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Putting People at the Center

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

A WEBINAR

HEARTLAND
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HEARTLAND ALLIANCE

NATIONAL INITIATIVES

 [#LEinPolicy](#)

Today's Speakers



Marlon Chamberlain
FORCE organizer at the Community
Renewal Society



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



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

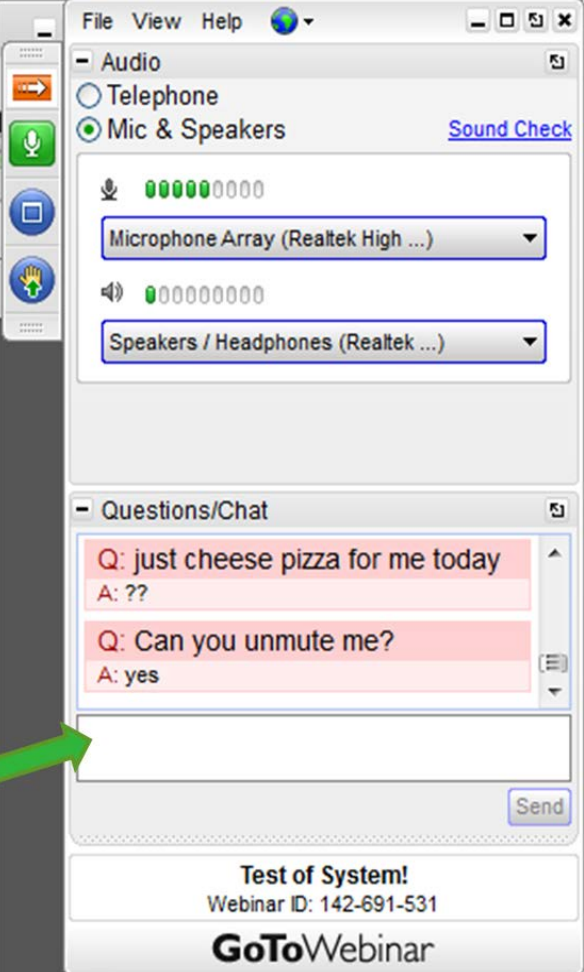


Quintin Williams
Workforce Research and Policy
Fellow at Heartland Alliance

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**

Ask a question!



The screenshot shows a GoToWebinar control panel. At the top, there's a menu with 'File', 'View', and 'Help'. Below that, the 'Audio' section is expanded, showing 'Telephone' and 'Mic & Speakers' (selected). A 'Sound Check' link is visible. The microphone level is shown as 0000000000 and the speaker level as 0000000000. The selected microphone is 'Microphone Array (Realtek High ...)' and the selected speakers are 'Speakers / Headphones (Realtek ...)'. Below the audio settings is the 'Questions/Chat' section, which contains two messages: 'Q: just cheese pizza for me today' with 'A: ??' and 'Q: Can you unmute me?' with 'A: yes'. At the bottom of the chat box is a text input field and a 'Send' button. Below the chat box, there's a 'Test of System!' section with 'Webinar ID: 142-691-531' and the 'GoToWebinar' logo.

