

Preventing The New Jim Crow: Black Elected Officials Role in Employment for the Previously Incarcerated- The Discussion



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Nations within a Nation

WHAT CAN WE EXPECT WHEN?

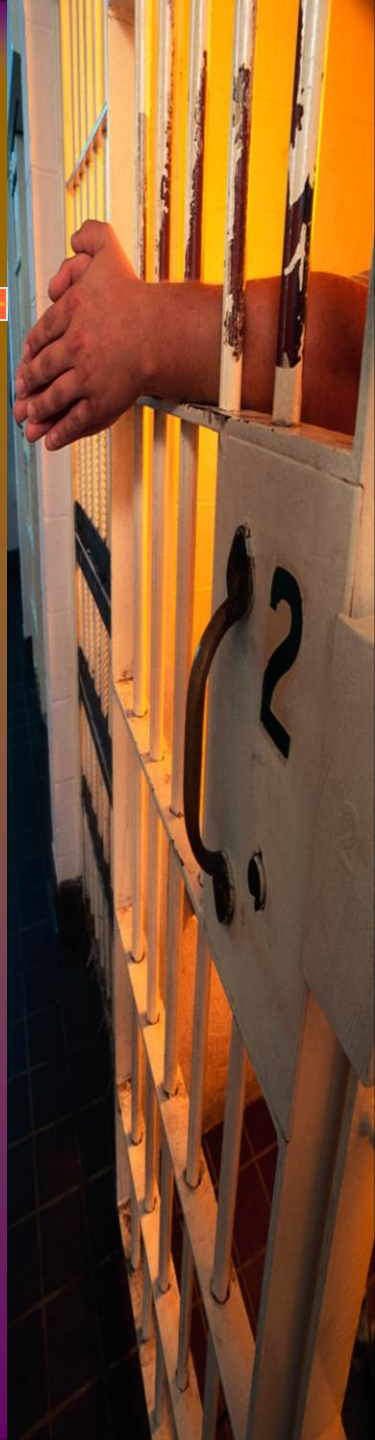
- Mass criminalization
- Mass imprisonment
- Mass reentry and
- Collateral consequences and stigma

Social Inequality and Racial Stratification !!!



A DEFINITION OF RACIAL DISPARITY

Racial disparity in the justice system exists when the proportion of a racial/ethnic group within the control of the system differs from the proportion of such groups in the general population.





IS HISTORY REPEATING
IT'S SELF

Is history repeating it's self

Is history repeating it's self



MISSING CALL FBI

THE FBI IS SEARCHING FOR INFORMATION CONCERNING THE WHEREABOUTS OF THE FOLLOWING INDIVIDUALS. IF YOU HAVE ANY INFORMATION ON THEM, THE FOLLOWING INFORMATION IS BEING REQUESTED TO LOCATE, INTERVIEW, AND INTERVIEW AND ARE REQUESTED TO FOLLOW:

ANDREW BROOKER	LEONARD GAIL BROWN	MICHAEL ARNOLD BROWNING
Age: 30 DOB: 10/10/28 Height: 5' 10" Weight: 170 lbs Build: Slender Hair: Dark Eyes: Blue Skin: Fair	Age: 30 DOB: 10/10/28 Height: 5' 10" Weight: 170 lbs Build: Slender Hair: Dark Eyes: Blue Skin: Fair	Age: 30 DOB: 10/10/28 Height: 5' 10" Weight: 170 lbs Build: Slender Hair: Dark Eyes: Blue Skin: Fair

SHOULD YOU HAVE OR IN THE FUTURE RECEIVE ANY INFORMATION CONCERNING THE WHEREABOUTS OF THESE INDIVIDUALS YOU ARE REQUESTED TO NOTIFY AS ON THE NEAREST OFFICE OF THE FBI. TELEPHONE NUMBER IS LISTED BELOW:

U.S. DEPT. OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON, D.C. 20535

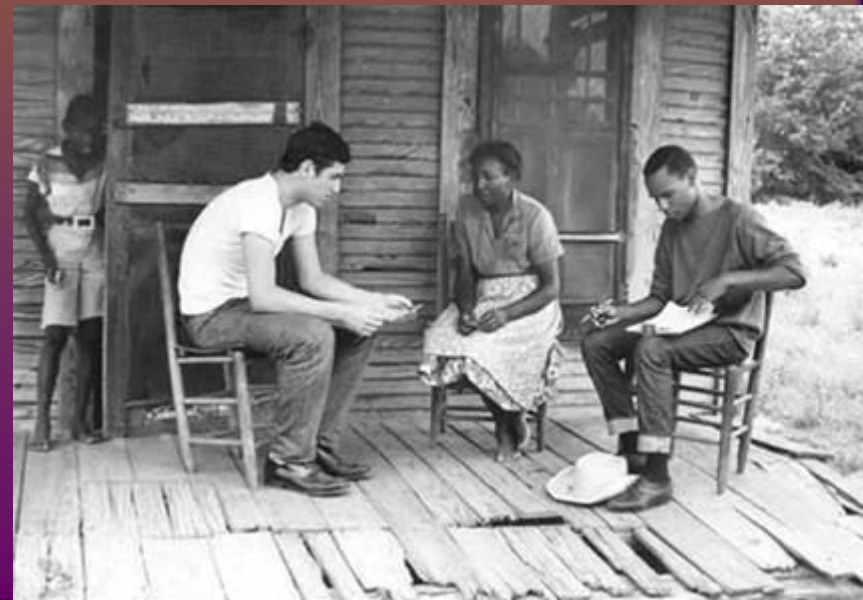






PHOTO: LIB. OF CONGRESS





SOURCE: AP PHOTOS





DEFINED

Civil Rights:

The rights belonging to an individual by virtue of citizenship, especially the fundamental freedoms and privileges guaranteed by the 13th, 14th, 15th and 24th Amendments to the U.S. Constitution and by subsequent acts of Congress, including civil liberties, due process, equal protection of the laws, voting rights and freedom from discrimination.

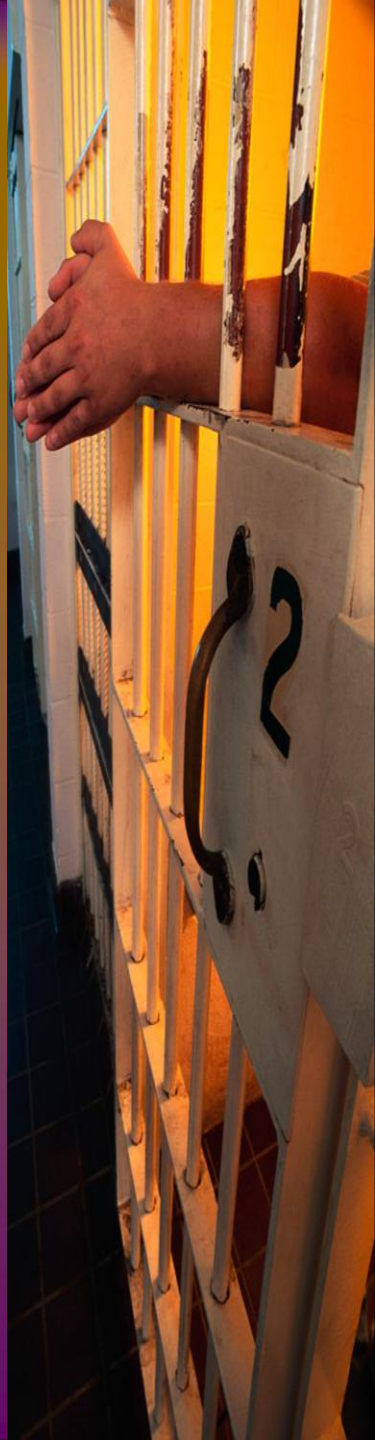
The rights to full legal, social, and economic equality extended to All Americans.





A HISTORICAL PERSPECTIVE

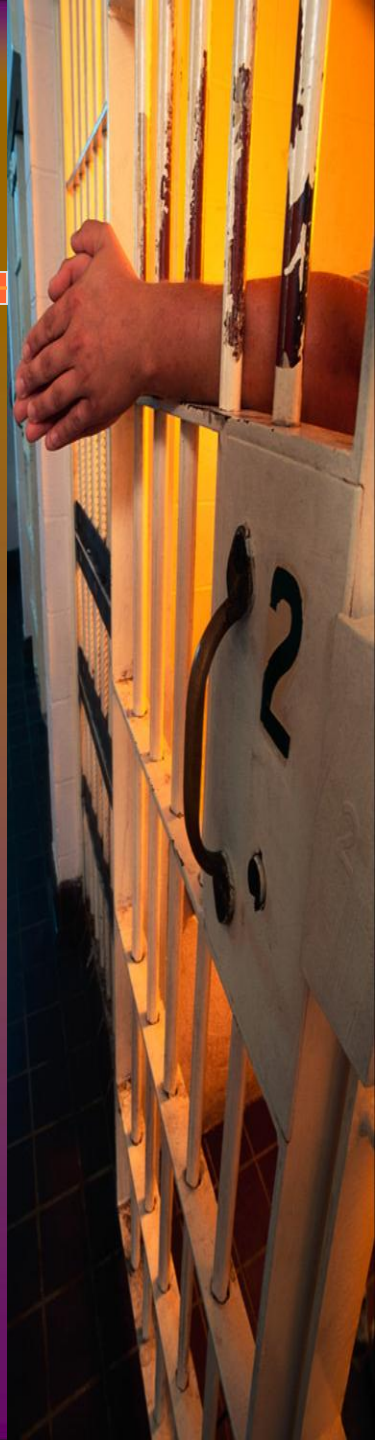
- ◆ A struggle against Jim Crow
- ◆ Jim Crow Era (1876 – 1965)
- ◆ Jim Crow Practices
 - Government enacted or sanctioned laws, attitudes and actions that required or permitted acts of discrimination against African Americans.





