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Putting People at the Center

The Role of Lived Experience in Dismantling Collateral Consequences Caused by Incarceration

A WEBINAR
Today’s Speakers

Marlon Chamberlain
FORCE organizer at the Community Renewal Society

Glenn E. Martin
President and Founder of JustLeadershipUSA (JLUSA)

Michelle Natividad Rodriguez
Senior Staff Attorney at the National Employment Law Project (NELP)

Quintin Williams
Workforce Research and Policy Fellow at Heartland Alliance
Housekeeping

- Use the Questions/Chat box to send a question.
- Q & A session @ the end of the webinar.
- Video & slides will be made available on our website.
- Tweet with us! #LEinPolicy
National Initiatives on Poverty & Economic Opportunity

We are dedicated to ending chronic unemployment and poverty.
Collateral Consequences

- Legal and regulatory sanctions and restrictions in housing, employment, occupational licensing, voting, education, and other opportunities.
- Estimated 50,000 collateral consequences
- Most do not contribute to overall public safety
- Unevenly distributed and coordinated
Policymaking

• “I never saw any of us at the table”
• Special interests and Lobbyists
• Academia
• Who’s at the table?
Putting People at the Center

• “We are the experts of our experience”
• “Communities are often the objects of policy but not the architects”
• The Empowerment Effect
• From the margins to the center
Glenn E. Martin
GLENN E. MARTIN

President and Founder of
JustLeadershipUSA

Putting People at the Center:
The Role of Lived Experience in
Dismantling Collateral
Consequences Caused by
Incarceration

Heartland Alliance for Human
Needs
and Human Rights
OUR MISSION

JustLeadershipUSA is dedicated to cutting the US correctional population in #halfby2030. JLUSA empowers people most affected by incarceration to drive policy reform.

This mission is based on our founding principle:

Those closest to the problem are closest to the solution, but furthest from resources and power.
ADVOCACY CAMPAIGNS
We organize and support decarceration advocacy campaigns on the local, state, and federal levels.

LEADERSHIP TRAINING
We train and support formerly incarcerated people to become stronger and more effective leaders.

MEMBERSHIP ENGAGEMENT
We engage members to build support and raise awareness through advocacy and activism.
LEADING WITH CONVICTION
Two tracks of leadership training:
Leading with Conviction & Emerging Leaders
Others said it was impossible, but in less than 12 months the campaign pushed Mayor de Blasio to make closing Rikers the official policy of NYC.

Hundreds of people harmed by Rikers and over 150 organizations have come together to make closure a reality as quickly as possible.
GLENN E. MARTIN
President & Founder, JustLeadershipUSA

GLENN E. MARTIN
@GlennEMartin
@GlennEMartin

BECOME A MEMBER TODAY
Help us achieve #halfby2030 for only $1 a month. Together, we can redefine JUSTICE.

justleadershipusa.org
Michelle Natividad Rodriguez
Advancing Policies to Expand Job Opportunities in Partnership with People with Records

August 2017

Michelle Natividad Rodriguez
National Employment Law Project

Senior Staff Attorney
Berkeley, California
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Disseminating Research and Data
A Look at the Numbers

70 MILLION PEOPLE in the U.S. have a record. That's nearly 1 IN 3 ADULTS.

ONLY 4.5% of U.S. arrests involved violent crimes in 2014.

28% of ALL 2010 ARRESTS were of AFRICAN AMERICANS, despite African Americans comprising ONLY 14% of the U.S. POPULATION.

MORE PRODUCTIVE

Studies have found workers with records to be MORE productive than other workers and have LESS job turnover.

Harvard researchers observed that MILITARY MEMBERS with felony convictions are promoted FASTER and were NO MORE likely to be discharged.

BETTER RETENTION

A 2009 study at John Hopkins of about 500 hires of people with records showed their RETENTION RATE OUTMATCHED that of NON-OFFENDERS after 40 months.

27,254 Licensing Restrictions
Many for *any* offense. Many *permanent*. Many *mandatory*.

The ABA Inventory documents 27,254 state occupational licensing restrictions. Of these restrictions, over 12,000 are for individuals with any type of felony, over 6,000 are based on misdemeanors, over 19,000 are permanent disqualifications, and over 11,000 are mandatory disqualifications.

How are the states doing overall?

