Thank you for joining us this morning.

The program will begin in a few minutes.
Jeffrey Korzenik

Chief Investment Strategist,
Fifth Third Bank
&
Author

Second Chance Hiring: The Business Case
Georgia has the Nation’s Highest Rate of Correctional Control

- Highest rate of correctional control of any state in the country.
- Highest probation rate (three times the national average).
- 4th highest incarceration rate.
- Despite our crime rate ranking 20th.
Racial Disparities in Correctional Control

Racial and ethnic disparities in prisons and jails in Georgia

Whites are underrepresented in the incarcerated population while Blacks and Latinos are overrepresented.

- Black: 56% in state population, 33% in prison/jail population
- White: 31% in state population, 33% in prison/jail population
- Latino: 9% in state population, 9% in prison/jail population
- Native: 0% in state population, 0% in prison/jail population

Compiled from 2010 Census, Summary File 1.

Racial Disparities in Georgia’s Probation System

In every single county, Black people are overrepresented in Georgia’s probation population.

- DCS Population of Black People
- County Population of Black People

- Banks: 15% DCS, 10% County
- Dade: 15% DCS, 10% County
- Dawson: 15% DCS, 10% County
- Fayette: 15% DCS, 8% County
- Fulton: 15% DCS, 10% County
- Gordon: 15% DCS, 10% County
- Oconee: 20% DCS, 10% County
- Pike: 15% DCS, 10% County
- Schley: 15% DCS, 10% County

On average, Black people are twice as likely to be supervised on probation than White People

- 9x more likely in Dawson and Oconee
- 8x more likely in Fulton
- 8x more likely in Banks, Dade, Fayette, Gordon, Pike and Schley

* The information above reflects data current as of 2020
* [https://doj.georgia.gov/justice população]
* [https://www.census.gov/quickfacts/fact/table/GA/PST042210]
Dr. Alex Camardelle

Director of Workforce Policy

Advancing Racial Equity in the Workforce Through Reentry Policy
Local Examples and Q & A

Moderated by
JaKathryn Ross
Senior Director, Community Affairs
Georgia-Pacific
& GJP Board Member

Anne Blitch
Senior Counsel

The Coca-Cola Company

Craig Holmes
Senior Labor & Employment Counsel

Georgia-Pacific

GEORGIA JUSTICE PROJECT

UPS
Welcome

Chapelle Davis
Senior Vice President & Chief Diversity Officer

Federal Reserve Bank of Atlanta
Criminal Justice & Employment in Georgia
Why this Conversation is Needed

Doug Ammar, Esq.
Executive Director

GEORGIA JUSTICE PROJECT
GEORGIA’S CRIMINAL JUSTICE SYSTEM

- 54,000 people in prison
- 39,000 people in local jails
- 527,000 people in jail/prisons or under probation/parole
- 1 in 18 people in jail/prisons or under probation/parole
- 4.3 million people with a criminal record
Georgia has the Country’s Highest Rate of Correctional Control & Racial Disparities exist at every step in the process

*Correctional control* includes federal prisons, state prisons, local jails, youth confinement, Indian Country jails, involuntary commitment, parole and probation. Rates are per 100,000 total population in that state. D.C., on for all 50 states and D.C. combined.
GEORGIA JUSTICE PROJECT’S INTERVENTION

HOLISTIC CRIMINAL DEFENSE
- Legal representation with social services
- Long-term support for clients

PRISON SUPPORT/REENTRY
- Reentry lawyering – Metro Reentry Facility (MRF)
- Fines & fees reform
- Probation termination

POLICY/21 LAWS CHANGED
- Expanded expungement – impacts 1.5 million Georgians
- Early probation termination – impacts up to 48K Georgians

RECORD RESTRICTION/EXPUNGEMENT
- Legal representation
- Restriction summits
- Expungement help desks
Two Policy Victories in 2020-2021 with Bipartisan & Business Community Support

**Senate Bill 288: EXPUNGEMENT**  
(took effect Jan. 1, 2021)

- Previously, almost all convictions stayed on a person’s record for life in Georgia

**THE IMPACT:**

- 1.5 million Georgians newly eligible
- Misdemeanor and pardoned felony convictions
- Liability protections for employers

**CORPORATE SUPPORT THAT MADE THE DIFFERENCE:**

Coca-Cola, Home Depot, Mckenney’s, Metro Atlanta Chamber, Newell Brands, UPS, Verizon

**Senate Bill 105: EARLY TERMINATION OF PROBATION**  
(took effect May 3, 2021)

- Georgia probation sentences are twice as long as the national average of 3 years. 40% of Georgia probation sentences exceed 10 years.

