of safe, inclusive, and supportive communities.

The goals of this plan are:

1. Build the muscle within City government to understand and address gender-based violence
2. Design a Citywide ecosystem that adequately prevents, responds, and intervenes to address gender-based violence in trauma-informed and culturally-specific ways
3. Invest in critical services to stabilize survivors and increase safety



This plan will help to:

- Reduce harm and violence in homes and communities
- Reduce fear and increase safety
- Increase gender and racial equity

INTRODUCTION

It has only been a little more than a century since women in the United States were recognized as citizens with the right to vote. More stunningly, less than thirty years ago, prior to the passage of the Violence Against Women Act in 1994, there was no federal decree for law enforcement to treat domestic and sexual abuse as anything more than “familial matters” and it was not until 2000 that the United States had a law deeming human trafficking a crime. History has certainly taught us that gender inequality exacerbates violence.¹ Racialized violence and gender-based violence have been tightly bound throughout history. Women of color were enslaved for not just labor and services but for reproductive labor as well. Certainly, these abhorrent practices did not end with Emancipation.²

¹ <https://www.fordfoundation.org/work/challenging-inequality/gender-racial-and-ethnic-justice/gender-based-violence/>

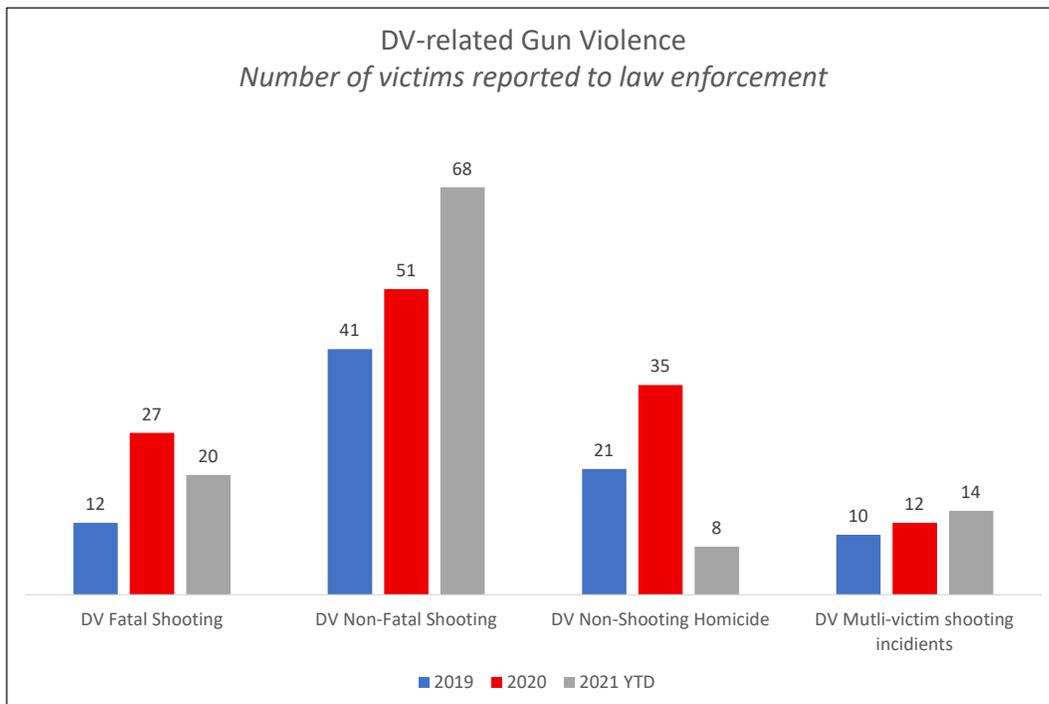
² <https://www.aclu.org/news/racial-justice/the-links-between-racialized-and-gender-based-violence/>



Gender-based violence (GBV) and human trafficking are merely family matter or workplace issues. They are human rights violations and a public health crisis. GBV is an umbrella term for a range of interpersonal violence including, but not limited to, sexual harassment, sexual assault, domestic violence, sexual exploitation, and human trafficking (**Appendix A**). Human trafficking is when an individual is compelled through force, fraud and/or coercion for the purposes of commercial sex and/or forced labor. Though human trafficking is often fueled by bias-based harm, it is not exclusively gender-based violence. In order to further contextualize this plan, it's important to clearly state three things:

- 1) harm fueled by someone's implicit or explicit bias against another person's gender identity is gender-based violence;
- 2) we are referring to gender as "a fluid concept rooted in societal and cultural expectations that encompass the diverse experiences of individuals across the gender continuum."³
- 3) violence is not meant to solely connote criminal law violations but also can and does include civil matters such as sexual harassment which often does not trigger criminal statutes. Certainly, violence includes but is not limited to physical acts.

The prevalence of GBV and human trafficking in the United States --- and globally --- has increased drastically, leading to a more prominent focus of national conversation.⁴ One in three women will experience physical violence and one in six will be sexually assaulted in their lifetime.⁵ That's over 450,000 thousand and 228,000 women respectively in Chicago. In 2020, Chicagoans impacted by domestic violence made 11,161 calls to the Illinois Domestic Violence Hotline⁶ and CPD had 46,547 domestic violence case reports, roughly 71% of which were intimate-partner related⁷. In 2019, the National Human Trafficking Hotline received reports involving 267 cases of human trafficking in Illinois.⁸



³ U.S. Equal Employment Opportunity Commission, "What You Should Know About EEOC and the Enforcement Protections for LGBT Workers," available at https://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm

⁴ <https://www.americanprogress.org/issues/women/reports/2019/10/31/476588/transforming-culture-power/>

⁵ <https://www.who.int/news/item/09-03-2021-devastatingly-pervasive-1-in-3-women-globally-experience-violence>