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**



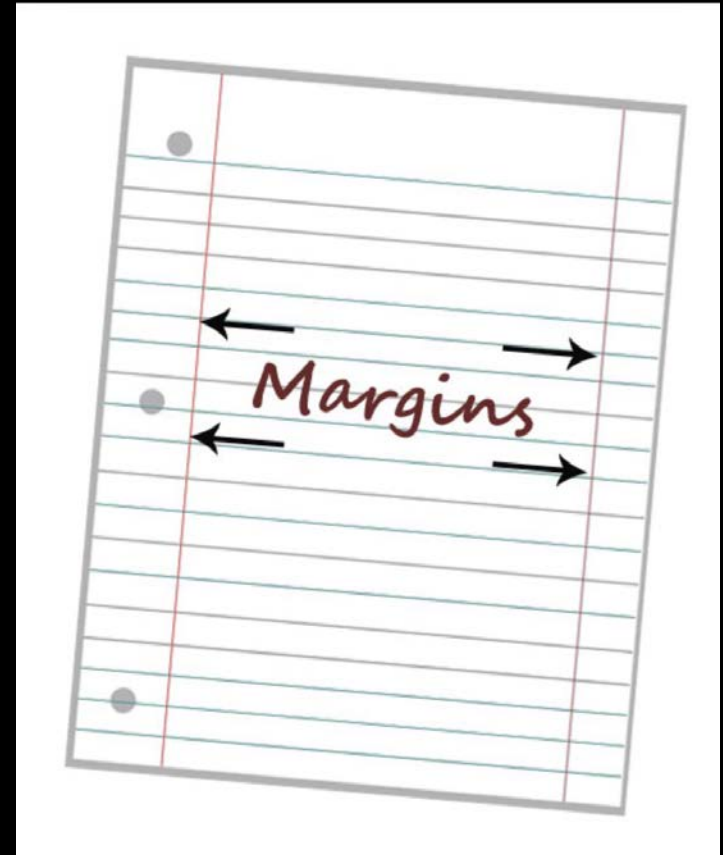
Policymaking

- “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





JLUSA

justleadershipusa.org

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.**



OUR THEORY OF CHANGE

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

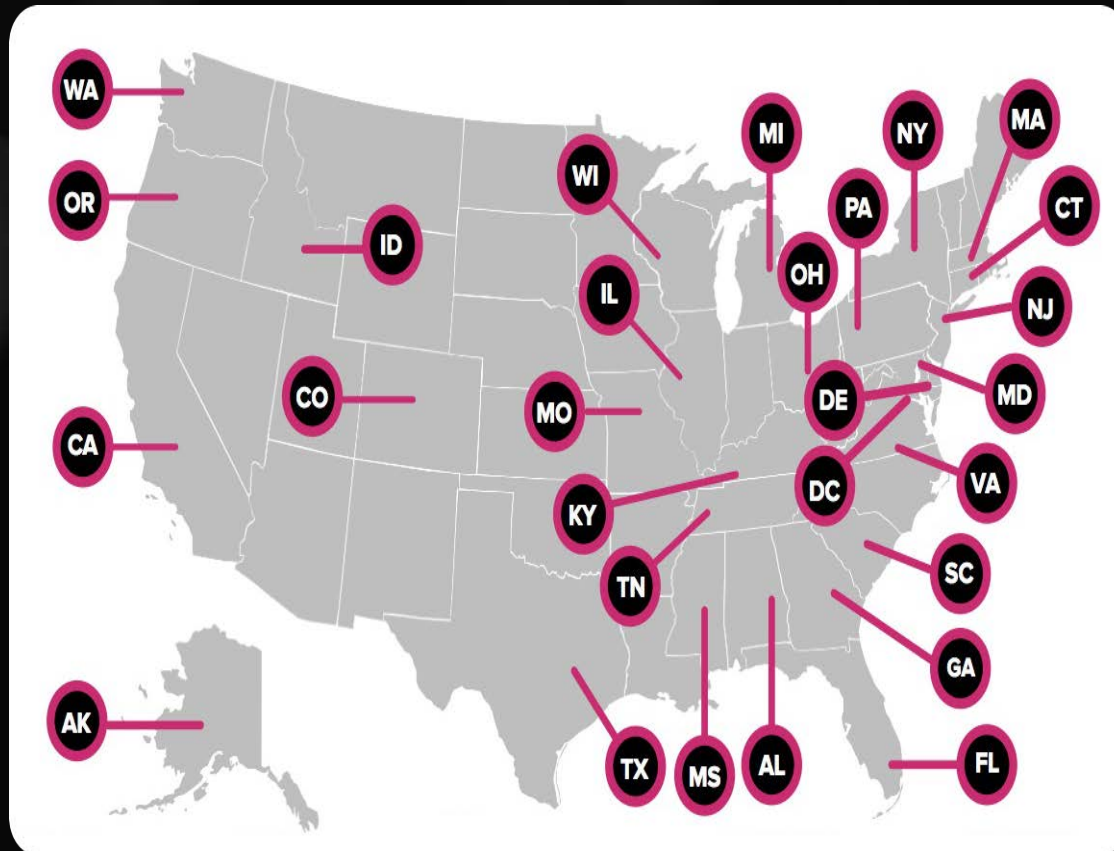
We engage members to build support and raise awareness through advocacy and activism.



LEADING WITH CONVICTION

Two tracks of leadership training:

Leading with Conviction & Emerging Leaders



#CLOSErikers

BUILD COMMUNITIES



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

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[JustLeadershipUSA](https://www.facebook.com/JustLeadershipUSA)



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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

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National Employment Law Project



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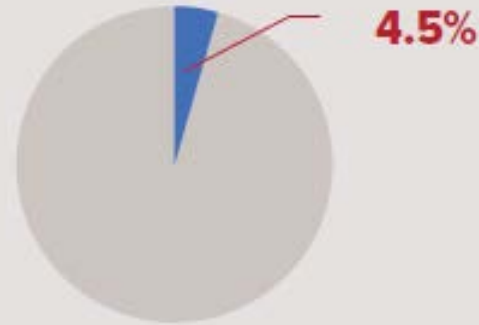
Disseminating Research and Data

A Look at the Numbers

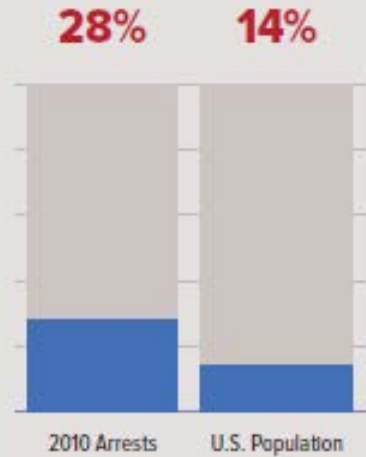
70 MILLION PEOPLE in the U.S. have a record. That's nearly **1 IN 3 ADULTS**.