**THE IMPACT:**

- 40,000 felony probationers qualify immediately
- Provides incentive and hope for people serving a long probation sentence
- Saves Georgia $34 million per year
Continuing the Conversation & Taking Steps Forward

RESOURCES FOR COMPANIES
• Resources & recording of today’s event
• Screening / hiring policies & practices

REACH OUT TO: Ann Colloton  Ann@GJP.org  404-827-0027 ext. 248

SUPPORT GJP
• Volunteer in GJP’s records clinic (attorneys)
• Volunteer in GJP’s Work Matters program (HR)
• Financial (individually or corporate partnerships)

PUBLIC POLICY CHANGE
• Engage with GJP’s policy change work
  o Driver’s License Suspensions
  o Occupational Licensing
  o Expanding Expungement

SAVE THE DATE
• November 9th next employer event

PUBLIC POLICY CHANGE
• Engage with GJP’s policy change work
  o Driver’s License Suspensions
  o Occupational Licensing
  o Expanding Expungement
The Business Case for Second Chance Hiring

JEFF KORZENIK
AUTHOR

“UNTAPPED TALENT: HOW SECOND CHANCE HIRING WORKS FOR YOUR BUSINESS AND THE COMMUNITY” (HARPERCOLLINS LEADERSHIP, APRIL 2021)
The Economic Challenge

Source: Congressional Budget Office.
Compounded annual growth rates over the specified periods calculated using calendar year data.
*The ratio of potential GDP to the potential labor force.
The Workforce Challenge: Fertility & Participation

![Graphs showing fertility and labor force participation rates over time.](image-url)
A Talent Resource

Source: University of Georgia, National Employment Law Project
The Models of Hiring

Source: “Untapped Talent: How Second Chance Hiring Works for Your Business and the Community” (HarperCollins Leadership, April 2021)
The Models of Second Chance Hiring

Source: “Untapped Talent: How Second Chance Hiring Works for Your Business and the Community” (HarperCollins Leadership, April 2021)
Source: “Untapped Talent: How Second Chance Hiring Works for Your Business and the Community” (HarperCollins Leadership, April 2021)
Bridging the Box

• Low-risk hires
• Know your felony
• Connect with second chance pioneers
• Connect with non-profit partners
• Review and eliminate vendor restrictions
• Offer amnesty
The Workforce Context of Reentry Programs: The Employer Connection

Alex Ruder
August 10, 2021

The views expressed are those of the presenter and do not necessarily reflect the views of the Federal Reserve Bank of Atlanta or the Federal Reserve System.
Workforce Development Basics

Workforce development programs are designed to

• enhance the job skills of individuals in order to increase their employability
• identify job opportunities
• help job seekers obtain employment (GAO 2011)

Workforce development programs promote economic opportunity.
“No matter how well planned the reentry, any outcome that does not include employment and economic opportunity will likely not succeed.”

-- Korzenik (2021) *Untapped Talent*, p. 69
Workforce Development in a Reentry Context

**Employment and Training**
- Vocational training
- Job Search assistance
- Work-based learning
- Work release
- Transitional jobs

**Case Management**
- Wraparound support
- Coaching
- Trauma-informed care

**Cognitive Behavior Therapy**
- Motivational interviewing
- Growth mindset
“To achieve the benefits of sourcing loyal and engaged employees...companies need to develop and implement two sets of processes”

1. Identify the job seekers who are ready for employment
   • “Finding the Right Non-Profit Partner”

2. Support job seekers’ continued employment
   • Housing, transportation, food
   • Mentorship, financial coaching, job training

Quote from Korzenik (2021), *Untapped Talent*, p. 78
What does the research say about reentry?

“Most prior studies of adult employment reentry programs do not consistently show effects due to variation in program models, implementation quality, and study designs.” (Lacoe and Betesh. 2019)
Enhanced Transitional Jobs Demonstration (ETJD)

- Program in Atlanta, Milwaukee, San Francisco, Syracuse, Fort Worth, Indianapolis, New York.
- Approximately 7,000 participants
- Provided enhanced job services:
  - Historically, worker’s transitional job was with the non-profit itself
  - ETJD aimed to place workers in private sector employment

Barden et al. (2018)
Implementation challenges from ETJD

Program 1:

“The program deviated from the intended model in the types and diversity of second-stage jobs...there were a limited number of employers working with the program at this stage and those offered limited opportunity for advancement.”

Program 2:

“The low placement rate occurred, in part, because...many programs struggled to identify subsidized positions with private-sector employers.”

Program 3:

“The program operated as intended...However...there were challenges with case management services and cultivating employers, identifying job openings, and placing people in jobs.”
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“The low placement rate occurred, in part, because...many programs struggled to identify subsidized positions with private-sector employers.”

Program 3:

“The program operated as intended...[h]owever...there were challenges with case management services and cultivating employers, identifying job openings, and placing people in jobs.”
Conclusion

• The process and partners matter

• Understand the non-profit context (see page 86)

• Research the workforce program model and its implementation
Thank you

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Race and Workforce Reentry
An anti-racist framework for approaching second-chance hiring

Alex Camardelle, Ph.D.

August 10, 2021

jointcenter.org
Our Mission

The Joint Center for Political and Economic Studies, America’s Black think tank, provides compelling and actionable policy solutions to eradicate persistent and evolving barriers to the full freedom of Black people in America. We are the trusted forum for leading experts and scholars to participate in major public policy debates and promote ideas that advance Black communities. We use evidence-based research, analysis, convenings, and strategic communications to support Black communities and a network of allies.
The Joint Center’s workforce policy program centers Black workers in policy debates concerning the future of work, workforce development, and access to good jobs. Our work concentrates on creating solutions to help workers in Black communities as the economy changes.
“The history of the American Negro is the history of strife, -- this longing to attain self-consciousness manhood, to merge his double self into a better and truer self… he simply wishes to make it possible for a man to be both a Negro and an American, without being cursed and spit upon by his fellows, without having the doors of opportunity closed roughly in his face.”