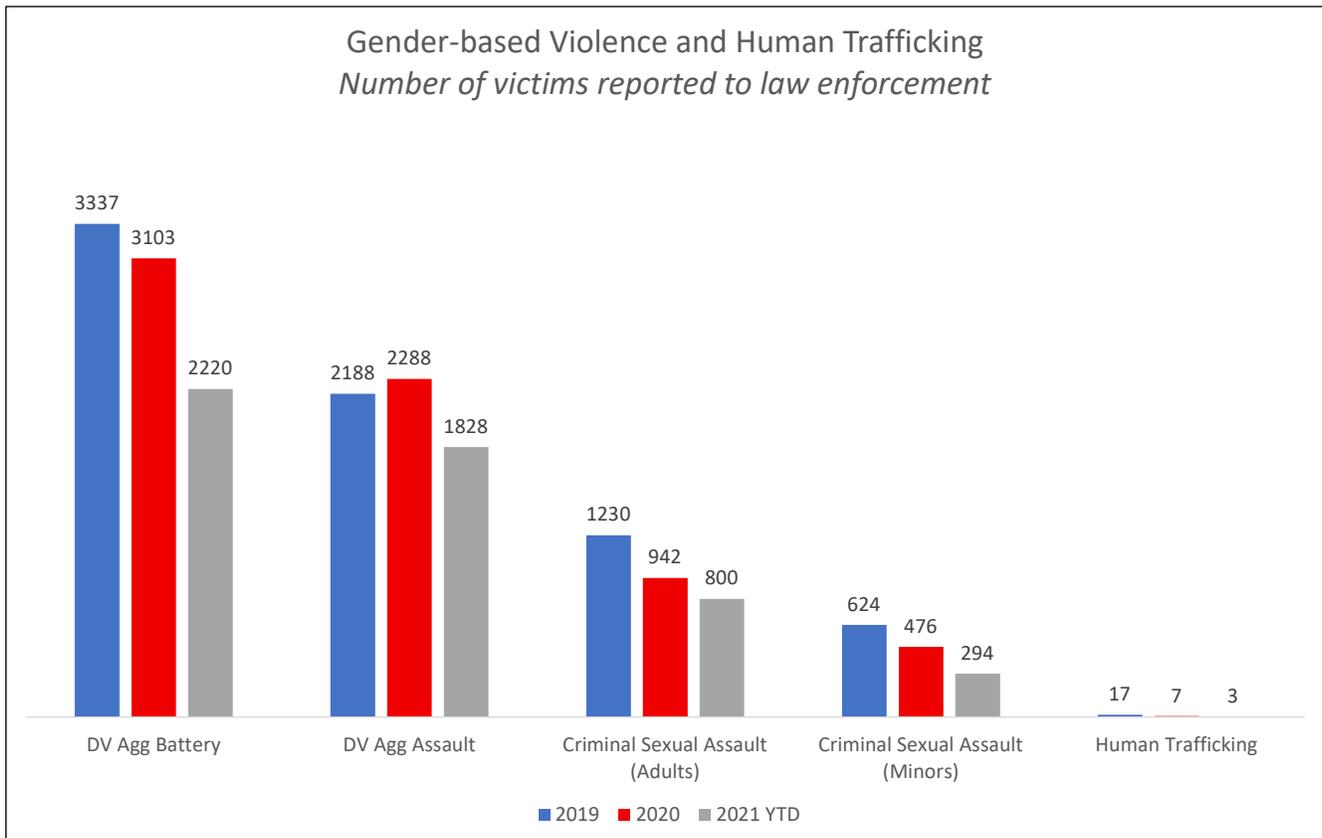
⁶ https://the-network.org/wp-content/uploads/2021/06/BA-TheNetwork-2020-Annual-Report_06-2.pdf

⁷ CPD Data provided via email communication

⁸ <https://humantraffickinghotline.org/state/illinois>



Almost half of female victims of homicide are killed by a current or former male intimate partner.⁹ In Chicago in 2020, there were 27 fatal and 51 non-fatal DV-related shooting victims with an additional 35 non-shooting homicides that were domestic violence related.¹⁰ So far in 2021, we have surpassed the total number of non-fatal shooting victims (domestic violence related) by 17 with roughly one-third of the year remaining.¹¹



⁹ <https://www.cdc.gov/mmwr/volumes/66/wr/mm6628a1.htm>
¹⁰ <https://www.chicago.gov/city/en/sites/vrd/home.html> (as of September 9, 2021)
¹¹ <https://www.chicago.gov/city/en/sites/vrd/home.html> (as of September 9, 2021)
¹² <https://bjs.ojp.gov/content/pub/pdf/cv16.pdf>



This data is only the tip of the iceberg as we know that reports of domestic violence, sexual violence and human trafficking are significantly under-reported. For this reason, this strategic plan aims to involve every City department, every sister agency, key service providers, and community voices. This strategic plan also considers equity and representation as core values of effective strategies to address gender-based violence. The impact of GBV is exacerbated by other forms of violence such as racism and poverty. Those who experience the intersection of these injustices—women of color, indigenous women, transgender individuals and LGBTQIA+ individuals, immigrants, and people with disabilities—are disproportionately impacted by GBV. According to the National Institute of Justice study, 56% of American Indian/Alaska Native women in the U.S. have experienced sexual violence, and 55% have experienced physical violence by an intimate partner.¹⁴ Additionally, bisexual women are harmed at the highest rates with about 57% reporting IPV, which is almost twice as likely as heterosexual women.¹⁵ This year is on track to be the deadliest year for transgender people in the United States.¹⁶ These disproportionate impacts based on identity do not exist in a vacuum. In the face of harm, we must concurrently work to change the systems that fuel oppression while also addressing the behaviors that cause the harm. Therefore, the City's investments and efforts will prioritize these communities in culturally-specific and trauma-informed ways.

In addition to the pervasiveness of the issue, we know that GBV directly impedes the social and economic development of communities.¹⁷ Our City will not thrive until we adequately address the inequities driving violence.¹⁹ The costs of sexual assault, physical assault, and stalking exceed \$5.8 billion each year, with nearly \$4.1 billion for medical and mental healthcare services. The total costs of intimate-partner violence (IPV) also include nearly \$0.9 billion in lost productivity from paid work and household chores for victims of non-fatal IPV and \$0.9 billion in lifetime earnings lost by victims of IPV homicide.¹⁸

Lastly, a strategic plan on gender-based violence would be short-sighted if it does not include plans to address those who harm. Those who cause harm to their loved ones may go on to hurt others. A Bloomberg study of 749 mass shootings found that 60% of them were perpetrated by men with a recorded history of domestic violence.¹⁹ Given the typically low reporting rate of domestic violence, the actual percentage is most likely even higher. The overlap between those who perpetuate gender-based violence and those who perpetuate community violence highlights a need to focus GBV efforts not only on healing survivors, but also on sustainably holding perpetrators accountable.

