

**TED**

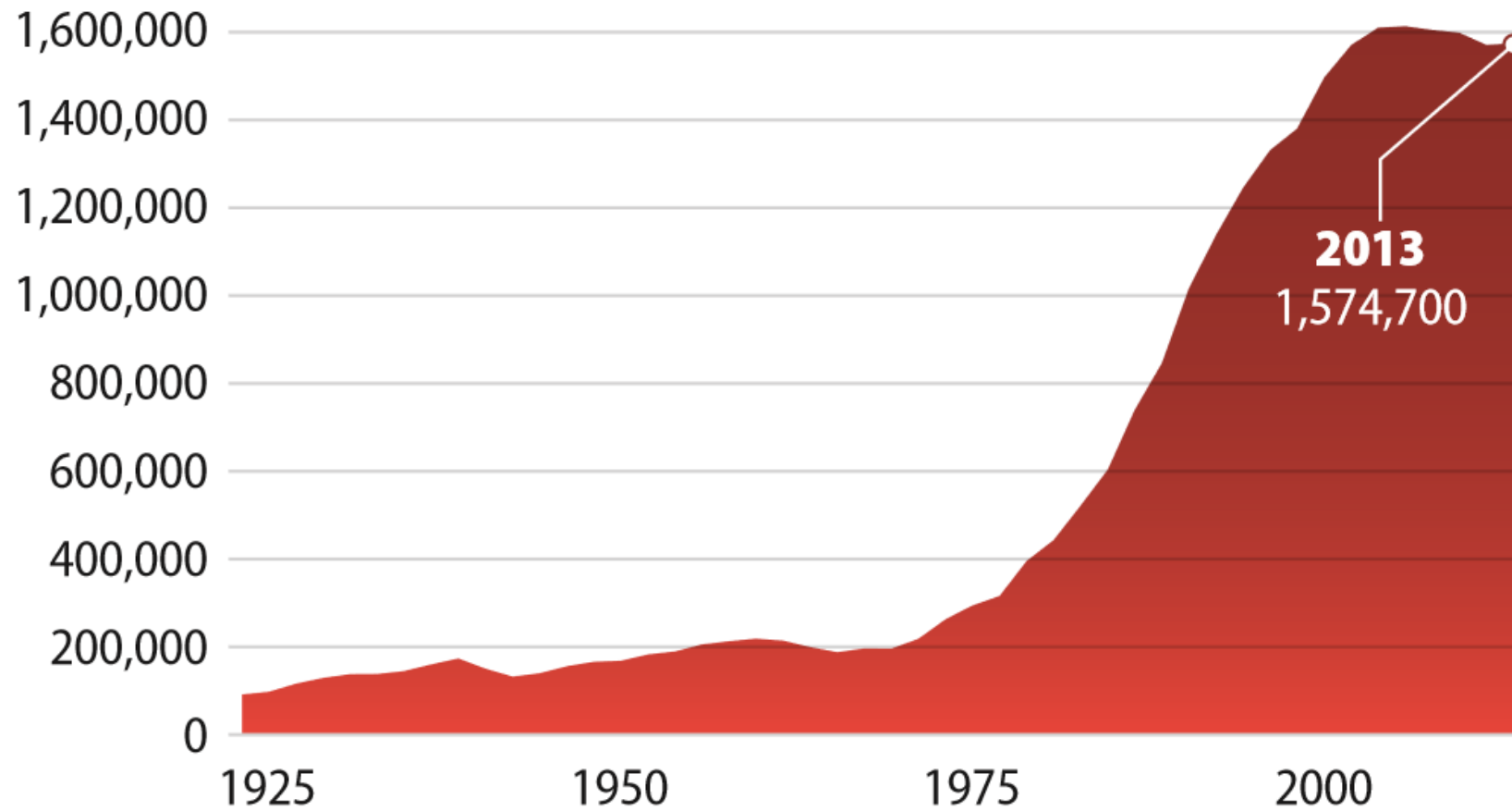


Ideas worth spreading

**EMPLOYMENT AFTER INCARCERATION:  
AN ETHICAL DILEMMA**