FOUR ASPECTS OF JIM CROW

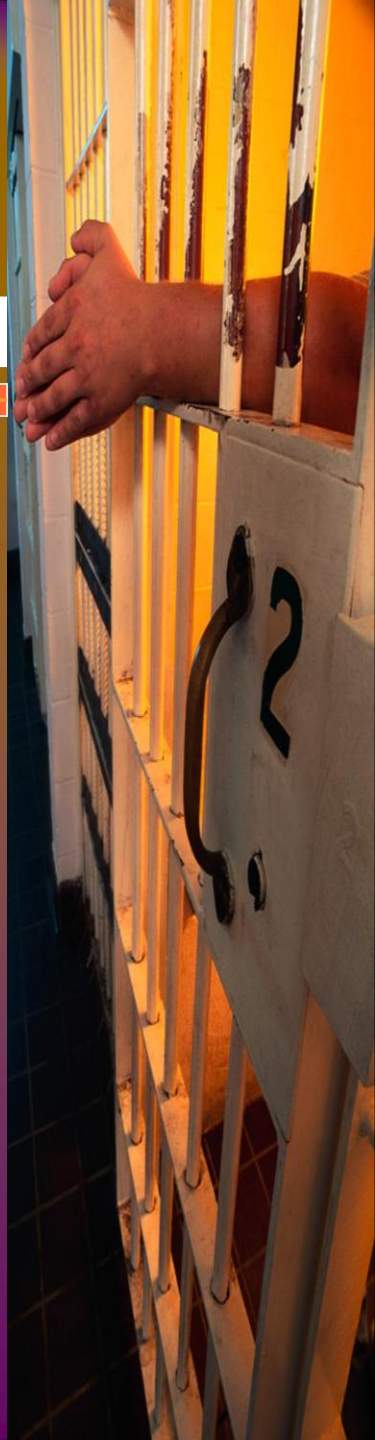
- 1) Racial segregation (Separate but Equal) (Inequality)
- 2) Voter suppression or disenfranchisement
- 3) **Denial of economic opportunity or resources**
- 4) Private acts of violence and mass racial violence



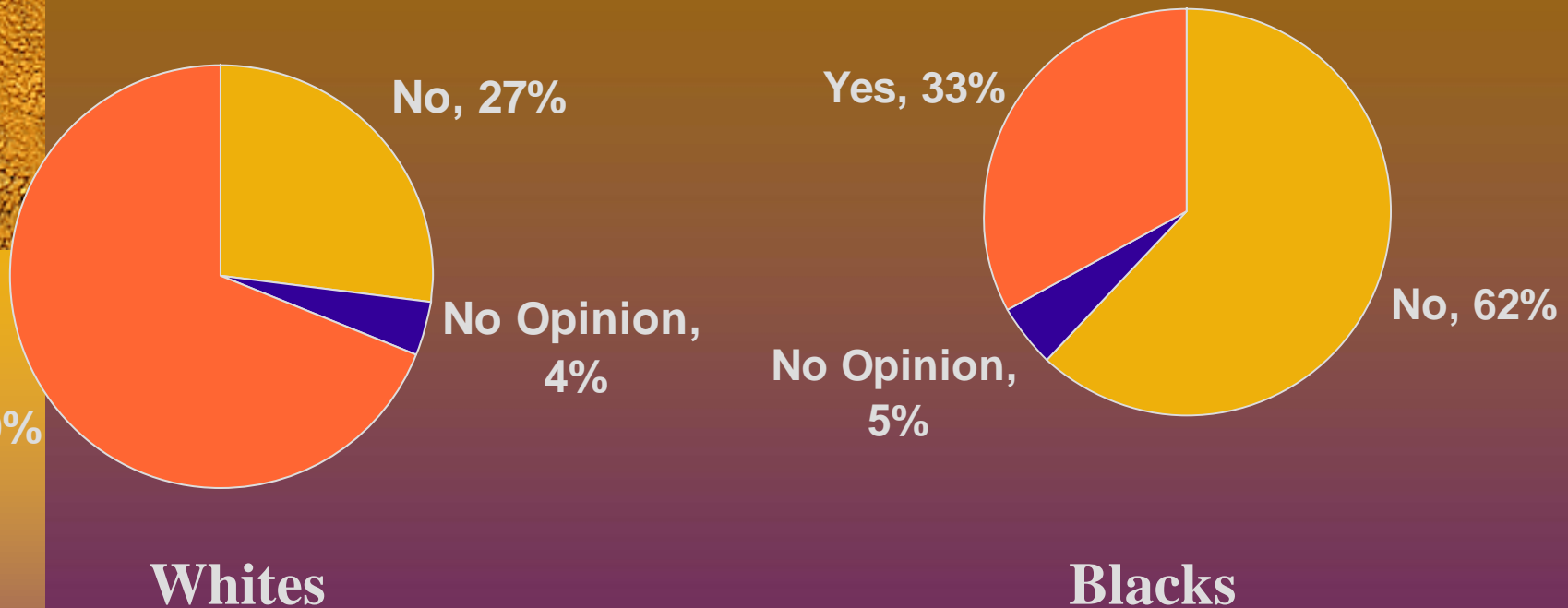
FOUR CRITICAL ISSUES CONFRONTED BY THE CIVIL RIGHTS MOVEMENT

The Four E's

- ◆ Employment
- ◆ Education
- ◆ Enfranchisement
- ◆ Equality



DO YOU THINK THAT BLACK'S CIVIL RIGHTS ARE BEING RESPECTED BY THE COUNTRY'S CRIMINAL JUSTICE SYSTEM?

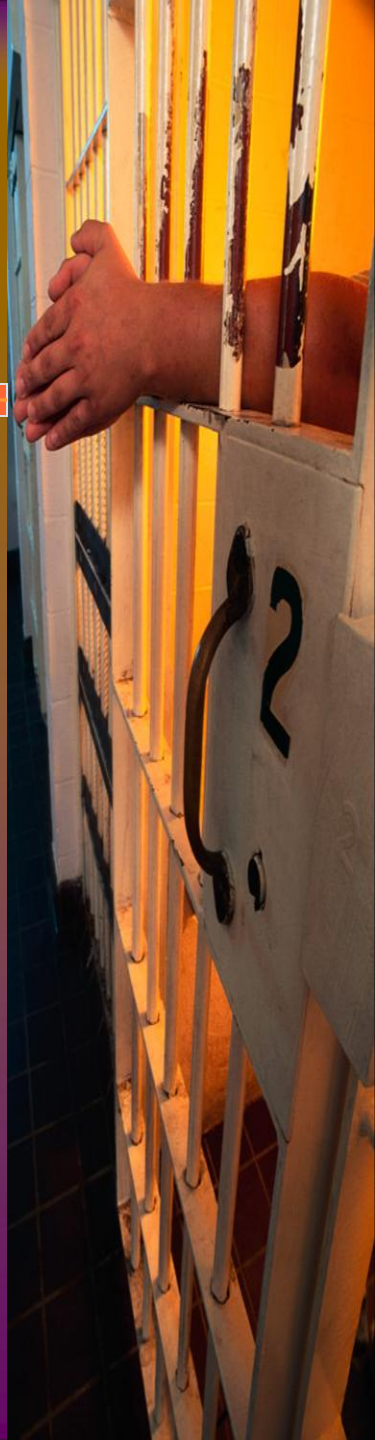


Source: Gallup Organization – telephone survey, June 3-9, 2002 – per Cole & Smith



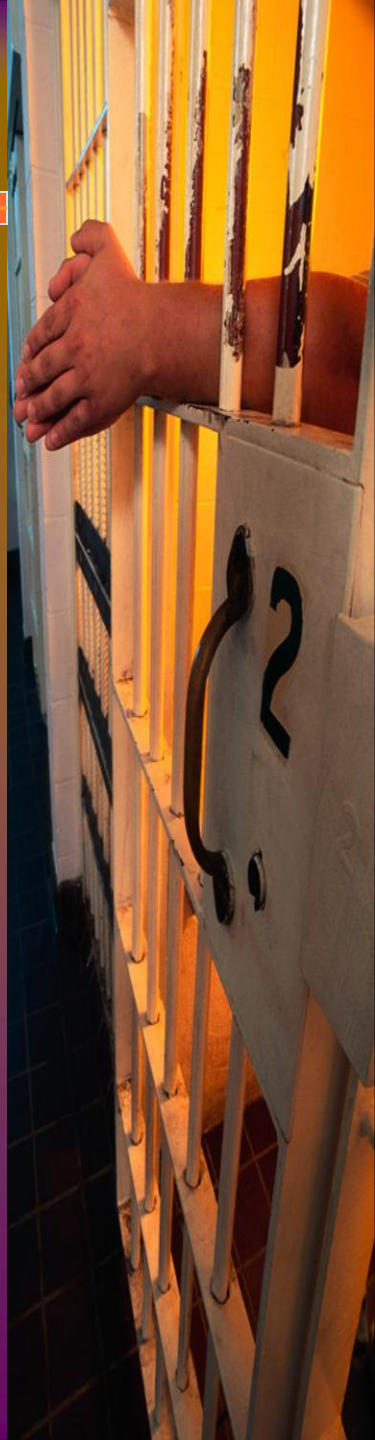
UNDERSTANDING THE MAGNITUDE OF MASS IMPRISONMENT