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**.



SOURCE: NELP and Safer Foundation, "A Healthcare Employer Guide to Hiring People with Arrest and Conviction Records" (2016), available at www.nelp.org

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.



Employment is the **#1** most important factor for decreasing recidivism.



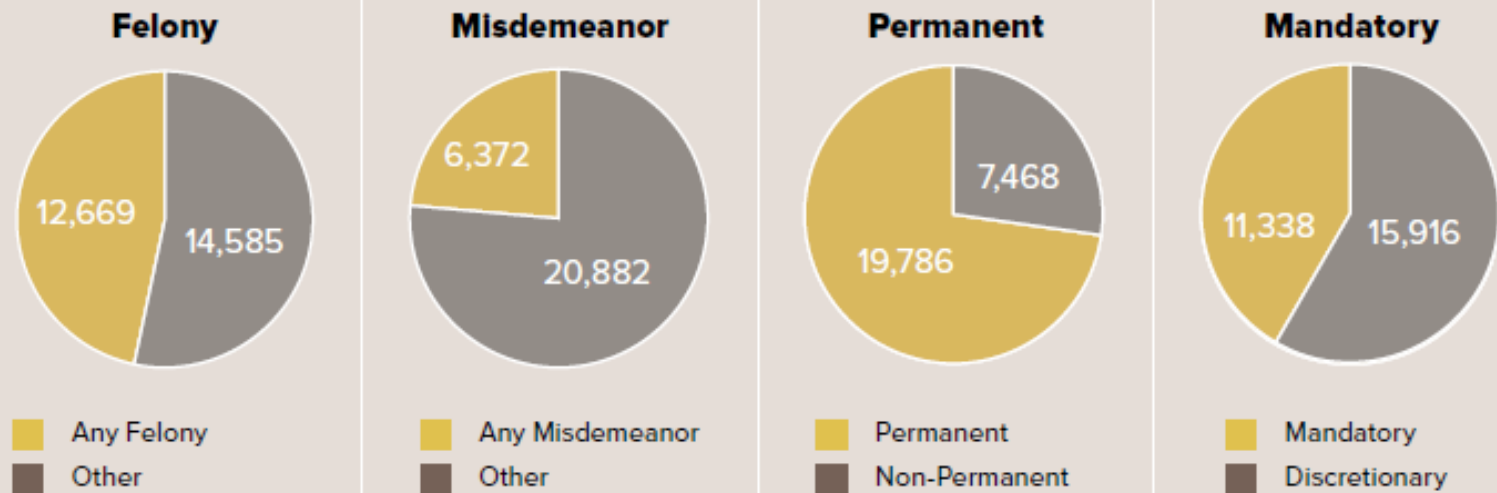
BETTER RETENTION

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

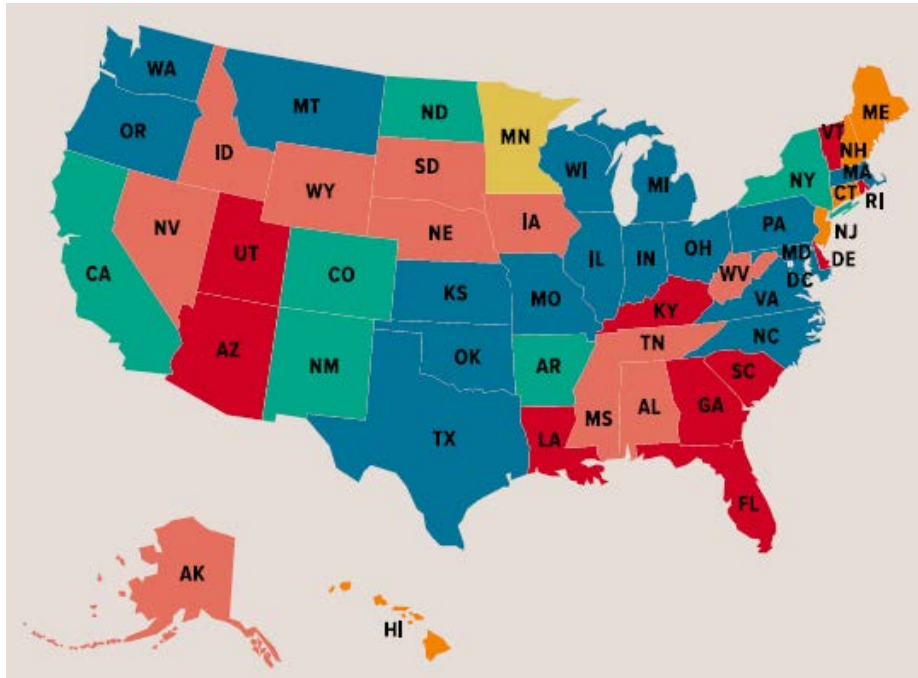
Many for *any* offense. Many *permanent*. Many *mandatory*.