The primary mechanism to doing this has been through the criminal justice system. However, the prosecution rates of people who cause harm are very low. Additionally, many survivors are hesitant to engage with the process in fear of retaliation and further traumatization. A recent study by University of Chicago Medicine demonstrated that incidents of domestic violence reported to police in Black communities decreased by 40.8 crimes per 100,000 residents during the Stay-at-Home order as a result of the COVID-19 pandemic.²⁰ This does not necessarily mean incidents actually decreased but instead that help-seeking behaviors have shifted. For example, calls to the IL Domestic Violence Hotline increased by 16% from 2019 to 2020.²¹ It's undeniable that the criminal justice system disproportionately incarcerates low-income individuals and men of color. In order to address GBV through prioritizing vulnerable communities and using an equity lens, it is critical that this plan acknowledge the historically flawed reliance on the criminal justice system as the only solution to these problems and help to build alternates so that survivors have options.

¹⁴ <https://www.nij.gov/five-things/Pages/violence-against-american-indian-and-alaska-native-women-and-men.aspx#five>

¹⁵ <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Intimate-Partner-Violence-and-Sexual-Abuse-among-LGBT-People.pdf>

¹⁶ <https://www.theguardian.com/world/2021/jun/14/us-trans-transgender-deaths-2021>

¹⁷ <https://www.worldbank.org/content/dam/Worldbank/document/Gender/VAWG%20Resource%20Guide%20Introduction%20July%202014.pdf>

¹⁸ <https://www.cdc.gov/violenceprevention/pdf/ipvbook-a.pdf>

¹⁹ <https://www.bloomberg.com/graphics/2020-mass-shootings-domestic-violence-connection/>

²⁰ <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2783683>

²¹ https://the-network.org/wp-content/uploads/2021/06/BA-TheNetwork-2020-Annual-Report_06-2.pdf



In sum, this plan requires collaboration and shared ownership of both the problems and the solutions. Just as it was collectively designed, it will require close coordination across sectors to successfully implement. This two-year plan will help the City build the necessary foundation to create an ecosystem that works for all survivors and prevents violence in the first place. Further, successful implementation of this plan will lead to reduced harm, increase feelings of safety, and stronger connections to services and supports in communities most impacted by violence. The plan includes seven pillars with objectives and key strategies to achieve the objectives outlined in this plan:

1. Increase capacity and expertise within city departments and sister agencies to address gender-based violence and human trafficking (GBV/HT)
2. Enhance coordination of GBV/HT prevention and intervention efforts among city departments and with key stakeholders
3. Improve law enforcement response to gender-based violence
4. Shift cultural norms on what constitutes GBV/HT and its acceptability
5. Lead efforts to collect, analyze and use data and research to enhance GBV/HT and intervention efforts
6. Create alternate responses to GBV/HT outside of the criminal justice systems
7. Analyze and reform policy that perpetuates and/or creates opportunities for GBV/HT





PROCESS:

To prepare this strategic plan, the Mayor's Office has led a robust community engagement effort to ensure the City and community, together, are collectively defining the most urgent problems and collaboratively designing solutions. This plan was guided by the Mayor's Gender-based Violence Advisory Council which consists of community-based organizations, survivors and City departments and sister agencies (**Appendix B**). We also sought input and included recommendations from:

Engagements

- City departments and sister agencies who created goals to advance this plan (**Appendix C**)
- Mayor's Women's Advisory Council and LGBTQ Advisory Council
- Violence Prevention Planning process that culminated into the Our City, Our Safety plan
- Protecting Workers Working Group (co-led by the Mayor's Office and the Office of Labor Standards)
- Mayor's Office Victim Services Working Group
- CPS students who participated in the Civil Rights Summer Fellowship program
- Citywide engagement survey





IMPLEMENTATION:

Over the next two years, the City will devote resources to operationalize the key strategies outlined herein. Two key bodies will support and oversee the implementation of this plan:

1. GBV Inter-agency Working Group (GBV IAWG) (**Appendix D**)
2. An oversight advisory body will be stood up to oversee the implementation of this plan and will be co-led by a community-based organization. This advisory body will include community-based organizations, survivors, key City departments/agencies, philanthropic partners, and researchers.

The City will continue to engage community partners, stakeholders, experts and survivors to inform the implementation of this plan. It will be critical to seek out specific consultants and subject-matter experts for various components of this plan. Lastly, the success of this plan will require public-private partnerships, including philanthropy, advocates, community partners, and survivors.





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 successes.

Progress to Date:

- Since the fall of 2019, five (5) City departments have received training on human trafficking.
- City's Office of Labor Standards within the Department of Business Affairs and Consumer Protection (BACP) screens for human trafficking at intake for labor violations.
- Chicago Commission on Human Relations and the Office of Labor Standards have received training and can certify T Non-Immigrant and U Non-immigrant visas, increasing opportunities for survivors to pursue civil remedies as a result of their victimization.
- Family-connects nurses at CDPH have completed the SOAR to Health and Wellness training on human trafficking.
- City Colleges received funding from the Department of Justice's Office for Violence Against Women (OVW) for Project S.A.F.E. to collaboratively develop and implement meaningful, engaging programs for preventing and educating our community on GBV, as well as developing trauma-informed, survivor-centered protocols and services to support students who have been subjected to GBV.
- The Division on Domestic Violence (DDV) of the Department of Family and Support Services (DFSS) is 40-hour trained on domestic violence (DV) and has received extensive training on the intersection of DV and human trafficking. Since being awarded a transitional housing grant from the Office of Victims of Crime (OVC), DDV has participated on the Cook County Human Trafficking Task Force and trainings from the Freedom Network, the technical assistance provider for OVC.





OBJECTIVES AND KEY STRATEGIES TO INCREASE CAPACITY AND EXPERTISE WITHIN CITY GOVERNMENT

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

- 1.1. 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.
- 1.2. 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.
- 1.3. Develop a dedicated training for 911 telecommunicators to equip them with the proper tools and knowledge when taking GBV-related calls.
- 1.4. 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.
- 1.5. Ensure all City employees who are mandated reporters receive training regularly and as required by State law.
- 1.6. Increase staffing capacity at departments and sister agencies to operationalize key strategies and action steps of this plan.
- 1.7. Develop partnerships with philanthropic partners to hire and professionally develop dedicated fellows to support the work of the strategic plan.