- ◆ 2,320,359 – total number of adults in prison or jail at year end 2005
- ◆ 1 in every 136 adult residents were incarcerated on 12/31/05

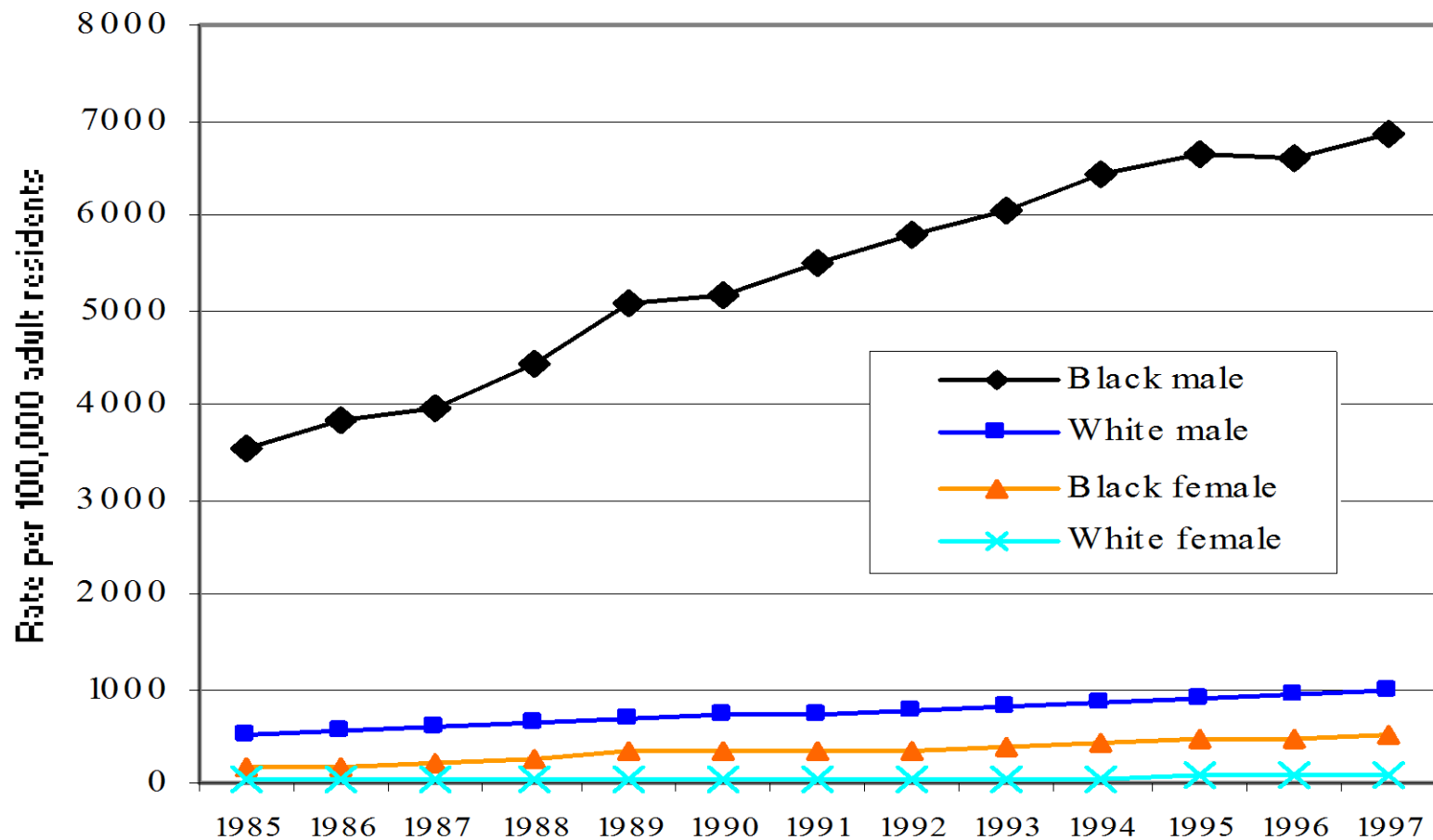




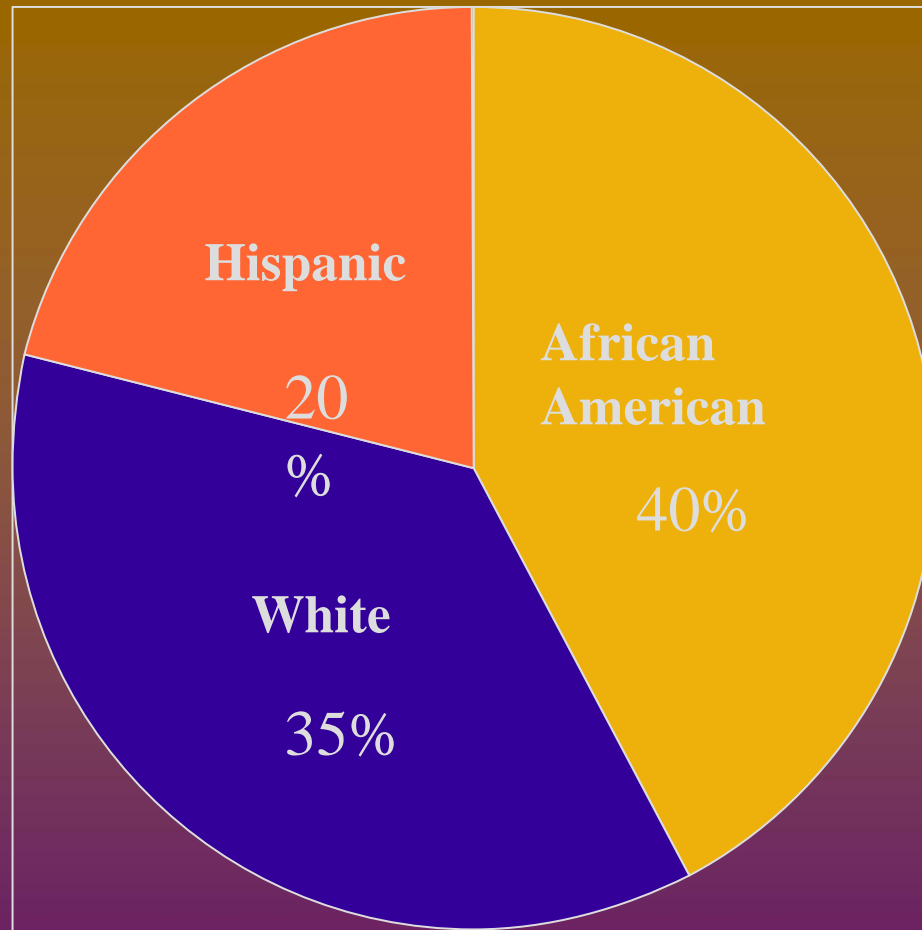
RACIAL DISPARITIES



Incarceration Rates by Race and Gender, 1985-1997

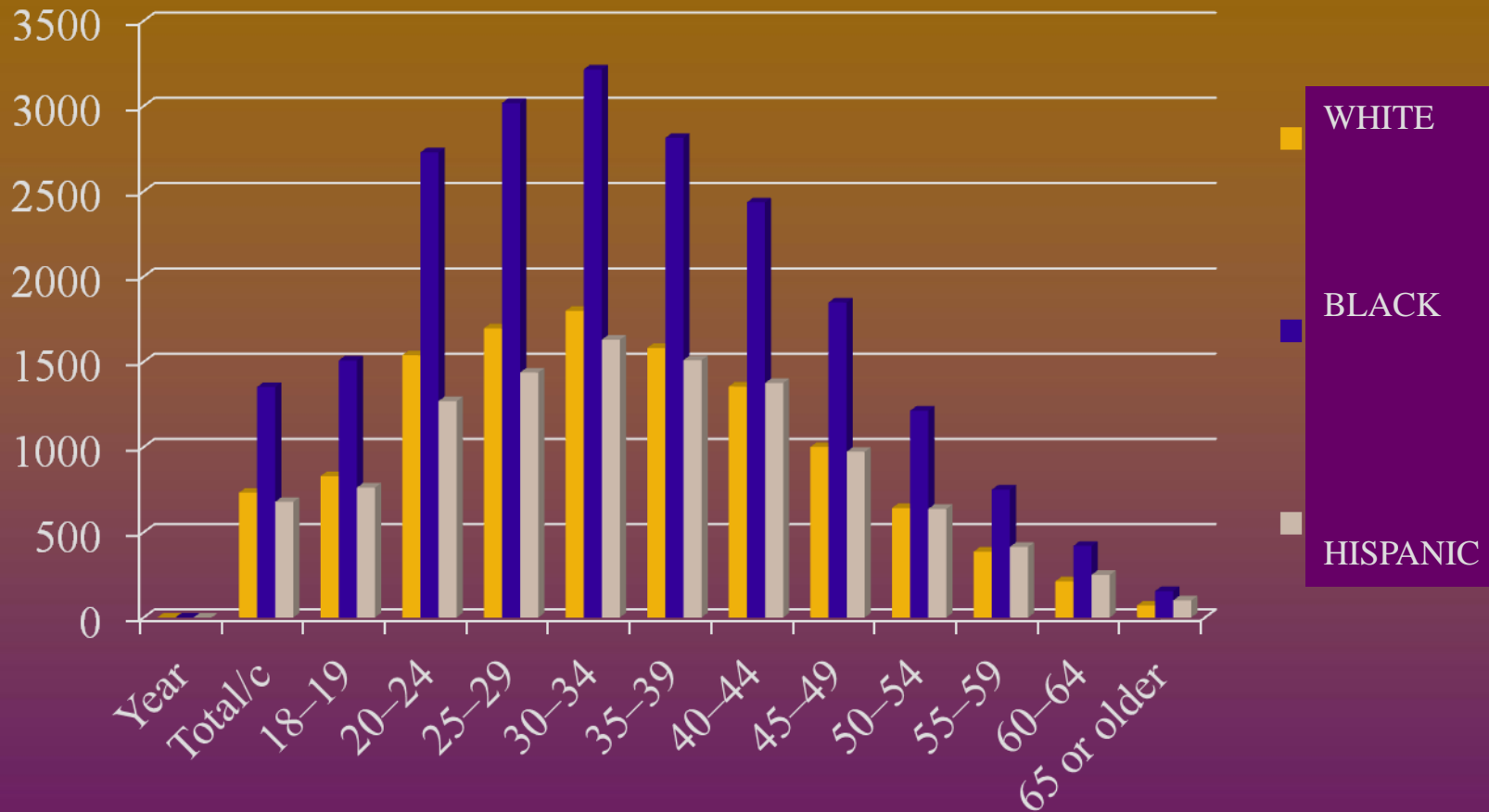


ALL STATE AND FEDERAL PRISONERS 2005



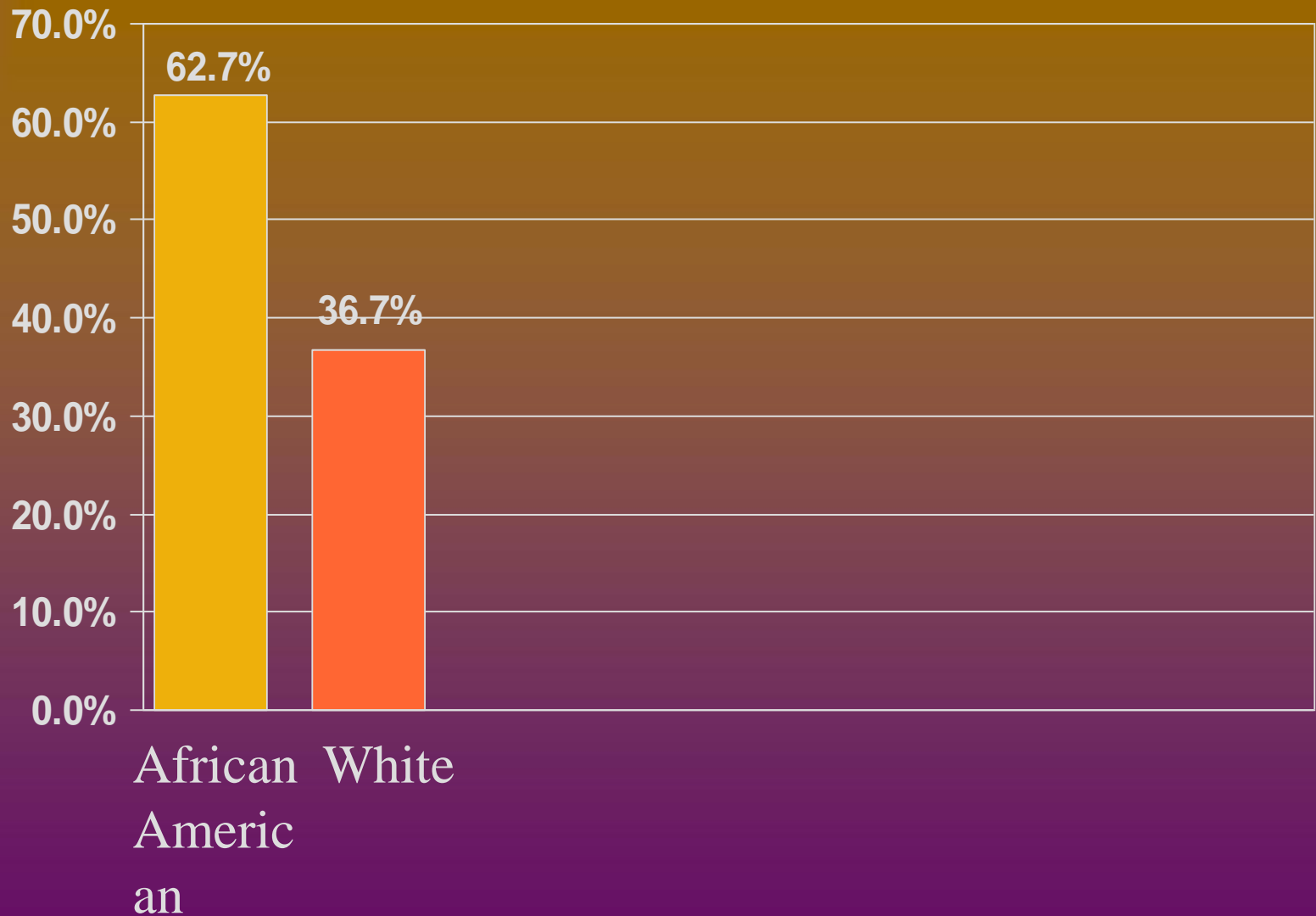
Source: Bureau of Justice