- W.E.B. Du Bois, 1903
• **Slavery** was the legal institution of human enslavement of Black Americans in the 18th and 19th centuries after the U.S. gained independence and before the end of the American Civil War.

• **Black codes** were developed during slavery and were enforced long after emancipation, returning Black Americans to slavery-like conditions through forced labor and convict leasing systems that lasted into the 20th century.

• **Jim Crow Laws** enforced racial segregation in the Southern United States and remained in force until 1965. During this period, Black Americans were relegated to second-class citizenship.

• **The New Jim Crow** refers to the U.S. criminal legal system’s use of the War on Drugs as a primary tool for enforcing racial discrimination and repression, reinforcing the association between criminality and “Black.”
The Racial Caste System emerged from the enforcement of the color line through centuries of public policy – reinforced by policing and mass incarceration – which led to high levels of segregation between Black and white Americans across every U.S. institution.

1600s - 1860s

- Southern slavery and the slave codes
- Lynching
- Native American removal

1870s - 1960s

- Jim Crow discrimination becomes enshrined in Georgia law
- Redlining solidifies residential segregation, restricts wealth building through homeownership to whites only
- Urban renewal projects as part of the New Deal leads to the construction of highways straight through communities of color

1970s - Today

- Institutional racism and hostility towards immigrants perpetuated by explicit and implicit biases continues to permeate public policy and our everyday lives
Historical Currents

Snapshot of Georgia's Black Incarcerated Population

In Georgia, Black people constituted 32% of state residents, but 51% of people in jail and 60% of people in prison.
• **Police:** many jurisdictions continue to experience significant racial disparities in police stops.

• **Prosecutors:** Prosecutors, driven by quotas, are more likely to charge people of color with crimes that carry heavier sentences than whites.

• **Judges:** Judges are more likely to sentence people of color than whites to prison and jail and to give them longer sentences, even after accounting for differences in crime severity and criminal history.
“For reasons largely unrelated to actual crime trends, the American penal system has emerged as a system of social control unparalleled in world history”

– Michelle Alexander
Legal Discrimination and Reentry

- Once released from jails and prison, Black Americans are further stigmatized by the mainstream culture with the label and status of being “ex-offenders,” which is aggravated further by race.

- Stigma, compounded by racial bias increases social isolation and reduces chances for economic inclusion in the workforce.

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Legal Discrimination and Reentry


- It turns out, legal discrimination persists in the labor market was bolstered by the shift to more stealth forms of racism, using the machinery of mass incarceration.

- Today, the racial caste system “permanently locks a huge percentage of the Black community out of the mainstream society and economy.”
Legal Discrimination and Reentry

• Criminal records are used as a mechanism to sort workers within racial groups, giving preference to workers without a history of incarceration.

• Criminal legal institutions undermine access to jobs by disrupting employment, degrading skills, and “marking” people for stigmatization and exclusion based on past conviction, through both private employer screening and state occupational licensing restrictions.

• Because Black Americans are treated disparately in policing and sentencing and thus are overrepresented in the prison system, the burden of a record weighs most heavily on Black communities.
Legal Discrimination and Reentry

Critical Evidence of Persistent Discrimination

• White applicants receive 36% more callbacks than equally qualified Black applicants who apply for the same jobs.

• The EEOC finds that the use of convictions as a screening tool carries a disparate effect because Black Americans are convicted at higher rates.

• Black job applicants with a record are half as likely as similarly qualified white applicants with a record to receive a callback or job offer.

• White men with a criminal record are more likely to get interviewed for jobs than Black men with no criminal record.

• Employers who do not conduct background checks are likely to avoid specific groups—namely, undereducated black men—because they stereotype them as ex-offenders without evidence to the contrary.
Legal Discrimination and Reentry

Prohibitions on Work Supports Disproportionately Harm Returning Citizens Color

TANF Drug Bans (as of January 2021)

SNAP Drug Felon Bans (as of January 2021)
COVID-19 a massive setback for Black communities – even moreso for Black returning citizens

Labor force participation rates down for Black workers in the last month

Unemployment highest for Black workers – improved but not for good reasons

Hiring discrimination make employment growth – and thus economic recovery – sluggish

July 2021 Jobs Report:

Figure 2. Black and Latino or Hispanic workers see improved but still elevated unemployment rates

Unemployment rate by race

Source: Brookings analysis of data from U.S. Bureau of Labor Statistics
Solutions

• Develop/implement clear and public second-chance hiring policies

• Implement individual assessments

• Target investment and recruiting in communities that have high rates of returning citizens, particularly in communities of color

• Partner with people of color who have direct experience in the criminal legal system to develop inclusive practices and policies regarding hiring, retention, and promotion

• Continuously evaluate your practices and policies to ensure they are having an impact
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