OBJECTIVE 2: Departments are equipped and skilled to respond to gender-based violence/human trafficking in a trauma-informed and responsible way

- 2.1. Create trauma-informed response protocols for all public-facing City departments.
- 2.2. Develop workplace safety plans within all City departments and Sister agencies.
- 2.3. 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.
- 2.4. Survey all public-facing delegate agencies on baseline knowledge and level of training on GBV/HT.
- 2.5. Review procurement policies to ensure contracted agencies are in compliance with all elements of gender-based violence prohibition within criminal and civil law.



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.

Progress to Date:

- Launched the **Mayor's Gender-based Violence Advisory Council** in February 2020, bringing together community-based organizations, survivors and City departments/sister agencies in an unprecedented day.
- Launched the Protecting Workers Working Group in August 2020, bringing together agencies across all levels of government and community-based organizations to address industries rife with exploitation and/or human trafficking.
- Mayor's Office has convened a **Cross-Agency Collaborative Working Group** including the Chicago Police Department (CPD), Chicago Public Schools (CPS), Cook County State's Attorney (CCSAO), IL Department of Children and Family Services (DCFS), Office of the Public Guardian, Department of Family and Support Services (DFSS), and the Chicago Children's Advocacy Center (CCAC) to enhance coordination and collaboration on cases of sexual violence and/or human trafficking, particularly involving minors.
- In October 2018, Chicago City Clerk Anna Valencia, along with more than 120 women from a variety of industries and backgrounds-including government, education, nonprofit, corporate, and service industry-announced the creation of the **Chicago Status of Women and Girls Working Group**. This Working Group wrote and released recommendations in March 2019 in the [New Deal for All Women and Girls](#).
- The Office of the City Clerk hosted a virtual Girls' Summit in October 2020 with 490 registered attendees and three mini-summits, that brought together young women, girls, trans, and gender non-binary individuals ages 13-24 from across Chicago to discuss safety and how it impacts women and girls, and how we may be able to improve the well-being of women and girls in Chicago.
- City Colleges of Chicago developed an official Memorandum of Understanding with Chicago Police Department and Life Span in order to ensure a coordinated community response within Project S.A.F.E.
- Convened an **Inter-Agency Working Group**, bringing together roughly half of City departments and sister agencies to refine goals, identify strategic programming and policies, review data to inform departmental strategies, and help to implement the strategic plan.



OBJECTIVES AND KEY STRATEGIES TO ENHANCE COORDINATION

OBJECTIVE 1: Inter and Intra-department/agency collaboration is improved and strengthened.

- 1.1. 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.
- 1.2. Identify key points of contact within Departments to liaise with Mayor's Office and other departments/agencies to address GBV/HT.
- 1.3. 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.
- 1.4. Develop interagency agreements between key departments to foster collaboration and to articulate shared-goals related to addressing and/or preventing GBV/HT.
- 1.5. Collaborate across Chicago Transit Authority 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.

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 supports.

- 1.1. Increase understanding of City departments/sister agency work among community partners and key stakeholders, including residents.
- 1.2. Educate GBV/HT community partners on all access points into the housing ecosystem and ensure understanding of resources available.
- 1.3. Widely disseminate information on GBV/HT related services within City government and across the city.
- 1.4. Develop pathways for community-based organizations and survivors to provide input and expertise across City government.
- 1.5. Create linkages between community partners and City government to better serve survivors (e.g. connecting GBV providers with substance-use providers).
- 1.6. Partner with Women Employed on a study to better understand how to foster and support employment pathways towards economic independence for domestic violence survivors.
- 1.7. 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.



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.

Progress to Date:

- Mayor's Office public safety team and CPD received a grant (\$984,000) from the US DOJ, Office of Violence Against Women to improve CPD's response to GBV and work has begun to implement the grant deliverables.
- Mayor's Office is leading cross-agency collaboration to improve policies and training related to human trafficking and sexual assault.

OBJECTIVES AND KEY STRATEGIES TO IMPROVE LAW ENFORCEMENT'S RESPONSE TO GBV/HT

OBJECTIVE 1: Chicago Police Department's policies and practices are best-in-class and rooted in best practices and trauma-informed care.

- 1.1. 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.
- 1.2. 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.
- 1.3. Include specialized detectives within CPD to lead investigations of human trafficking related cases for both adults and minors.
- 1.4. 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.
- 1.5. 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.
- 1.6. Develop meaningful pathways for community and survivors to provide input on policies and practices that is intentional, welcomed and utilized.
- 1.7. 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.
- 1.8. 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
Improve information sharing policies and practices across government and partner agencies to ensure victims remain protected and met with trauma-informed services and support.



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).

- 2.1. Recruit and retain female-identified officers.
- 2.2. Work with CPD to assess the adoption of gender responsive training, policies and procedures.²²
- 2.3. Review and revises processes to ensure that detectives are able to dedicate their time to investigating cases related to GBV/HT.





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.

Progress to Date:

- In FY21, the City invested \$500,000 at CDPH to develop non-mandated services for people who cause harm. This pilot will be independently evaluated.
- DFSS secured Federal funding (\$500,000 over 3 years) to provide transitional housing to survivors of human trafficking.
- Invested \$1 million of CARES Act dollars to support survivors of domestic violence at high risk of serious illness due to COVID-19 to be placed in their own unit via the Expedited Housing Initiative (EHI). To date, roughly 50 survivors have been housed.
- The Office of Student Protections and Title IX at Chicago Public Schools launched the 2021 Civil Rights Summer Fellowship. The Civil Rights Summer Fellowship was created in partnership with Born This Way Foundation to provide 20 high school students a paid opportunity to expand their leadership capabilities, build community across the district, and shape Chicago Public School's response to bias-based harm.
- Since 2019, the City, the Chicago Continuum of Care (CoC) and stakeholders have been awarded \$6,745,312 in HUD funding to create 245 units for survivors of DV and human trafficking. The CoC was also awarded \$506,336 to launch a Coordinated Entry System and administrator for DV and human trafficking survivors.

²² Recommendation within The Pink New Deal, Office of the City Clerk



OBJECTIVES AND KEY STRATEGIES TO CREATE ALTERNATE RESPONSES

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.

- 1.1. Conduct a needs assessment to better understand successes and barriers within GBV-related programs currently funded by the City of Chicago.
- 1.2. 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.
- 1.3. Conduct a Racial Equity Impact Assessment of all domestic violence programs funded by the City.