Statistics

Incarceration Rates per 100,000 Population (2010)

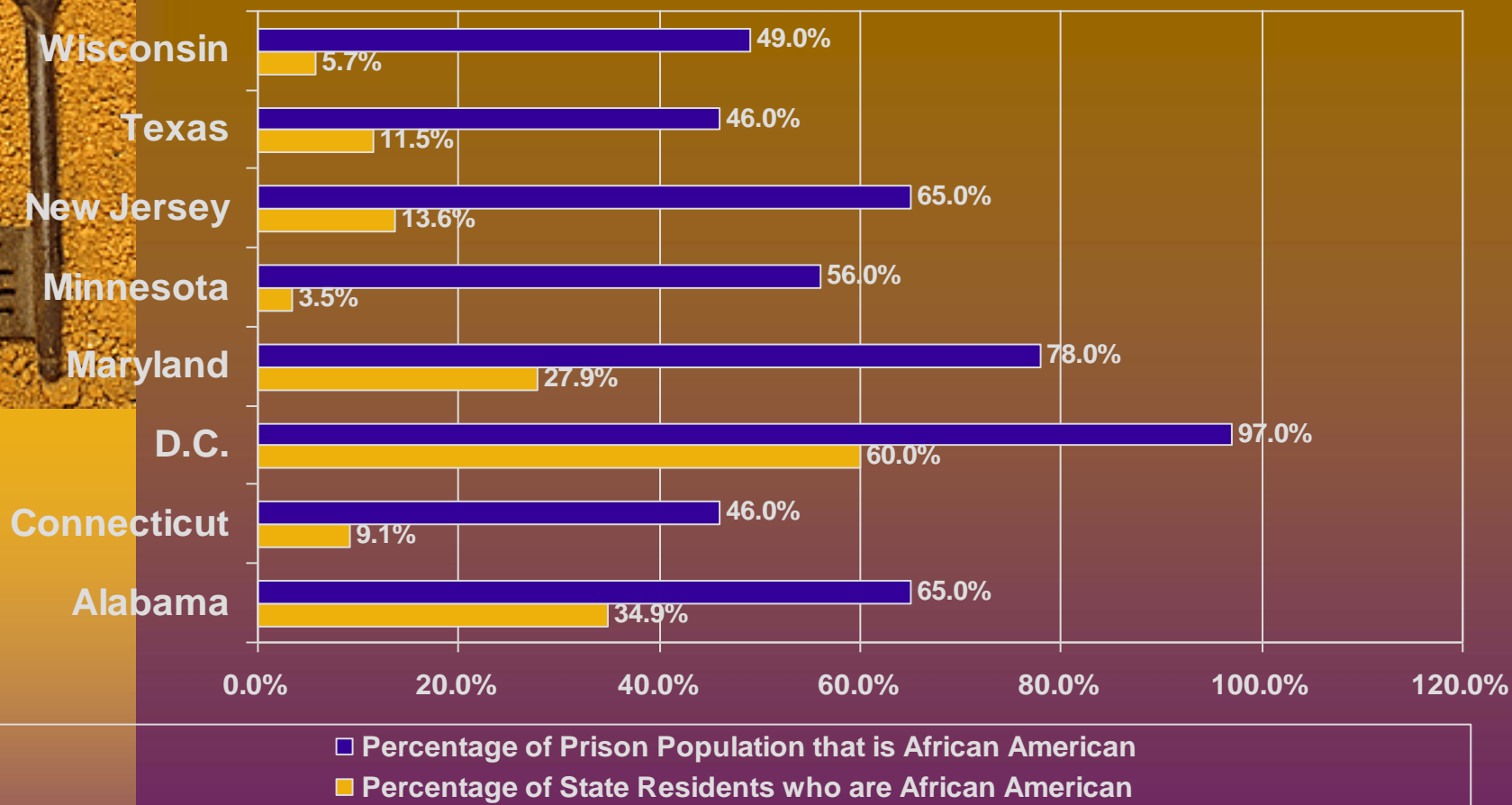


Source: Bureau of Justice Statistics, Correctional Population in the U.S., 2010

U.S. PERCENTAGE OF ALL DRUG OFFENDERS IN STATE PRISON



PROPORTION OF AFRICAN AMERICANS AMONG STATE RESIDENTS AND IN PRISON POPULATION



Source: Bureau of Justice Statistics, Correctional Population in the U.S., 1996, Table 5.6 and U.S. Census data 2000.