Types of Disqualifications Among State Licensing Restrictions



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?



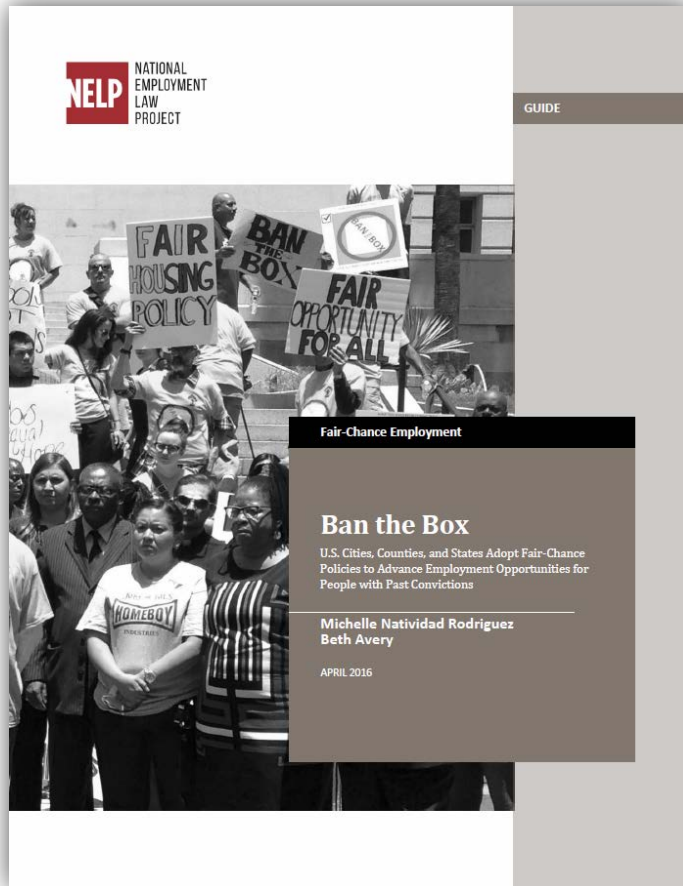
- Most states “minimal”
- 11 states lack *any* broad, overarching law
- Only one state graded “most effective” - Minnesota



Toolkits, Resource Guides, and Technical Assistance

Seven Years Maintained “Ban the Box” Guide

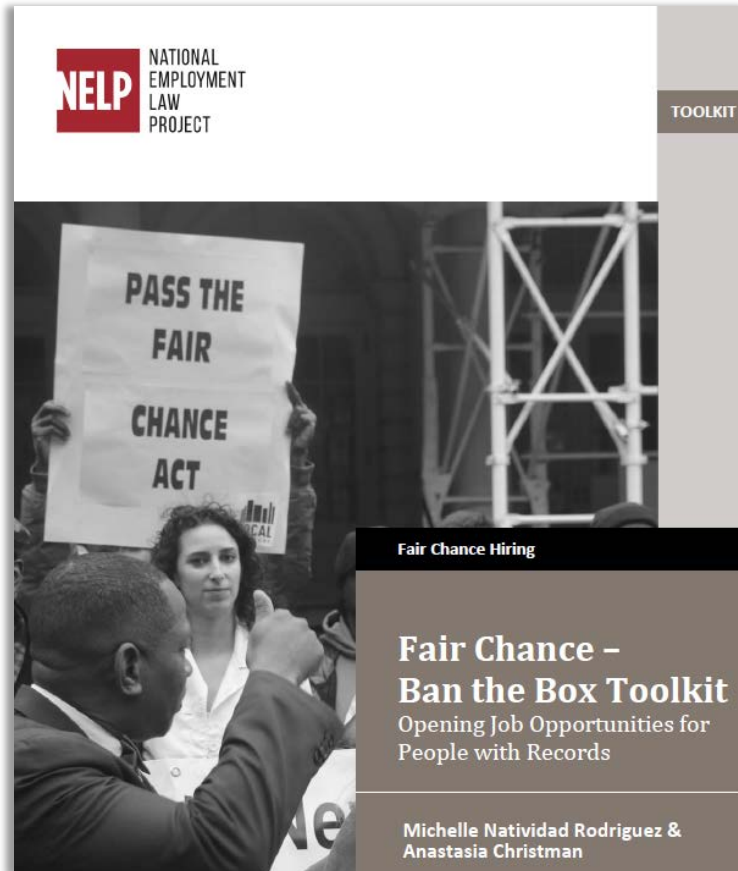
29 states and over 150 localities have adopted laws & policies