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

- 2.1. Review and reform RFP processes utilizing a GBV/HT lens for social services, as appropriate, in partnership with community-based organizations.
- 2.2. Develop new program models driven by best-practice research and data.
- 2.3. 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.
- 2.4. 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.
- 2.5. 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.
- 2.6. Learn from the City's alternate response to behavioral health crisis' and pursue a non-police crisis response to gender-based violence related incidents.

OBJECTIVE 3: Individuals who cause harm are held accountable through community-based interventions that seek to change behaviors, decrease violence and uphold accountability

- 2.1. Collaborate with street outreach teams focused on gun-violence to raise awareness about domestic violence and available services.
- 2.2. Evaluate CDPH's pilot for services for people who cause harm.
- 2.3. Convene local and national leaders on restorative justice practices related to intimate-partner violence to design a road map for Chicago to implement into the fabric of services and supports.

OBJECTIVE 4: Youth are centered in the design and implementation of services for survivors and families

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



- 3.2. Launch the Transforming Biased-Based Harm Initiative that expands CPS' Office for Student Protection capacity to coordinate response, supports and investigations of biased-based harm.
- 3.3. Launch CPS' Civil Rights Scholars Program at CPS.
- 3.4. Convene the Civil Rights Student Leadership Summit.
- 3.5. Develop trauma-informed, age-appropriate and culturally specific services for young people who have witnessed and/or experienced inter-personal violence.





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

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.

Progress to Date:

- The newly launched Violence Reduction dashboard includes domestic violence, sexual assault, and human trafficking.
- The Office of Labor Standards at BACP screens for and tracks potential cases of human trafficking and provides referrals as needed per the worker's request.

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

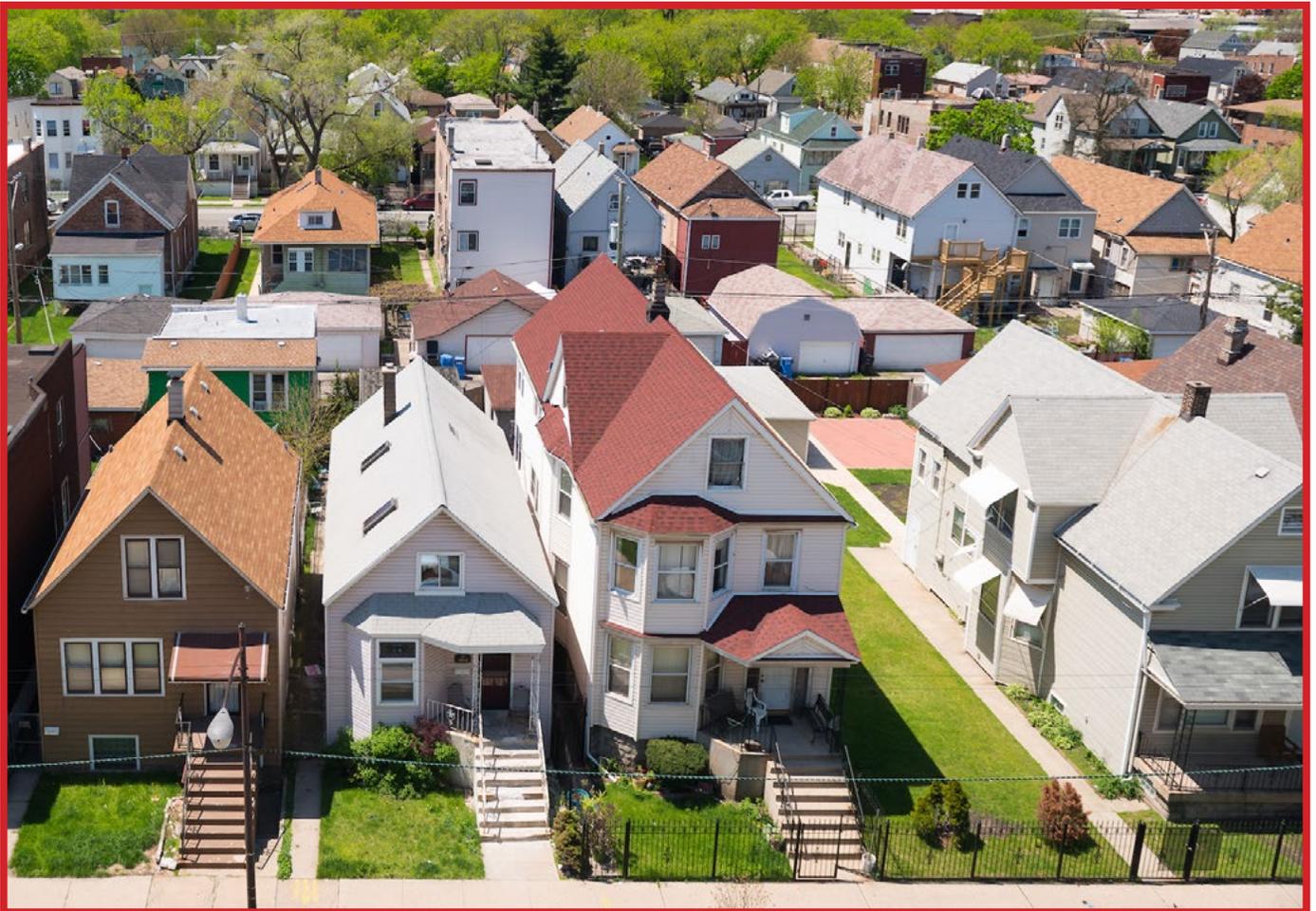
- 1.1. Partner with a research organization to conduct a prevalence study on human trafficking.
- 1.2. Identify and review current data sets within City departments/sister agencies that include GBV/HT data points.
- 1.3. Organize data (see 1.2) in a meaningful and streamlined way, including visualizations that are publicly available and discussed regularly with key stakeholders.
- 1.4. 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.
- 1.5. Develop data collection plans for all Departments with public-facing services and/or delegate agencies to better track and understand GBV/HT, including poly-victimization²³ experienced by survivors.
- 1.6. Build capacity and proficiency among delegate agencies to better screen for and collect data on gender-based violence and/or human trafficking.
- 1.7. Utilize the Healthy Chicago Survey as a data collection tool to understand experiences of residents regarding safety, gender-based violence, and human trafficking.