- Most states “minimal”
- 11 states lack *any* broad, overarching law
- Only one state graded “most effective” - Minnesota

Toolkits, Resource Guides, and Technical Assistance
Seven Years Maintained “Ban the Box” Guide
29 states and over 150 localities have adopted laws & policies

- Private employers
- Public entities
- More expansive laws, coined fair-chance laws
Launched Fair-Chance Toolkit in 2014
Accessed 100,000 annually

- Research summary
- Best practices
- Model local and state policies and laws
- Campaign strategy
- Communications plan
A Healthcare Employer Guide to Hiring

• Toolkit focused on healthcare sector
• Dispels myths
• Provides case studies
Collaboration with Directly Impacted Led Groups and Leaders
Fair-Chance Hiring in Philanthropy

- Toolkit focused on philanthropy
- Collaboration with HR professionals in philanthropy and people with lived experiences
- Provides case studies
Supporting Efforts Led by People with Lived Experiences
Re-granting Opportunities to Directly Impacted Led Groups and Leaders
Marlon Chamberlain
Restoring Rights & Opportunities Coalition of Illinois (RROCI)

Ensuring the true experts are part of the decision making table.
The State of Illinois – Quick Facts

- Springfield, the capitol of Illinois, is over a three hour drive from the most populated county and the City of Chicago.
- And while 40% of the State’s population lives in Cook County – 49.6% of the prison population is from Cook County – most of the state’s prisons are three to seven hours away.
- Illinois is a democratic state, but most democrats outside Cook County are not in favor of criminal justice reform....they represent entire towns dependent on prisons.
WHAT THE REST OF THE NATION HEARS ABOUT ILLINOIS......
WHAT THE NATION DOESN’T KNOW IS THAT CRIMINAL SYSTEM REFORM IS A BI-PARTISAN ISSUE IN ILLINOIS

Table full of “experts” talking about solutions
We knew we had to pull up that seat and insert ourselves into the conversation.....and in 2013, the Restoring Rights and Opportunities Coalition of Illinois (RROCI) launched.

**RROCI Principles**

1. **Illinois needs a fair system of justice that recognizes human dignity**
2. **Regardless of their past, everyone deserves to have a meaningful future**
3. **Together, we can drive solutions with a community voice**
WHY we did it

✓ People with records are experts of their own experience

✓ No one tells our story better than us – WE create our own narratives

✓ We are the ones who can shift the narrative
WHAT we did - 2016

HB 4360 – removed lifetime barriers to employment in schools

SB 3005 – removed lifetime barriers to employment in park districts

SB 42 – removed lifetime barriers to health care licensing for forcible felonies

HB 4515 – improved the Health Care Worker Registry and created task force that includes community members
WHAT we did - 2017

HB 2373
Expansion of Sealing - Passed both Houses

Allows for the sealing of all felony convictions – keeping only the current exceptions in the statute – opening the door for hundreds of felony convictions to be sealed.

Made NO FURTHER distinctions between “violent” and “Non-violent” convictions
HOW we do it

Issue focus comes from the community

Lobbying is done by leaders, not the lobbyists

Train leaders to be at the decision making table

Weekly trips to Springfield during legislative session

Decision making is at coalition table or steering committee
HOW we do it

1. Issue focus comes from the community

2. Train leaders to be at the table – and train deeply
3. Decision making happens at coalition or steering committee level
HOW we do it

4. Weekly trips to Springfield during session – maintaining a continuous presence.
5. Lobbying is done by – not for – those with lived experience.
<table>
<thead>
<tr>
<th>Decision-maker</th>
<th>Process</th>
<th>Types of Decisions</th>
<th>Time Frame</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Coalition</td>
<td>Consensus or vote</td>
<td>Long-term, broad</td>
<td>&gt; 30 days</td>
<td>Broad issues, annual agenda, coalition advocacy activities</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Can assign decision to steering committee</td>
</tr>
<tr>
<td>Steering Committee</td>
<td>Consensus or vote.</td>
<td>Detailed or mechanical</td>
<td>&lt; 30 days</td>
<td>Bill sponsors, expert testimony, messaging, leader prep, key changes in advocacy direction, media strategy</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>&gt; 24 hours</td>
<td></td>
</tr>
<tr>
<td>Poll each organization</td>
<td>At least one person from each organization, one policy person, one leader, and one organizer</td>
<td>Requires a quick turnaround</td>
<td>&lt; 24 hours</td>
<td>Steering committee call is attempted</td>
</tr>
</tbody>
</table>
| As much input as possible      | As many steering committee members as possible | Decision that requires an IMMEDIATE turn-around | On-the-spot | Infrequent
|                                |                              |                           |            | Steering committee members commit to being available on short notice    |

**When does the Steering Committee or the Coalition need to make a decision jointly?**

1. Bill content
2. Changes in bills and changes resulting from bill negotiations
3. Key strategic moments (when to go to committee, move forward, negotiate)
Questions...?
Next Steps

The webinar recording & slides will be available on our website, and we’ll also email them to you.
Speaker Contacts

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Thank You!

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https://nationalinitiatives.wordpress.com/

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