- 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

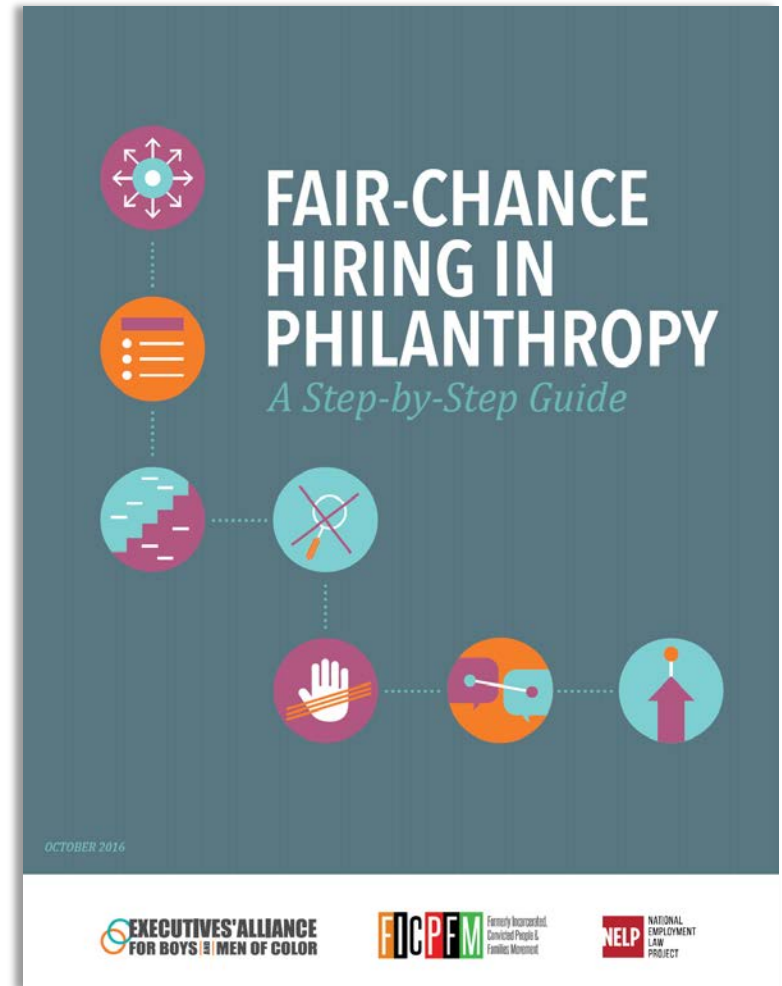
- **Toolkit focused on healthcare sector**
- **Dispels myths**
- **Provides case studies**