²³ 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.



OBJECTIVE 2: City of Chicago has a transparent mapping/landscape analysis of City services, supports and programs related to gender-based violence/human trafficking

- 2.1. Issue regular progress reports that transparently depict current state and on-going progress towards this strategic plan.
- 2.2. 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.
- 2.3. 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.
- 2.4. Develop a resource directory that is easily accessible for survivors to utilize to navigate systems.





SHIFT CULTURAL NORMS ON WHAT CONSTITUTES GBV/HT AND ITS ACCEPTABILITY²⁴

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.

Progress to Date:

- Developed, in partnership with local CBOs, a citywide campaign on the myths of domestic violence for DV Awareness Month in October 2020.
- All publicly funded victim-service agencies serving victims of gun violence received the 40-hour domestic violence training in 2020-2021.
- Developed, in partnership with local CBOs, a citywide campaign on human trafficking and launched the It’s Wrong, Know Your Rights campaign to target survivors of human trafficking and exploitation.
- Launched the Your Home is Someone’s Workplace campaign citywide that elevates the rights and dignity of care workers.
- BACP’s Office of Labor Standards launched a pilot outreach and education program in partnership with Chicago Foundation for Women and Arise Chicago to target vulnerable workers, specifically domestic workers, in order to inform them of their rights and help them resolve workplace violations.

²⁴ Recommendation within the Mayor’s *Our City, Our Safety: A Comprehensive Plan to Reduce Violence in Chicago*



OBJECTIVES AND KEY STRATEGIES TO SHIFT CULTURAL NORMS

OBJECTIVE 1: The City of Chicago acknowledges the historical and systemic causes found in the intersectionality of racism and gender inequity

- 1.1. 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.
- 1.2. Incorporate historical context of gender-based violence into prevention education curriculum development.
- 1.3. Ensure conversations, training, policies, and practices are inclusive of people with disabilities, people of color, indigenous populations, LGBTQIA+ individuals, and immigrant populations.

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.

- 2.1. Conduct landscape scan to identify gaps and opportunities in school-based and non-school based prevention education.
- 2.2. Widely implement teen dating violence programming, based on best practices, in schools and non-school settings.²⁵
- 2.3. 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.

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.

- 3.1. Increase awareness about gender-based violence and human trafficking in vulnerable communities using a multigenerational approach.²⁶
- 3.2. Create multi-lingual public messaging campaign tailored to specific demographic groups (adult men, adult women, teens, LGBTQ+ community, immigrant communities).²⁷
- 3.3. 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.
- 3.4. Increase signage on domestic violence, sexual assault, sexual harassment, and/or human trafficking across all City buildings, including the airports.
- 3.5. Support peer-to-peer models that allow survivors to disseminate information, facilitate conversations, and support community needs.

²⁵ Recommendation within the Mayor's [Our City, Our Safety: A Comprehensive Plan to Reduce Violence in Chicago](#)

²⁶ Recommendation within the Mayor's [Our City, Our Safety: A Comprehensive Plan to Reduce Violence in Chicago](#)



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.

Progress to Date:

- Mayor Lightfoot hired a Director of the Office of Labor Standards.
- As part of the New Deal for All Women and Girls, the recommendation to support a fair and predictable scheduling ordinance was put forward. In 2019, the Chicago City Council passed a Fair Work Week Ordinance that established predictable scheduling for countless hourly-paid Chicago workers.
- Throughout the COVID-19 pandemic, the City passed two anti-retaliation ordinances prohibiting retaliation against a worker who needs to take time off due to being sick, being exposed to COVID-19, or caring for a loved one infected with COVID-19 and prohibits retaliation against a worker for taking time off to seek the COVID-19 vaccine.
- The City passed legislation that now requires standard language on human trafficking to be posted on the Minimum Wage/Paid Sick Leave notice.
- The City passed amendments to the Welcoming City Ordinance, which increases resources and support for immigrant survivors.
- Through landmark legislation – Chi Biz Strong Initiative -- led by Mayor Lightfoot,
 - The City passed a first-ever Wage Theft ordinance, giving enforcement authority to BACP’s Office of Labor Standards to hold bad actors accountable.
 - Domestic workers were expedited to a \$15 per hour minimum wage one year early (August 1, 2021).
 - As of January 1, 2022, domestic workers will be required to have written contracts to prevent workplace exploitation.



OBJECTIVES AND KEY STRATEGIES TO ANALYZE RESEARCH, DATA AND BEST PRACTICES

OBJECTIVE 1: Policies that create barriers for survivors and their families to heal and seek safety are identified and revised

- 1.1. Review and revise debt relief programs to accommodate unique needs of survivors of gender-based violence and/or human trafficking.
- 1.2. Finalize COPA's ordinance changes as anticipated by the Consent Decree to ensure jurisdiction over all sexual misconduct investigations.
- 1.3. 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.
- 1.4. 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.
- 1.5. 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.

OBJECTIVE 2: Chicago has the strongest worker protections and workers understand their rights and are empowered to continuously advocate for safe and just workplaces.

- 2.1. Enhance worker protections for low-wage workers.
- 2.2. Publish the Tipped Wage Study to help analyze and determine fair living wages for workers who are currently receiving subminimum wage for tipped work.
- 2.3. Implement wage theft, domestic worker and other protections included within the Chi Biz Strong Initiative.
- 2.4. Develop living wage standards in Chicago and continuously work to improve the economic stability of Chicagoans.
- 2.5. 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.
- 2.6. Scale the outreach and education pilot for domestic workers at the Office of Labor Standards.

APPENDIX A: GENDER-BASED VIOLENCE DEFINED

Gender-based violence (GBV) disproportionately impacts women of color, indigenous women, transgender individuals and LGBTQIA+ individuals, immigrants, and people with disabilities. It is a human rights violation and a public health crisis. GBV is a form of discrimination and recognized as a manifestation of unequal power.

