

Bias Education & Support Team (BEST)

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the pursuit and cultivation of learning. Freedom of expression is vital to our shared goal of the pursuit of knowledge and should not be restricted by a multitude of rules.

Expressions that cause hurt or discomfort can, but do not for that reason alone, constitute a violation of the law or of University policy. Rather, the communications are assessed within the standards provided by germane University reports and policies, including the Report of the Committee on Freedom of Expression and the University Policy on Harassment, Discrimination, and Sexual Misconduct, and statements that reinforce the University's commitment to diversity, civility, and equity <http://studentmanual.uchicago.edu/university> (<http://studentmanual.uchicago.edu/university>).

Students who experience such an incident can seek assistance from the Bias Education & Support Team (BEST). BEST's mission is to educate and support students affected by bias incidents and empower them to respond effectively.

[Bias Education & Support Team \(BEST\)](#) (#collapseFive)

BEST is comprised of staff members from offices across the University, including Spiritual Life, the Office of Multicultural Affairs, and Housing & Residence Life. BEST members receive extensive training on campus cultures, responding to bias and microaggressions, restorative and transformative justice practices, and conflict resolution.

Members of BEST also assist the Dean of Students in the University in documenting and reporting incidents that occur on campus. Bias incident data will be used to develop community educational and outreach programs.

Bias incidents that can be addressed by BEST include any actions that are motivated by bias, even if they do not include the elements required to prove a hate crime or a violation of University policy.

Although BEST can assist students in determining whether a violation of law or University policy may have occurred, and may refer students to additional resources should such a violation be likely, BEST cannot initiate disciplinary action or impose sanctions.

Members of BEST are listed below. You may contact any member if you have questions regarding bias or a bias incident.



Amanda Beirne

Community Assistant Director, Housing & Residence Life

adbeirne@uchicago.edu (<mailto:adbeirne@uchicago.edu>)

773-702-0786



Dana Bozeman

Director of Diversity and Inclusion, UChicago GRAD

dbozeman@uchicago.edu (mailto:dbozeman@uchicago.edu)

773-834-8021



Lynda Daher

Assistant Dean of Students in the University for Student Affairs and Associate Director for Student Emergency Response Systems

ldaher@uchicago.edu (mailto:ldaher@uchicago.edu)

(773) 702-8762



La Tonja Ellis

Director, Library Human Resources

latonjaellis@uchicago.edu (mailto:latonjaellis@uchicago.edu)

(773) 795-4855



Kimberly Gardiner

Senior Program Coordinator, Student Disability Services

gardiner@uchicago.edu (mailto:gardiner@uchicago.edu)

773-702-6000



Michael Jogerst

Assistant Dean and Director, Career Services, School of Social Service Administration

mjogerst@uchicago.edu (mailto:mjogerst@uchicago.edu)

(773) 702-1173

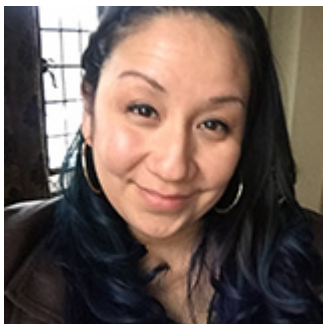


Joanne Nee

Deputy Chief of Police, Field Services Bureau

nee@uchicago.edu (mailto:nee@uchicago.edu)

(773) 795-3882



Patricia Guadalupe Nieves

Associate Director, Office of Event Services

lupen@uchicago.edu (mailto:lupen@uchicago.edu)

(773) 702-3418



Ravi Randhava

Senior Director for the Center for Identity + Inclusion and Assistant Dean of Students in the University

rrandhava@uchicago.edu (mailto:rrandhava@uchicago.edu)

(773) 702-7774



Ileri Rivas

Director, Student Support Services

mirivas@uchicago.edu (mailto:mirivas@uchicago.edu)

(773) 702-2435



Vickie Sides

Associate Director of Prevention Initiatives and Programming, Office for Sexual Misconduct Prevention and Support

vsides@uchicago.edu (mailto:vsides@uchicago.edu)

(773) 834-7738



Tobias Spears

Director of Diversity Initiatives, Office of Diversity & Inclusion, Biological Sciences Division (BSD)

tlspears@uchicago.edu (mailto:tlspears@uchicago.edu)

(773) 834-1005



Belinda Cortez Vazquez

Associate Dean of Students in the University for Student Affairs and Director of Student Emergency Response Systems

belinda@uchicago.edu (mailto:belinda@uchicago.edu)

(773) 834-9710

What is Bias? (#collapseOne)

Bias is a prejudice, negative opinion, or attitude toward a group of persons who possess common characteristics, such as skin color, or cultural experiences, such as religion or national origin.

Bias Incident is an action committed against or directed toward a person or property that are motivated, in whole or in part, by a bias against race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a

The University urges anyone who has experienced or witnessed a bias incident to report it to BEST. If you are interested in reporting a bias incident you may do so by clicking [here](https://cm.maxient.com/reportingform.php?UnivofChicago&layout_id=9), (https://cm.maxient.com/reportingform.php?UnivofChicago&layout_id=9) or by contacting a BEST member listed on this page. Reporting bias incidents is completely confidential. If you are a BEST member, you will be contacted by a BEST member who will contain contact information, a BEST member will contact the reporting person and if desired, offer a meeting to discuss the incident in detail, and explore a plan for resolution. During this meeting, for information regarding support services and additional resources, please consult any of the following:

the reporting person can expect to obtain information about related University policies, procedures, and resources.

Area Dean of Students (<http://csl.uchicago.edu/get-help/area-dean-students>)

When bias incidents do not involve a violation of law or University policy, BEST members may offer to assist the student in implementing

Center for Identity + Inclusion (<http://inclusion.uchicago.edu/>)

remedying solutions, called BEST practices. BEST practices include:

Center for Leadership and Involvement (<https://leadership.uchicago.edu/>)

Facilitate dialogue with the affected community (<https://leadership.uchicago.edu/>)

Facilitate dialogue with all parties involved in the incident

Restorative circles, such as hearing circles and peace circles

Educational opportunities (<http://disabilities.uchicago.edu/>)

Speak Outs and testimonials Chicago (<http://csl.uchicago.edu/get-help/title-ix>)

Other restorative remedies (<http://csl.uchicago.edu/get-help/dean-call-program>)

The following are completely confidential support services:

Other University offices may be consulted as needed to ensure a proper response. All campus entities will adhere to FERPA regulations when handling reports and information submitted via this website. If the matter is referred for further action by the Dean of Students Office or another appropriate campus entity, the processes for review and possible further action are carried out with the same measure of individual protection. In case of an emergency or if a crime occurred, please contact:

[University of Chicago Police Department](http://safety-security.uchicago.edu/police/) (<http://safety-security.uchicago.edu/police/>)

For information regarding pursuing disciplinary or legal action against anyone subject to University policies, please see:

Bias incident data may be used to develop community educational and outreach programs.

[University's Policy on Harassment, Discrimination, and Sexual Misconduct](http://studentmanual.uchicago.edu/page/policy-unlawful-discrimination-sexual-misconduct) (<http://studentmanual.uchicago.edu/page/policy-unlawful-discrimination-sexual-misconduct>)

[Disciplinary and Legal Options](https://csl.uchicago.edu/get-help/sexual-abuse-assault/disciplinary-legal-options) (<https://csl.uchicago.edu/get-help/sexual-abuse-assault/disciplinary-legal-options>)

The University of Chicago

©2019

The University of Chicago

5711 S Woodlawn Ave

Chicago, Illinois 60637

773.702.1234