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

National Employment Law Project

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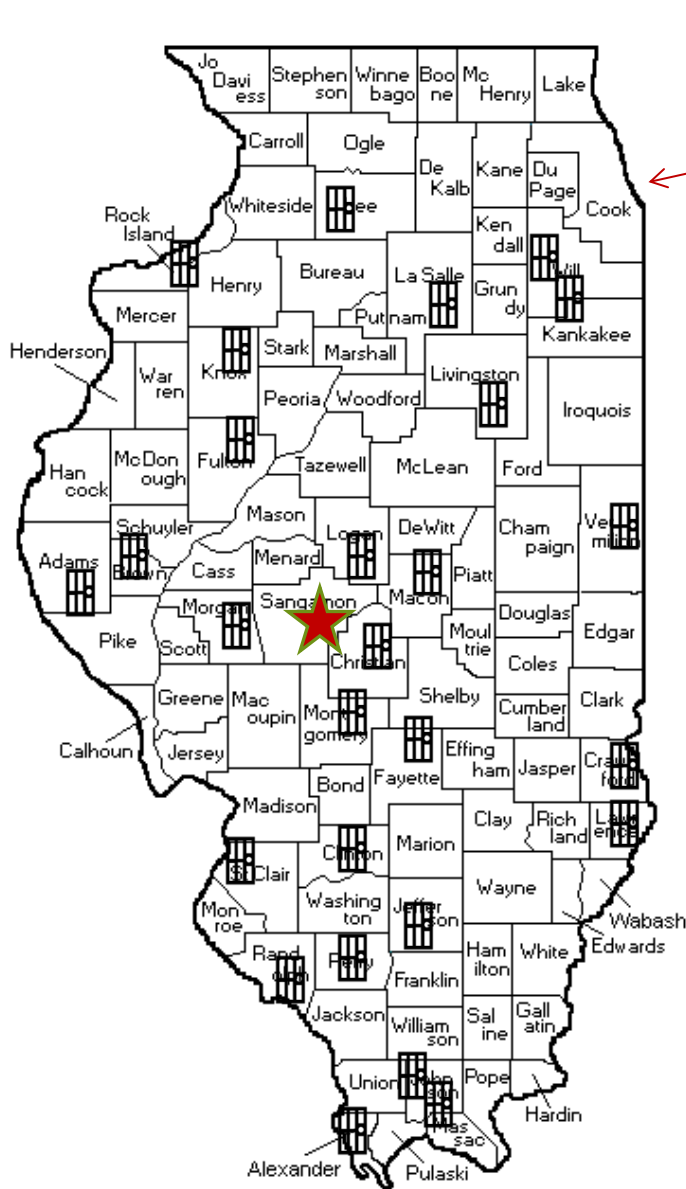
www.nelp.org

Marlon Chamberlain



Restoring Rights & Opportunities Coalition of Illinois (RROCI)

Ensuring the true experts are part of the
decision making table.



CHICAGO

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



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.