For the purposes of this plan, GBV is bias-based harm caused by one's bias against another person's gender identity. Harmful acts can include:

- o Physical violence
- o Emotional abuse
- o Sexual violence
- o Sexual harassment
- o Discrimination based on gender
- o Sexual exploitation
- o Human trafficking
- o Workplace violence
- o Economic/financial abuse
- o Coercive manipulation
- o Harms related to immigration
- o Stalking and harassment, including via electronic communications
- o Reproductive coercion
- o Discrimination and/or targeted violence based on sexual orientation and/or gender identity
- o Institutional violence

APPENDIX B: THE MAYOR'S GENDER-BASED VIOLENCE ADVISORY COUNCIL

Community-based Organizations

Access Living

All Chicago

A Long Walk Home

ALSO

American Indian Center

Apna Ghar

Brave Space Alliance

Chicago Alliance Against Sexual Exploitation
(CAASE)

Center on Halsted

Chicago Children's Advocacy Center

Chicago CRED

Dreamcatcher Foundation

Family Rescue

Healing to Action

Heartland Human Care Services

Howard Brown

KANWIN

Legal Aid Chicago

Legal Aid Society, Metropolitan Family Services

Lifespan

Mujeres Latinas en Accion

National Immigrant Justice Center

Resilience

STOP IT (Salvation Army)

The Network

United African Org

Women's Justice Institute

YWCA

City Departments/Sister Agencies

Chicago Commission on Human Relations
(CCHR)

Chicago Department of Public Health (CDPH)

Chicago Park District

Chicago Public Library

Chicago Public Schools (CPS)

City Colleges

Department of Family and Support Services
(DFSS)

Department of Housing (DOH)

Mayor's Office for People with Disabilities
(MOPD)

APPENDIX C: DEPARTMENT AND SISTER AGENCY GOALS

The following goals were generated by each Department/Agency as a result of a directive provided by Mayor Lightfoot

| DEPARTMENT | GOALS |
|---|--|
| Department of Aviation | Increase signage to include domestic violence and sexual assault; Develop a web-enabled Code of Conduct training program with modules covering all aspects of the Code; Hire dedicated staff in the human resources department to address issues of GBV. |
| AIS | Post GBV-related signage in City buildings and departments where AIS staff work; Assure all active employees participate in Equal Employment Opportunity (EEO) training throughout the year; Disseminate resources on GBV to be shared if incidents occur. |
| Business Affairs and Consumer Protection | GBV training for all staff; Produce a GBV/HT educational video as part of a city-wide initiative to provide communities with centralized information on GBV; Include template contracts for domestic workers on City websites and disseminate widely; Operationalize the protections within Chi Biz Strong. |
| Board of Ethics | Educate employees on GBV; Include GBV in Ethics training; Post signage in the office. |
| Chicago Commission on Human Relations | GBV training to staff, specifically Human Rights Investigators, on trauma-informed interviewing; include materials and brochures for GBV-related services in CCHR lobby; Info on GBV will be incorporated in bullying workshops, presented in both English and Spanish. |
| Chicago Housing Authority | CHA staff offered trauma 101 training, contractual staff will attend annual victim assistance training, victim assistance program (VAP) staff all complete 40-hour DV training and train other departments; Advertise the victim assistance program at each property management and FamilyWorks office; Inform every resident of the Violence Against Women Act (VAWA) rights at lease signing and renewal; Include information on domestic violence providers in Emergency Transfer Plan and maintain a list of local providers; Host programming during DV Awareness month in October. |

DEPARTMENT**GOALS**

Chicago Animal Control

Increase signage to include domestic violence and Train public-facing staff on GBV indicators and how to create trauma-informed protocols; Create a new service model / program that targets GBV survivors; Increase staff capacity to better serve survivors of GBV and their pets; Provide temporary housing for pets of GBV survivors.

Choose Chicago

100% of new students will receive GBV prevention education, 20% of non-first year students will participate in one GBV training per year, 40% of staff will attend one GBV training per semester, 80% of student conduct officers will receive training on GBV; GBV training will be integrated in security personnel annual training and sexual harassment topics into CCC's annual ethics training; Host one virtual training per month for campus constituents on trauma-informed practices; Review parts of CCC's Code of Conduct related to GBV and identify areas for revision; students and staff who report GBV will be connected to victim advocacy with Life Span; Be Well Chicago will offer mental health counseling and referrals to individuals exhibiting trauma post-GBV trainings; Be Well Chicago will hire 4 counselors to address trauma related to GBV; Hire two victim advocates (one full time and one part time) in partnership with Life Span to serve CCC's community; Develop a peer education program that will hire and train 14 student peer educators.

Chicago Fire Department

Expand and continually update CFD's GBV and HT training and policies, with an emphasis on the frontline identification and trauma-informed treatment of such victims.

Chicago Department of Public Health

All staff will receive training on GBV; All CDPH delegate agencies will have access to the GBV training appropriate for their scope of service and will be subject to training requirements as a condition of their contracts; CDPH STI clinics will initiate GBV screening and referral process; Staff will participate in the Mayor's GBV Advisory Council and Inter-agency Working Group.

DEPARTMENT

GOALS

Chicago Department of Transportation

All staff will receive GBV training; require all public-facing staff to be trained on how to identify GBV and/or HT indicators and how to create trauma-informed protocols; hold periodic “toolbox talks” with field staff to emphasize policies and awareness; Work with Department of Procurement Services to share available training and resources on GBV/HT; Create a statement of acknowledgement of City’s GBV policies and offer a statement of their commitment to following them; Assign a senior manager (e.g. deputy commissioner-level) to serve as contact person for the Mayor’s Office policy advisor on GBV.

Civilian Oversight and Police Accountability (COPA)

Continue to include GBV education at COPA Academy and during in-service trainings; Finalize COPA’s ordinance changes as anticipated by the Consent Decree to ensure jurisdiction for all sexual misconduct investigations; raise awareness on COPA’s work in this space; Ensure EEO liaison and Violence in the Workplace Liaison are appropriately trained; Explore a COPA advocate, specifically designated to provide support services to survivors.

Chicago Police Department

Inter/intra department cross-training/shadowing; Specialized training for domestic violence detectives; incorporate survivor voices into CPD training; Add sex assault and trafficking programming to Crime Victim Services; review and revise CPD’s GBV policies, re-envision CPD’s response to human trafficking; establish a standing community advisory committee.

DEPARTMENT

GOALS

Chicago Public Library

Require all staff to have at least two hours of training on GBV per year; train public-facing staff on GBV indicators and how to create trauma-informed protocols; require delegate agencies to receive DV/SA/HT training per year; Require social services partner agencies to have agreements / MOUs with agencies serving GBV survivors and screen clients for GBV. Ensure GBV agencies are aware of RFPs opportunities and continue w/ partnership services that target providers; collect data on services to ppl impacted by GBV; continue outreach to vulnerable populations; post human trafficking and domestic violence hotlines in public-facing locations; Connected Care Initiative: Work with mayoral fellow to determine breath of services and pinpoint best services, creating social service committee of CPL staff, and ensure all staff are aware of GBV protections afforded to them.

