

# Annual Summary: 2022-2023 Academic Year



**THE UNIVERSITY OF CHICAGO**

**THE CENTER FOR AWARENESS,  
RESOLUTION, EDUCATION, AND SUPPORT**

**We work to prevent and respond to harassment, discrimination and sexual misconduct within the University community.**

In AY23, we deepened the CARES framework, through strategic planning and communications, and we reviewed anticipated changes to the compliance framework, including the proposed Title IX regulations and updates to state and federal requirements on climate surveys. We conducted university-wide trainings and led individualized workshops. We consulted on our policies and processes. We listened: providing response, support, resources, and resolution options in response to reports of harassment, discrimination and sexual misconduct.

## the CARES Team

We support all members of the University community through prevention education, responding to reports, providing services, support and resources, and facilitating resolution options. We perform this work in a way that aligns with our core values: person-centered, equitable and fair, transparent, and trauma-informed. UChicago CARES works to advance the University's core values – academic rigor, protected expression, and diversity and inclusion – through cultivating a safer, more inclusive community where everyone feels that they belong and are invited to learn and contribute.

### Prevention Education

Vickie Sides, Director  
Katie Hill, Assistant Director

### Response & Support Services

Renae DeSautel, Director  
Robin Berman, Associate Director

### Resolution Options

Janelle Stubbs, Director  
Associate Director

### Executive Director

Elizabeth Honig

[cares.uchicago.edu](https://cares.uchicago.edu)



# UCHICAGO CARES: LEADING PREVENTION EDUCATION, OUTREACH & TRAINING

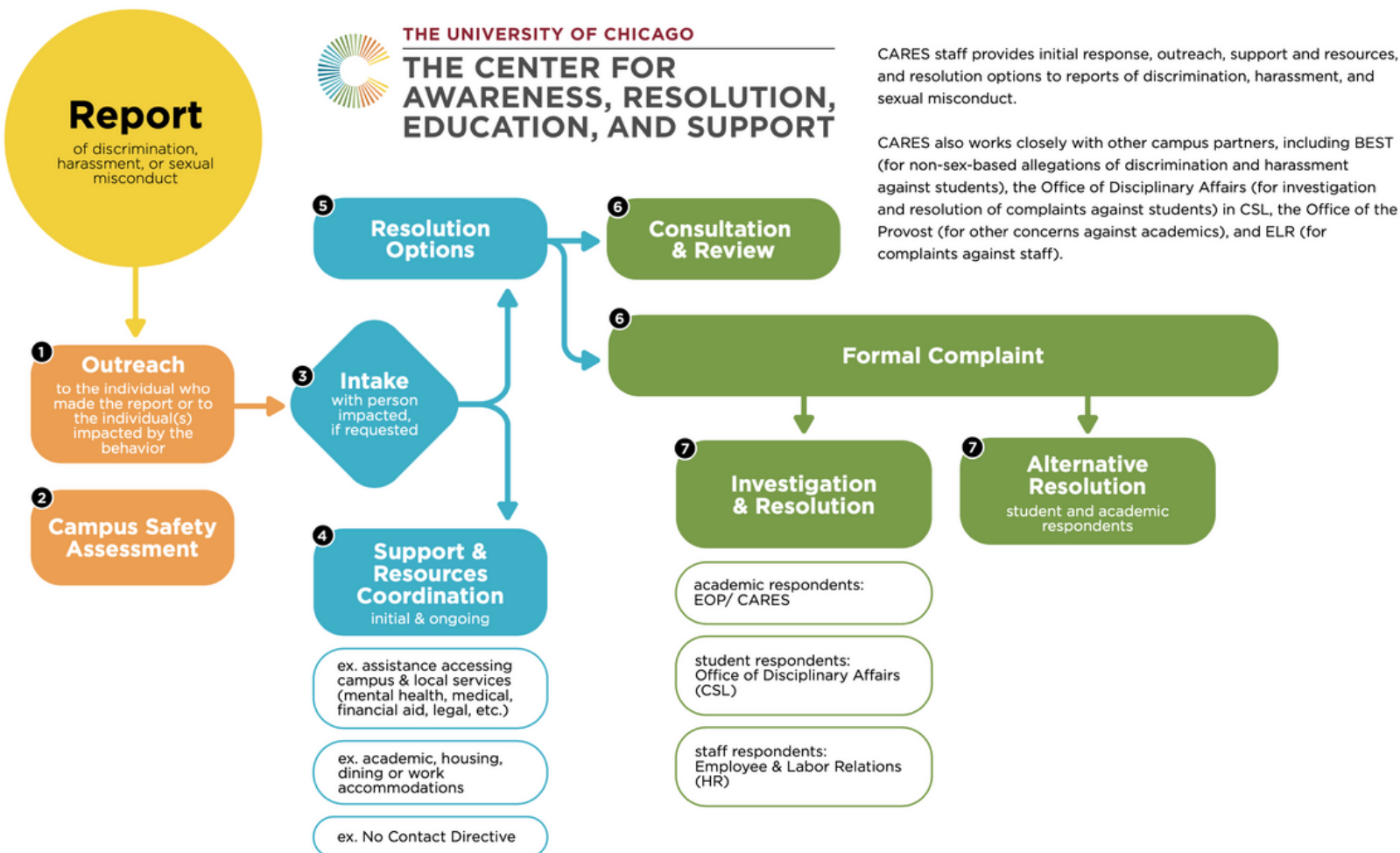
- **Annual Sexual Misconduct Prevention training** – online/ in person sessions, for over 19,000 students (98% completion) and over 10,000 faculty/ staff.
- **Co-led annual training for all Title IX/ Policy Personnel** in partnership with Campus & Student Life, Office of Disciplinary Affairs.
- **Facilitated approximately 31 educational workshops and trainings on topics including:** consensual relationships, navigating academic power (for graduate students), incapacitation and consent.
- **Worked with four departments on implementation of Year-Long Sexual Misconduct Curriculum**, with specific focus on graduate and professional populations, and provided approximately eight to ten individualized consultations and educational sessions.
- **Worked to expand population-specific workshops**, including for graduate students on navigating the academic power spectrum, and for PIs on cultivating and maintaining safe and healthy lab environments.
- **Supported RSVP** in development and implementation of social media awareness campaign to coincide with awareness months, including stalking awareness month (January) and sexual assault awareness month (April).
- **Facilitated bi-annual Campus Partner Task Force** meetings on sexual misconduct prevention, including workshopping presentation on incapacitation.
- **Continued membership in NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education**, including participation in Pass The Harasser subgroup.