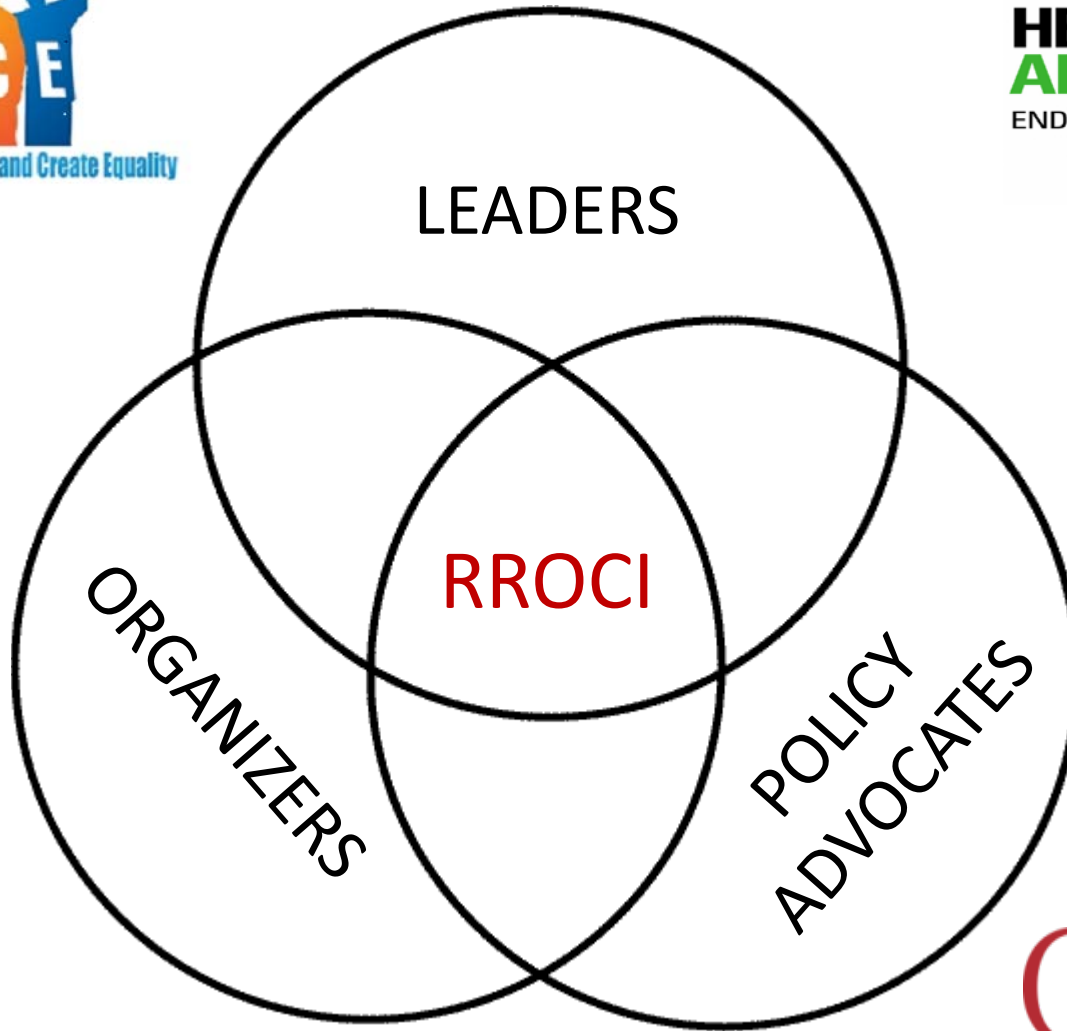


RROCI Principles

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*



**HEARTLAND
ALLIANCE**
ENDING POVERTY



CGLA

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

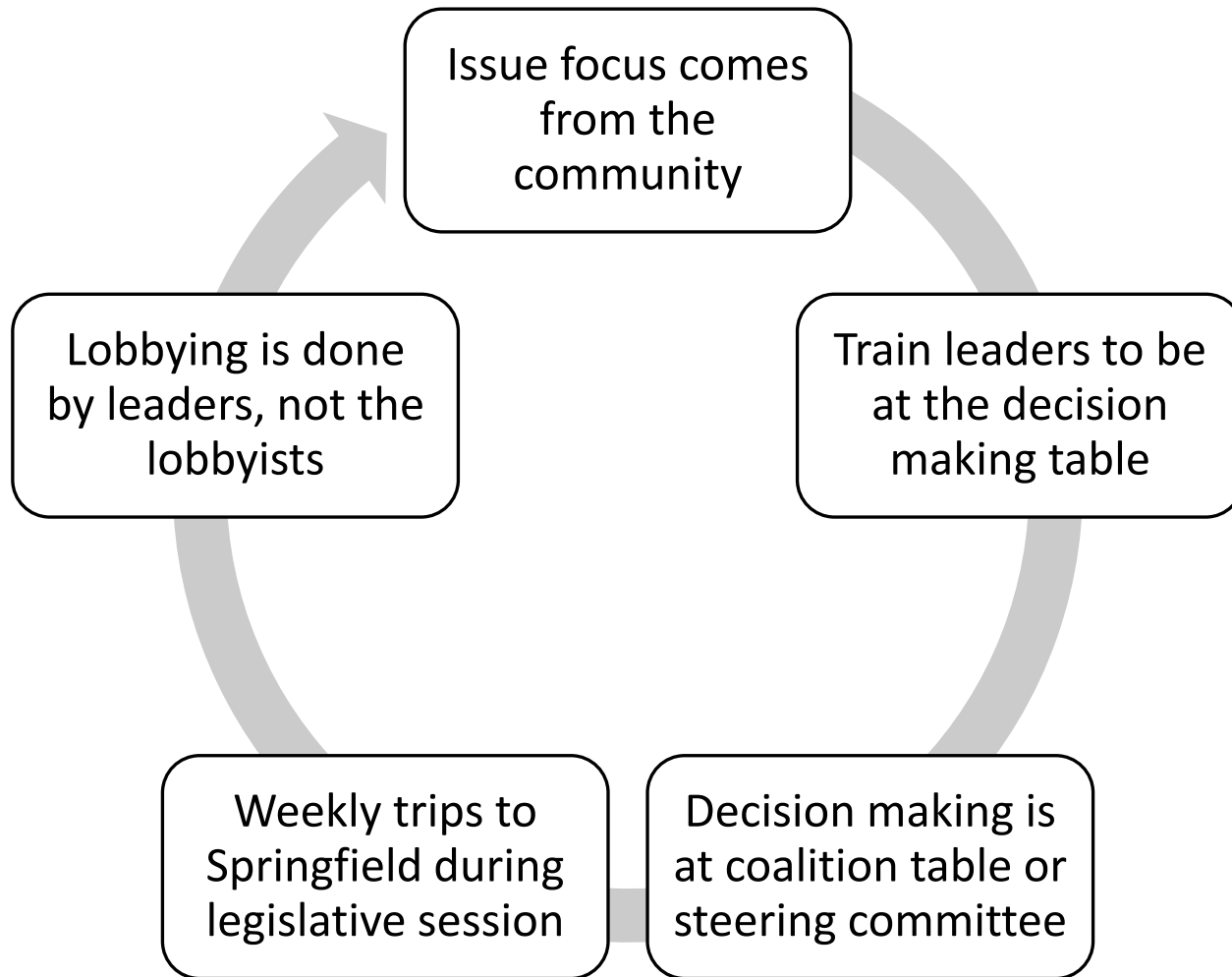
HB 2373

**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



HOW we do it

1. Issue focus comes from the community



2. Train leaders to be at the table – and train deeply

HOW we do it

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.