Chicago Public Schools

Will utilize data from OSP/EOCO ASPEN reports, Office of Safety and Security crisis statistics, and CDC Youth Risk Behavior Survey results to identify at least 30 schools with the highest GBV rates and at least 5 schools under reporting GBV to help inform the creation of a GBV pilot program; develop and implement yearly mandatory GBV training for students, staff, and parents. Plus, continuous learning for OSP/EOCO staff; Implement study by-stander intervention training; Enhance training for staff charged with investigating sexual misconduct allegations; develop training for staff on cultivating climate conducive to consent and positive masculinity; Create Challenging Masculinity training for school-based athletic programs (includes coaching staff and admin); Targeted training for pregnant and parenting youth; Examine and enhance existing GBV policies annually and enhance trauma-informed protocols for alignment w/ City/CDPH trauma-informed practices; Implement climate and culture survey for selected schools to assess well-being tied to feelings of safety and GBV; Launch district-wide awareness campaign with info on resources; Establish student leadership in preventing and interrupting GBV; Establish MOU's with city agencies and community partners for info sharing and support; hire adequate staff to oversee this work.

DEPARTMENT**GOALS**

Chicago Transit Authority

Identify opportunities to enhance current training programs and policies; collaborate across CTA departments to determine what could be incorporated into gender-based safe riding initiatives; Identify a specific staff member and/or unit to oversee GBV initiatives; Engage Federal agencies to identify best practices in identifying human trafficking.

Office of the City Clerk

Require training on GBV/HT; launch the UN Safe Cities initiative; ensure staff understand the rights and benefits afforded to them if they have experienced GBV/HT.

Department of Cultural Affairs and Special Events

Train public-facing staff at Chicago Cultural Center and Millennium Park to identify GBV and create trauma-informed protocols; targeted outreach to GBV organizations to ensure they are aware of grant opportunities; Ensure that staff are aware of all benefits and protections available.

Department of Family Support Services

Provide public-serving staff in the Homeless, Human Services, and Seniors Divisions a comprehensive annual training on identifying GBV and how to provide connection to resources; Raise awareness and provide ongoing education about GBV at DFSS staff at annual All-Staff Meetings; conduct reoccurring (at least annual) and ongoing training on GBV and tailored to specific DFSS delegate agencies management and program staff; Conduct a needs assessment of the DFSS program portfolios to identify levels of current and potential focus on GBV; Review DFSS service datasets to find GBV datapoints for education and training efforts tailored to DFSS programs. Share best practices from GBV service delegates. Provide resource info to delegates that need additional support; Develop new program models to address GBV; incorporate a GBV focus across the Department during the RFP development process.

DEPARTMENT**GOALS****Department of Administrative Hearings**

Require all staff and administrative law judges to attend training on GBV/HT; Ensure public-facing staff has info and materials to distribute to ppl impacted by GBV; Develop protocols to notify other City departments re: potential threats to employees who may interact with a person causing harm; Develop internal notification protocols by staff to senior managers.

Department of Buildings

Training for all staff; Increasing trade recruitment and hiring of women and people of color to open opportunities for trade jobs.

Department of Housing

Require delegate agency staff to receive training twice per year and provide an opportunity for the entire DOH staff to receive training once per year; Design an intergovernmental strategy with DFSS and CCHR to increase impact; Incorporate GBV questions into the overall reporting structure from LIHTC developers and managers; Require DOH staff who oversee delegate agencies to oversee and build a tracking system with the support of the Community Engagement, Racial Equity and Strategic Initiatives leadership staff; Ensure DOH staff is aware of the resources available for GBV issues that might come up for them.

Department of Planning & Development

Training for public-facing staff to identify GBV/HT; post the National Human Trafficking Hotline and IL Domestic Violence Hotline in all public-facing locations within the Department sites;

Department of Finance

Review debt relief programs and revise, as necessary, to support survivors.

Department of Human Resources

Incorporate training on VESSA into mandatory training; We will train all DHR staff members on support available through VESSA and how to respond to employee inquiries regarding VESSA.

License Appeal Commission

Compile list of resources available to those who need it.

Mayor's Office for People with Disabilities

Training on GBV and how the disability community is impacted; Revise policies and programs utilizing lessons learned from GBV training; Explore integrating well-being checks into existing programs that include at-risk clients.

| DEPARTMENT | GOALS |
|--|--|
| Office of Emergency Management and Communications | Dedicated training on GBV for 911 telecommunicators via in-service training; Dedicated outreach efforts for Smart911 targeting communities disproportionately impacted by GBV; |
| Office of the Inspector General | Offer trainings on GBV annually and ensure all staff receive training on recognizing signs of trauma and working with GBV survivors; Developing a service-oriented intake process for processing GBV complaints. Provide complainants with resources. Also include in quarterly and annual reports info on GBV complaints handling and GBV projects. |
| Chicago Parks District | Partner w/ YWCA to educate staff and public on resources; Implement training focusing on GBV, with contents including how staff to access resources; determine staff person responsible for coordinating GBV training and initiatives. |
| Police Board | Incorporate GBV into the Board's training plan; The Board's executive director will communicate with the hearing officers who preside over disciplinary cases to ensure that appropriate measures are taken to support those who may be survivors of gender-based violence; |
| Department of Procurement Services | Recruit expert or expert material to provide awareness raising activities twice a year; |
| Public Buildings Commission | Training of staff on GBV; Post educational info on human resources portal and at various work / construction sites; |
| Public Safety Administration | Annual mandatory GBV training for staff; identify department point of contact for all related matters; |
| Streets & Sanitation | Develop a Workplace Safety Plan; training on GBV for all staff; develop a response protocol for if/when GBV or HT is potentially identified in the field; |
| Department of Water Management | Require training on GBV/HT; post and share resources on GBV-related services; |

APPENDIX D: CITY OF CHICAGO INTER-AGENCY WORKING GROUP D

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)

[*Not on the GBV Council]

PURPOSE OF INTER-AGENCY WORKING GROUP:

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