**Learn More about CARES Prevention Education or Request a Workshop**

<https://cares.uchicago.edu/prevention-education-and-training/>

# UCHICAGO CARES: PROVIDING RESPONSE, SUPPORT & RESOURCES, AND RESOLUTION OPTIONS

- **Provided response, intake, risk assessment, documentation, and follow-up for reports** of discrimination, harassment, and sexual misconduct by students, faculty and staff; conducted investigations & facilitated other resolution options for complaints against faculty, and alternative resolution for student-student matters, under the University's Policy on Title IX Sexual Harassment and Policy on Harassment, Discrimination & Sexual Misconduct.
- **Met weekly in ongoing case management meetings** to consult around some reports.
- **Increased collaboration and outreach to campus partners** to assist in managing complex cases
- **Working to update educational materials** specifically, Title IX for faculty/ staff; reporting obligations; supporting a friend; pregnancy/ parenting; respondent services.
- **Reviewed UChicago non-discrimination policies and related processes and updated alternative resolution processes** and related documents.






# UCHICAGO CARES: WORKING FOR THE CAMPUS COMMUNITY

- **Launched new website** for UChicago CARES, [cares.uchicago.edu](https://cares.uchicago.edu)
- **Led and participated in monthly CARES team meetings**, which work to cultivate connection between team members and to provide opportunities for practice in our work, specifically through peer-led workshops and skill-building; including on topics related to: CARES goal setting, the growth mindset, barriers to implementing our values in our work, and communications strategies.
- **Conducted internal assessment of processes**, from response to support/resources to resolution, and implemented recommended changes to increase effectiveness, including creating caseflow graphic and compliance checklist.
- **Launched and led ongoing professional development opportunities for CARES team and campus partners**, including on topics such as inter-personal violence and stalking, safety planning.
- **Launched and led four policy forums** with staff from CARES, EOP, Campus & Student Life, Lab School, and Employee and Labor Relations to discuss and make recommendations to potential changes to University policy to align with best practices and the proposed Title IX regulations. Policy forums to continue in AY24.
- **Led Restorative Practices @UChicago**, an ongoing collaboration of DEI professionals at the University, in monthly circle practice and workshops on restorative practices. In total, hosted four circles in winter and spring quarter and two restorative practices workshops on pre-conferencing also in spring quarter. Feedback from participants in end-of-year assessment, demonstrated support for the continuation of both community-building circles and restorative practices workshops, with a focus on skill-building. CARES Directors, Vickie Sides & Janelle Stubbs, also completed their professional certificate in Restorative Justice Facilitation and Leadership through the University of San Diego's Center for Restorative Justice. Congrats to Vickie and Janelle!

# UCHICAGO CARES: LOOKING AHEAD TO THE 2023-2024 ACADEMIC YEAR



UChicago CARES is committed to continuing to expand and deepen its work of prevention education, response and support services, and resolution options as it advances a safer, more inclusive University community.

In AY24, CARES will consider current resources and staffing in any goal setting for AY24 and must also balance the pursuit of best practices with new compliance needs such as the implementation of proposed regulatory changes to Title IX, the creation and implementation of a homegrown sexual misconduct prevention training for employees, and the implementation of annual climate surveys. CARES hopes to work to make actionable our values of being person-centered, equitable and fair, transparent, and trauma-informed, all while continuing to provide quality prevention education, response and support services, and resolution offerings.

**LEARN MORE**

[cares.uchicago.edu](https://cares.uchicago.edu)