HOW we do it



5. Lobbying is done by – not for – those with lived experience.

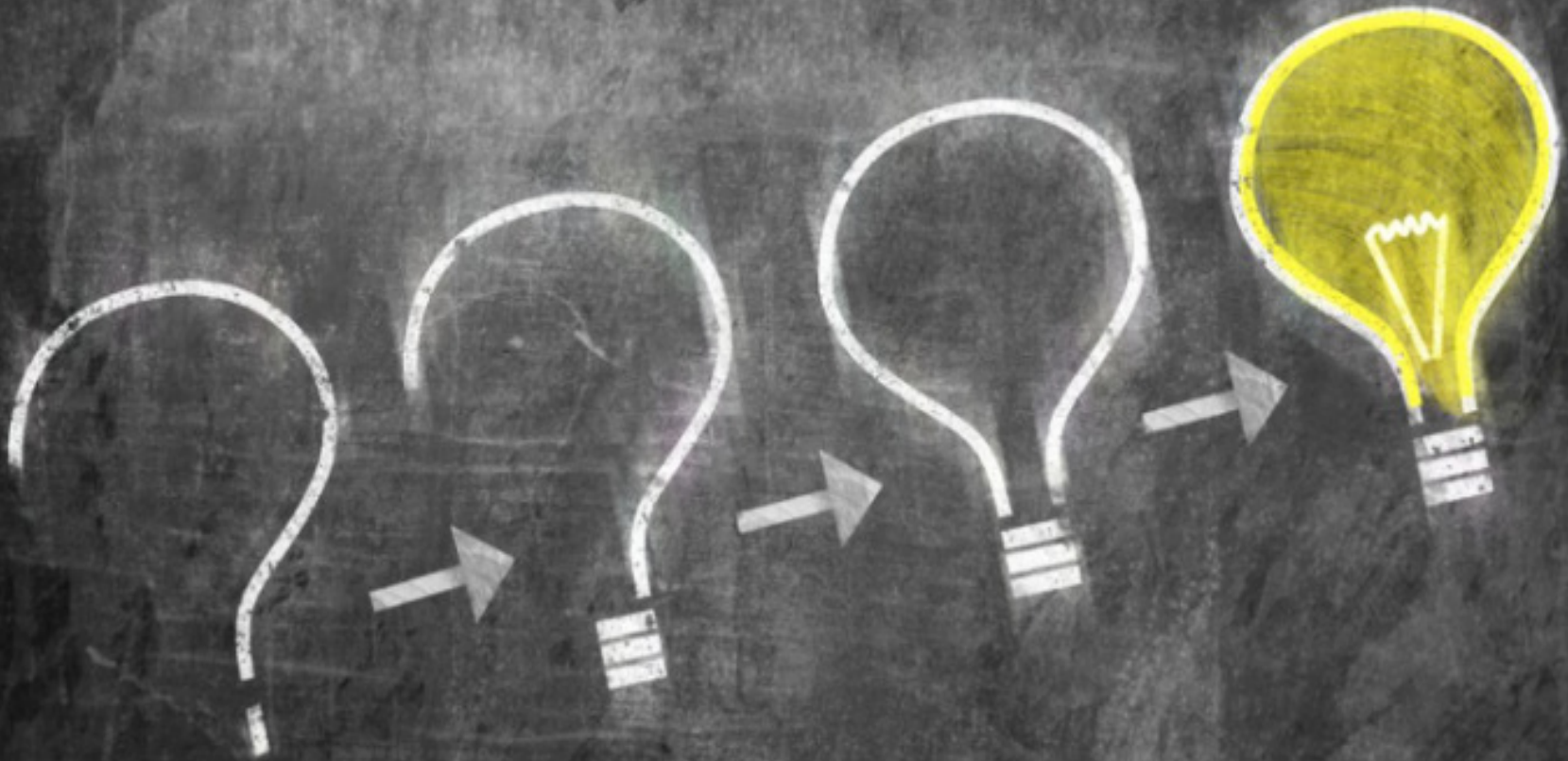
Decision-maker	Process	Types of Decisions	Time Frame	Notes
Full Coalition	Consensus or vote	Long-term, broad	> 30 days	Broad issues, annual agenda, coalition advocacy activities Can assign decision to steering committee
Steering Committee	Consensus or vote.	Detailed or mechanical	< 30 days > 24 hours	Bill sponsors, expert testimony, messaging, leader prep, key changes in advocacy direction, media strategy
Poll each organization	At least one person from each organization, one policy person, one leader, and one organizer	Requires a quick turnaround	< 24 hours	Steering committee call is attempted
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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