HOW HAS A POLICY OF IMPRISONMENT AFFECTED THE AFRICAN-AMERICAN COMMUNITY?



Numerically

- ◆ 1 out of every 14 African American men is now in prison or jail.
- ◆ 1 out of every 3 African American men born today can expect to be imprisoned at some point during his lifetime.
- ◆ BJS calculates that an African American male is 6 times more likely to serve at least a year in prison than a white male.
- ◆ 1 out of every 8 African American men between the ages of 25 and 29 is incarcerated today.



12 Junctures in the Criminal Justice Process Where Race and Class Cause Cumulative Disadvantage





Mass Completion of Sentences Leads to Mass Reentry

THE CHALLENGE OF REENTRY:

Traditional Definition:

Reentry – the process and experience of leaving prison after serving a sentence and returning to society and includes the activities and programming conducted to prepare people in prison to return safely to the community to reintegrate as law-abiding citizens.



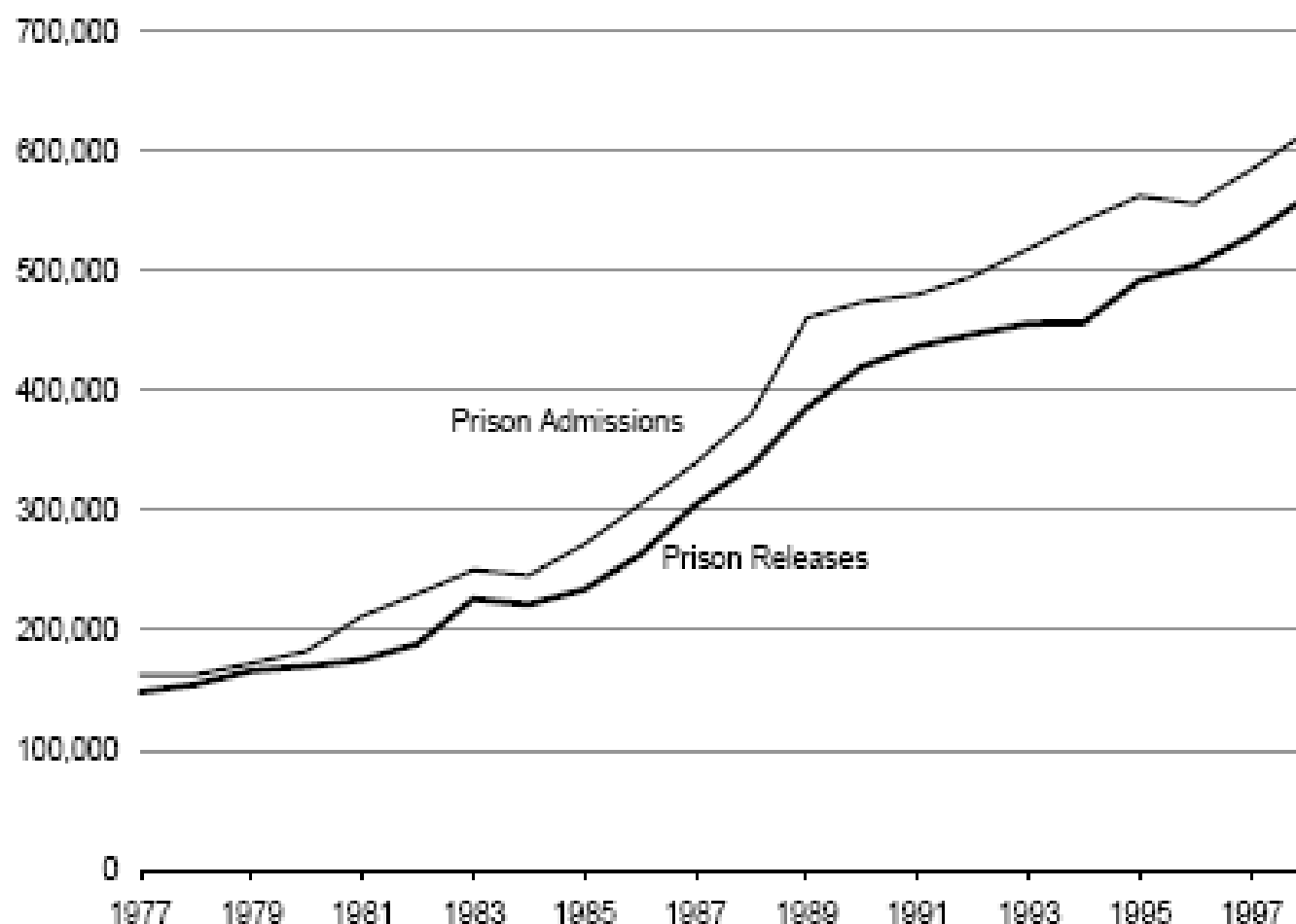


THE CHALLENGE OF REENTRY:

- ◆ Individuals in prisons and jails at an all-time high
- ◆ 2010 Federal and state corrections facilities held over 1.6 million prisoners 1/201 U.S. residents.
- ◆ 95% state prisoners will be released
- ◆ 2010 - 5 million individuals on probation or parole



Figure 1. Sentenced Prisoners Admitted and Released from State and Federal Prisons, 1977-98

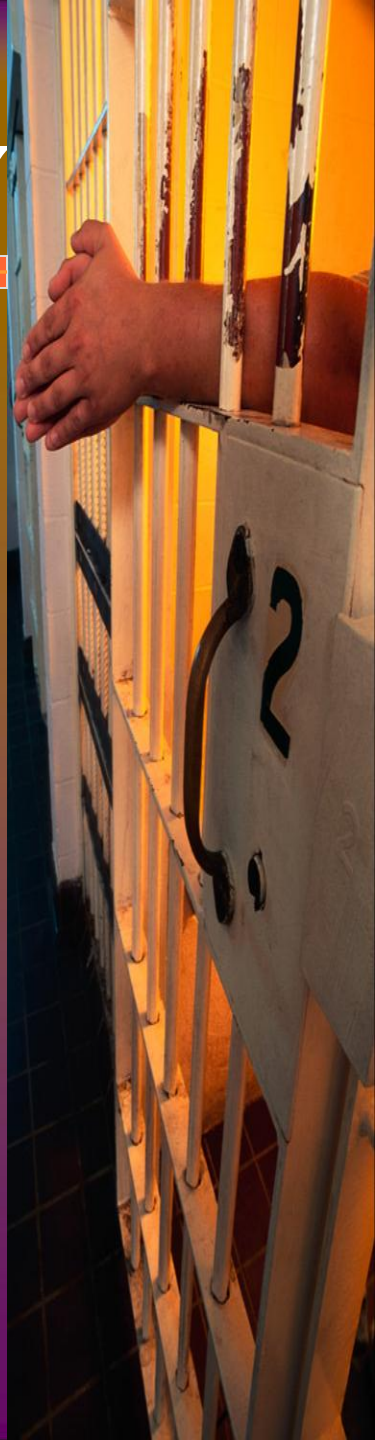


Source: The Urban Institute, 2001. Based on Bureau of Justice Statistics National Prisoner Statistics.

UNDERSTANDING THE MAGNITUDE OF MASS REENTRY



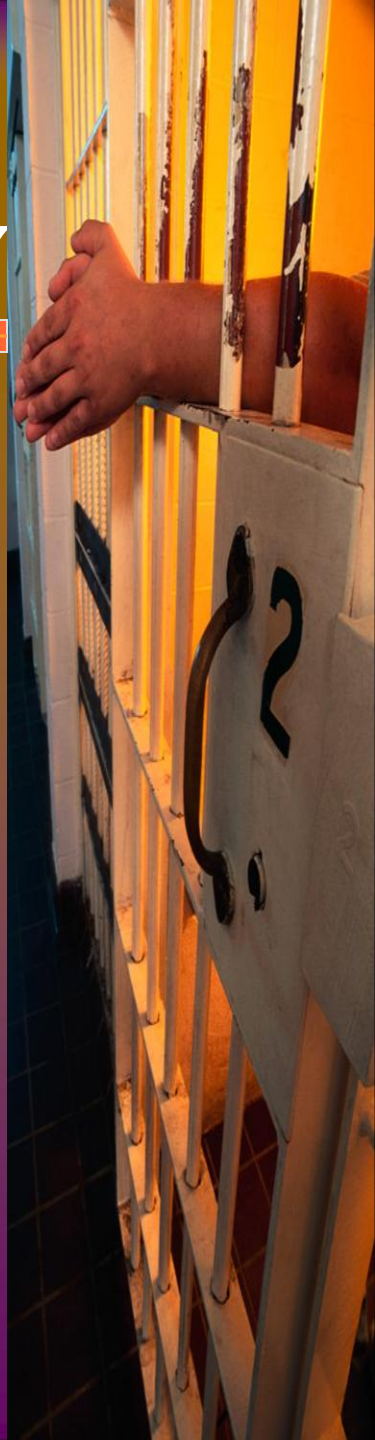
- ◆ Courts in United States handle roughly 1.6 million delinquency cases,
- ◆ 144,000 youth are placed in juvenile correctional facilities.
- ◆ 100,000 youth <18 released from juvenile correctional facilities
- ◆ barriers to education and employment.





UNDERSTANDING THE MAGNITUDE OF MASS REENTRY

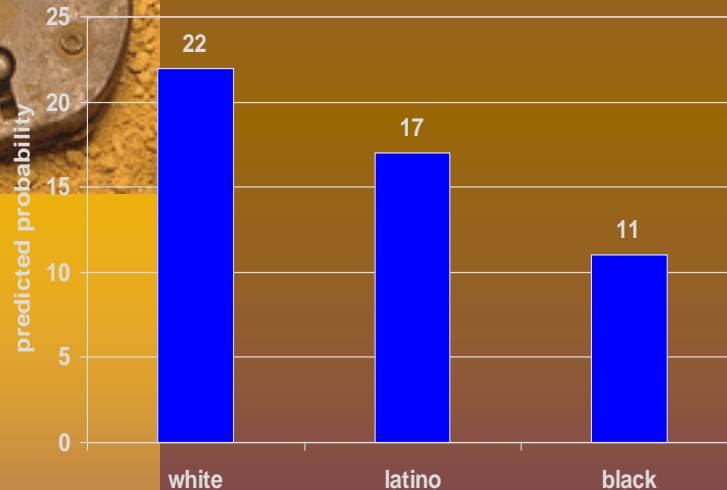
- ◆ 8% of the adult male population has a felony conviction
- ◆ 25% of the African American male population has a felony conviction



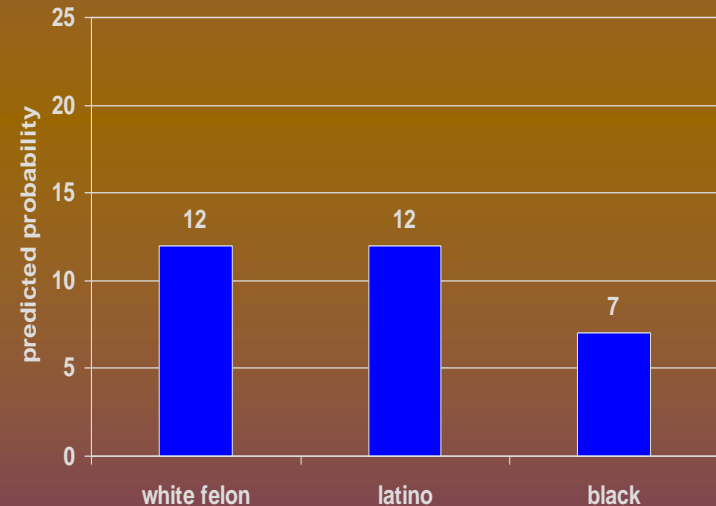
Pager/Western Princeton NYC Low Wage Labor Market Discrimination Study

- Experimental variables: race, ethnicity, criminal background, educational attainment
- Matched pairs of individuals applying to real job openings

Non-Incarcerated

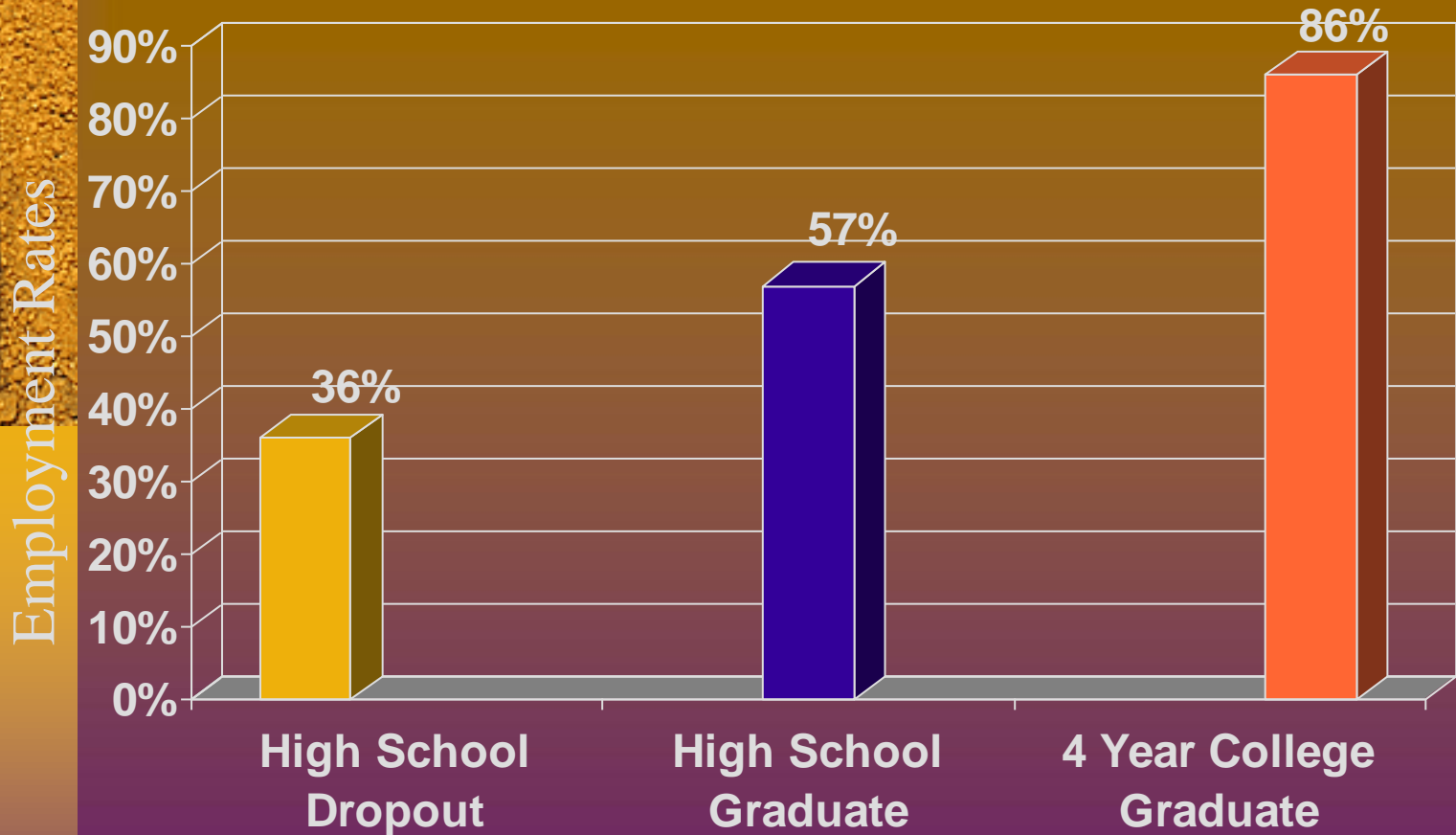


Incarcerated




These results suggest that employers view minority job applicants as essentially equivalent to whites just out of prison.

EMPLOYMENT AND EDUCATION FOR AFRICAN AMERICAN MALES



Center for Labor Market Studies at Northeastern University

THE CHALLENGE OF REENTRY:




•Facing a number of issues and obstacles upon their return and often lacking services or support, a large number of these individuals recidivate.

•They return with complex health, education, housing and other needs—which, if not addressed, can increase their likelihood of returning to prison.

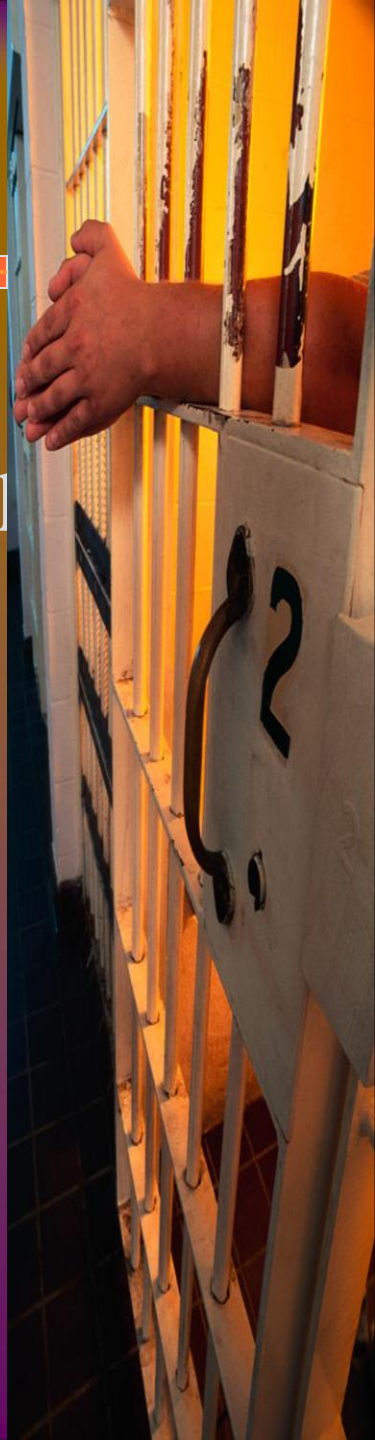
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COLLATERAL CONSEQUENCES



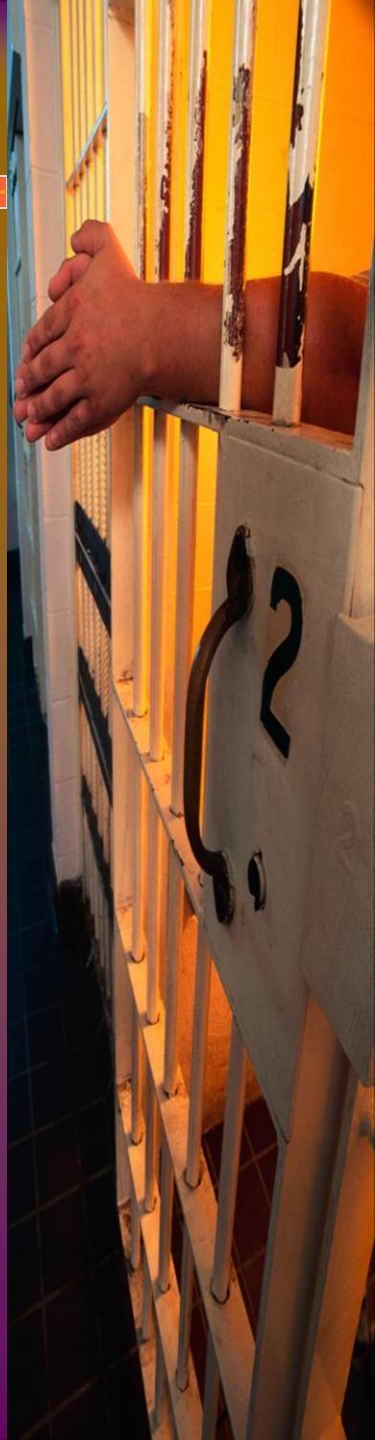
Formal policies, provisions, and laws that impede reentry into various social institutions of people with criminal convictions

- ◆ Federal laws
- ◆ State laws
- ◆ Local laws



Roles of Politicians

- Changing political priorities
- Change the political buy-in
- Influence Flexible administrations
- Lack of political or government support
- Advocating of resources
- Increase Push for Culturally Competent Reentry Agencies/Programs





Ways in which elected officials can strengthen a reentry initiative and ensure its continued success

Leadership and Vision

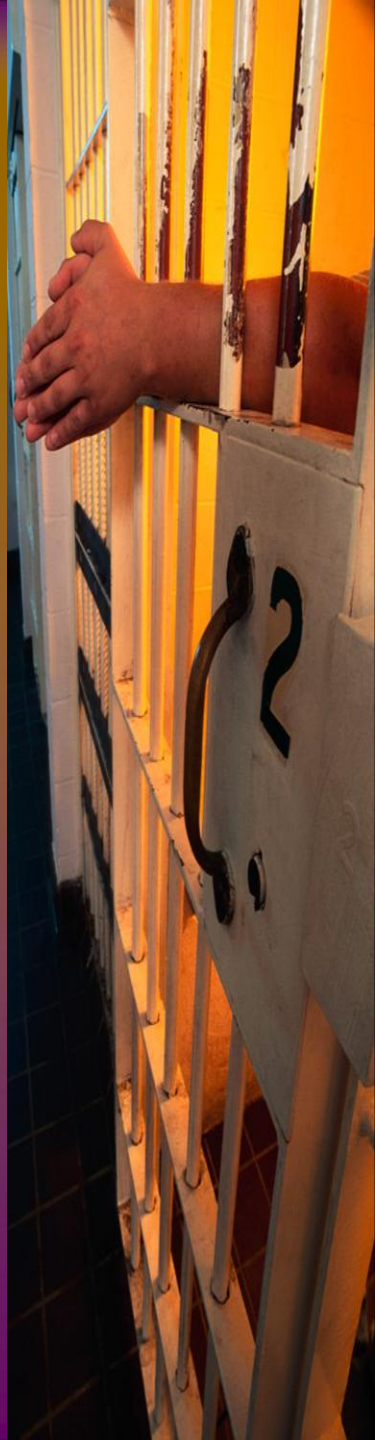
- Articulate a vision of how the jail reentry initiative can benefit the community.
- Develop a mission statement.
- Engage the community and become a public voice for reentry initiatives





Collaboration

- Establish a local reentry coordinating council or similar governing body. If one already exists, get actively involved.
- Emphasize collective ownership over jail reentry among participating organizations.
- Encourage stakeholders to communicate, cooperate, share resources, and jointly resolve problems.





Ordinances, Policies, and Legislation

Develop legislation to formalize a reentry coordinating council

Assess barriers to successful reentry that can be addressed through legislation or executive action, such as employer discrimination against those with a criminal record or restrictions on where former inmates can reside

Provide fiscal incentives and reward successful reentry programs



Examples Recent Policies Support

Virginia HB 691 Prisoners; certain documents to be provided to prisoner upon release

(i) verification of the prisoner's work history while in custody; and

(ii) verification of all educational and treatment programs completed by the prisoner while in custody






Connecticut House Bill 5846

Grants the Board of Pardons and Parole - No employer may require a prospective employee to disclose the existence of any arrest, criminal charge or conviction. Likewise, no employer can deny a prospective employee a job on the basis that the person had a prior arrest or conviction

Illinois Senate Bill 1279

25% Income tax credits for wages paid to eligible offenders. Provides that the Department of Corrections has the power to provide a pre-release job preparation program for inmates at Illinois adult correctional centers.



The Second Chance Act (SCA) 2008 in Congress supporting reentry programs and policies:

- o Employment assistance and job-skills training
- o Substance abuse treatment
- o Housing assistance
- o Family-based programming
- o Individual and group mentoring





The Second Chance Act (SCA) 2008 in Congress supporting reentry programs and policies:

- Since 2009, > 300 local, state, or tribal government agencies and nonprofit organizations from 48 states have received SCA grants for reentry programs serving adults and juveniles.
- Funding for reentry grant programs is greater now than ever before.
- If current trajectories continue, state and federal prisons will grow by 13 percent by 2013, adding an additional 192,000 prisoners at a cost of \$27.5 billion

Oversight and Accountability

- Ensure that agencies continuously work to sustain, evaluate, improve, and expand their reentry efforts.
- Develop performance measures related to recidivism and hold agencies accountable for meeting specific goals.
- Establish performance-based contracts for community providers
- that work with the jail population.





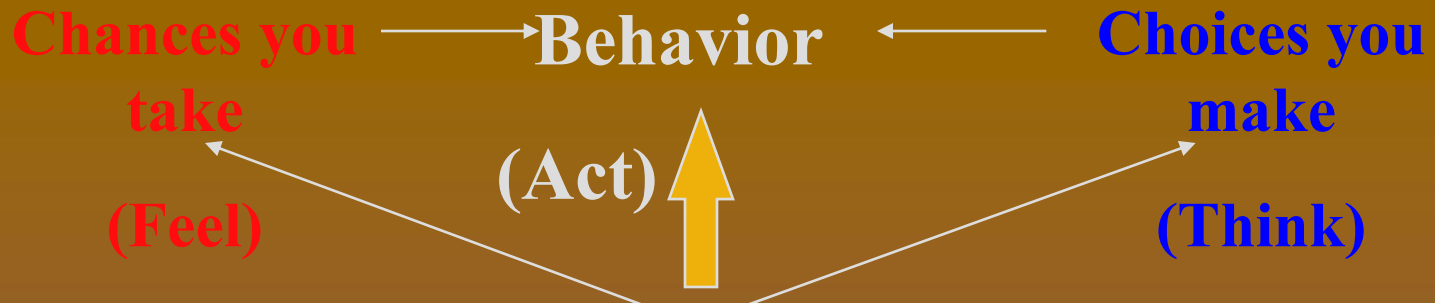
Increased Push for Culturally Competent Reentry Agencies

Definition of cultural competence-a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enables that system, agency or those professions to work effectively in cross-cultural situations

Culture defined - the integrated pattern of human behavior that includes the thoughts, communications, actions, customs, beliefs, values and institutions of a racial, ethnic, religious or social group

Competence is the capacity to function effectively: the point of being able to incorporate multiple behaviors, skills, life experiences, and cultural knowledge

Model of Cultural Competency



Meaning of Human Beingness

Culture

The diagram shows a white diamond shape containing the word "Culture" in purple. A large yellow arrow points upwards from this diamond to the green box labeled "Meaning of Human Beingness".

“Key to Successful Reentry”

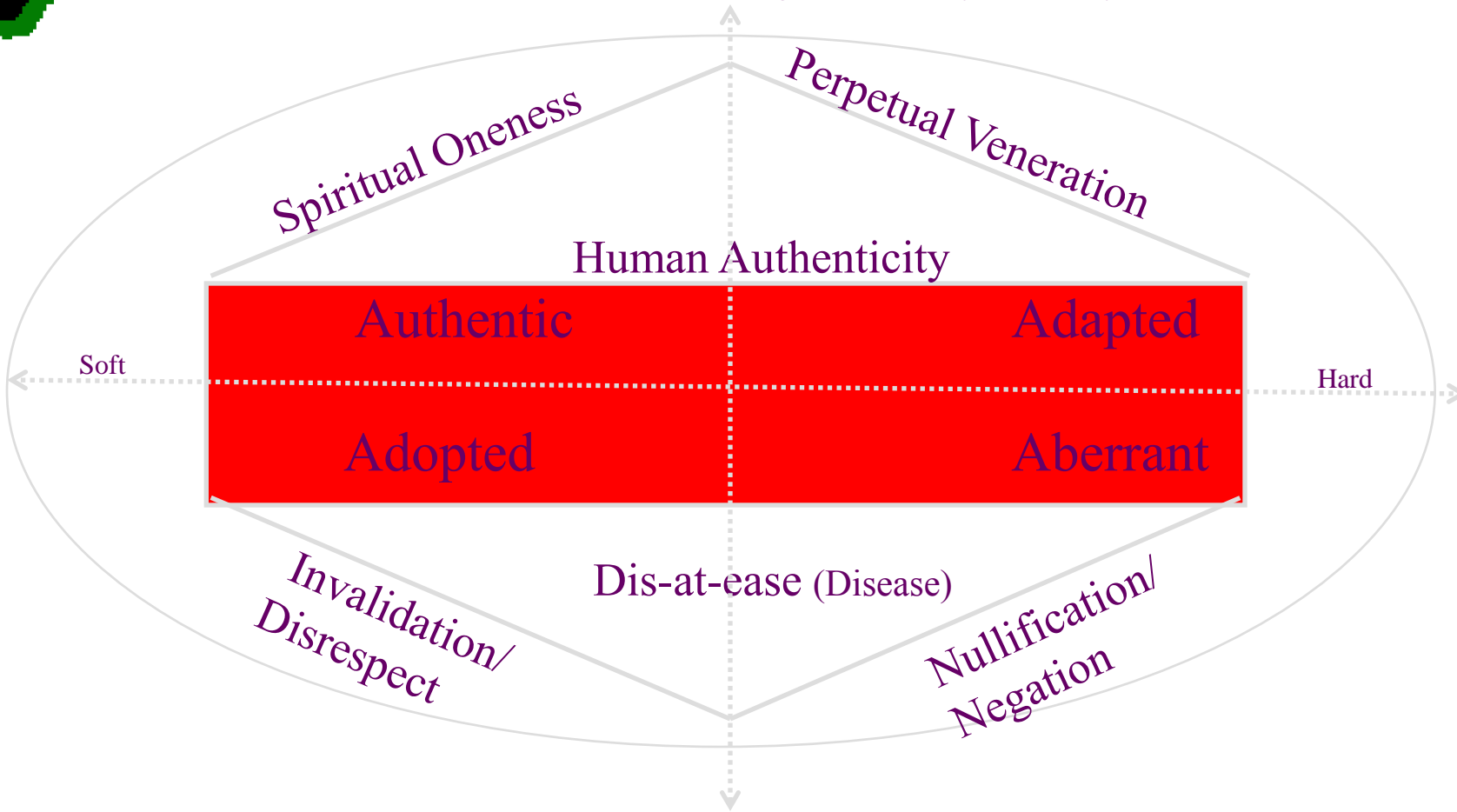


Model of Cultural Competency

The Person (High Authenticity/Africanity)

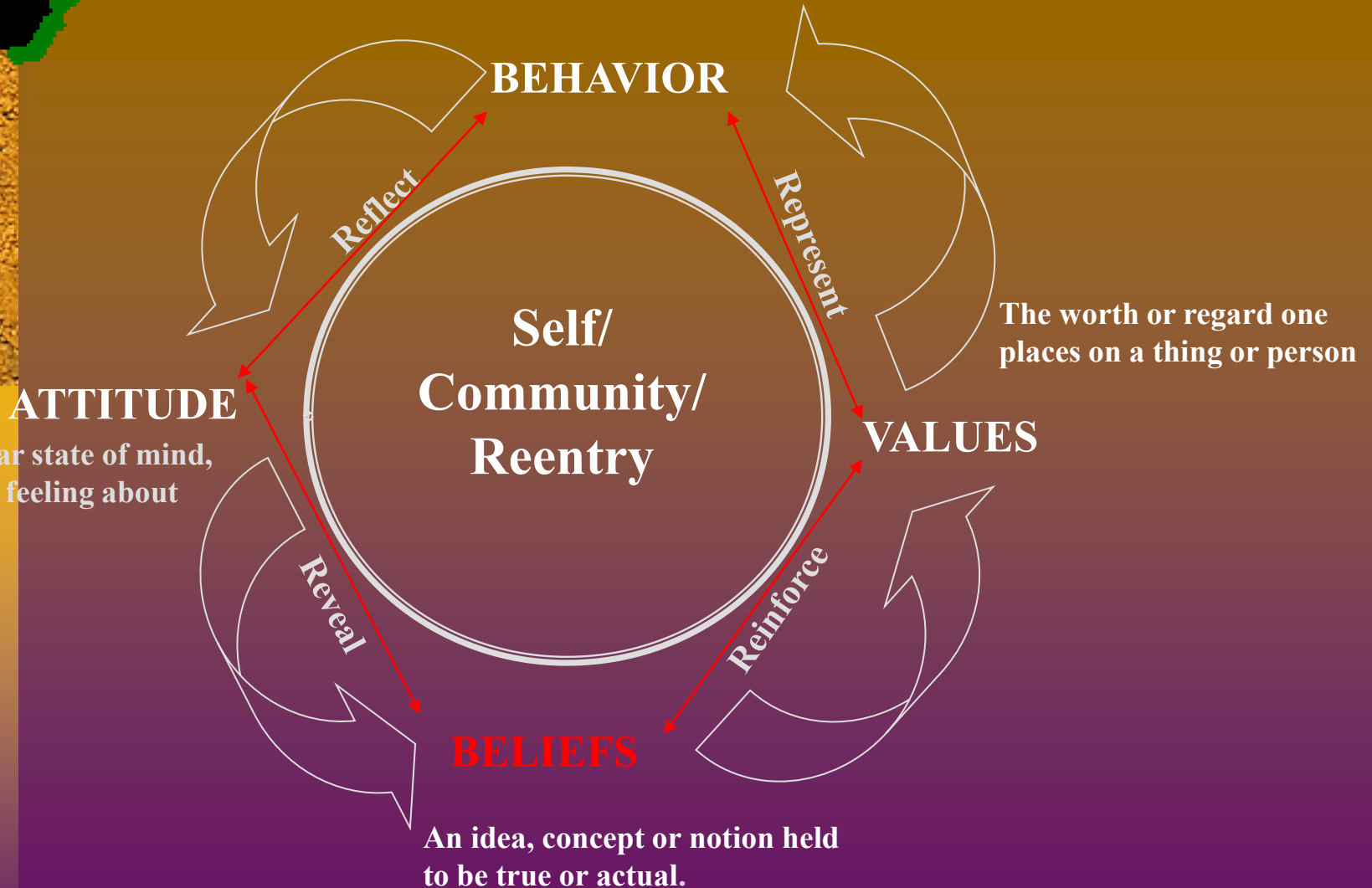
The Environment (Low Maafan)

The Environment (High Maafan)



The Person (Low Authenticity/Africanity)

Model of Cultural Competency



Funding Opportunities

U.S. DEPARTMENT OF LABOR Employment and Training

Administration Summary: \$30 million in grant funds authorized by the Workforce Investment Act for Reintegration of Ex-Offenders (RExO) Training and Service-Learning grants to serve young adult offenders ages 18 through 21 who have been involved in the juvenile justice system from the age of 14 or above and have never been convicted as an adult under Federal or State law.

Second Chance Act Adult Planning and Demonstration Projects

Bureau of Justice Assistance, U.S. Department of Justice

This funding is available to help jurisdictions plan and implement programs and strategies to reduce recidivism and ensure safe and successful reentry of adults released from prisons and jails back to the community. \$50,000- \$750,000.



Funding Opportunities Con't

U.S. Department of Justice

<http://www.justice.gov/opa/pr/2010/October/10-ag-1129.html>

U.S. Department of Justice - National Institute of Corrections
Solicitation for a Cooperative Agreement

<http://www.nationalreentryresourcecenter.org/funding>

U.S. Department of Defense (DOD)

<http://www.usa.gov/Agencies/Federal/Executive/Defense.shtml>

U.S. Department of Education

<http://www2.ed.gov/fund/landing.jhtml>

President Releases FY 2013 Budget \$80 Million Proposed for the Second Chance Act

<http://reentrypolicy.org/announcements/president-releases-fy-2013-budget>



References

Bilchik, S. (2011) Center for Juvenile Justice Reform, Georgetown University Public Policy Institute; Chair, National Reentry Resource Center Advisory Committee on Juvenile Justice

Cuomo, A. M. (February 17, 2012) "*Work for Success*" Employment Initiative for the Formerly Incarcerated Initiative Will Increase Job Readiness and Improve Employment Outcomes for Thousands of New Yorkers

Justice Center: Council of State Governments Reentry Policy Council

The Center for Community Alternatives (CCA) Unchaining Civil Rights You Can Call it What You Want to, it's Still Jim Crow

Muller, E. (2011) Reentry Programs for Students with Disabilities in the Juvenile Justice System: Four State Approaches



“Simbi Simba”

Hold that which holds you up

Thank You!!!

Questions/ Discussion