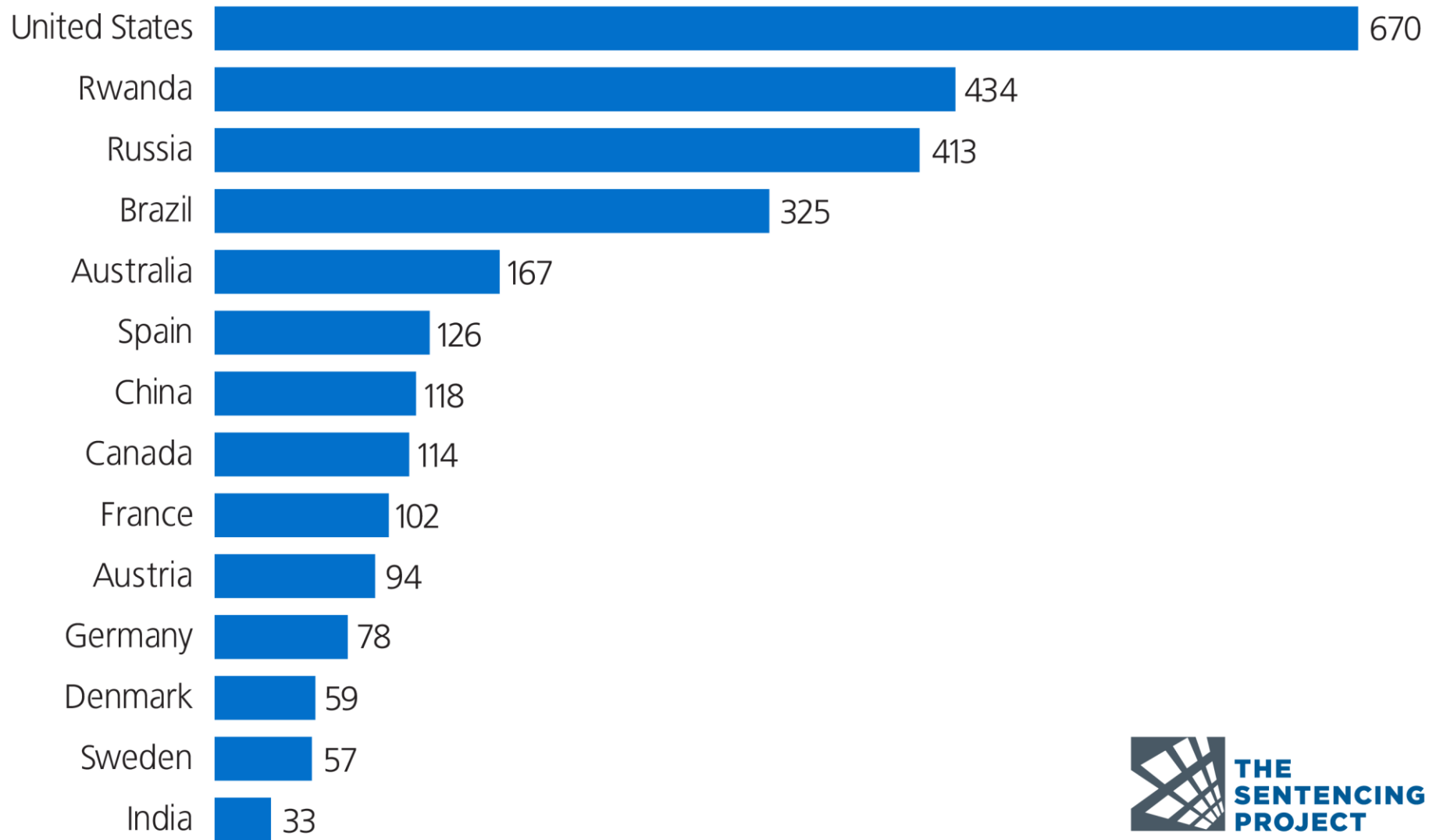
**BY: KANASHA L.N. BLUE**

# *Rise of mass incarceration*



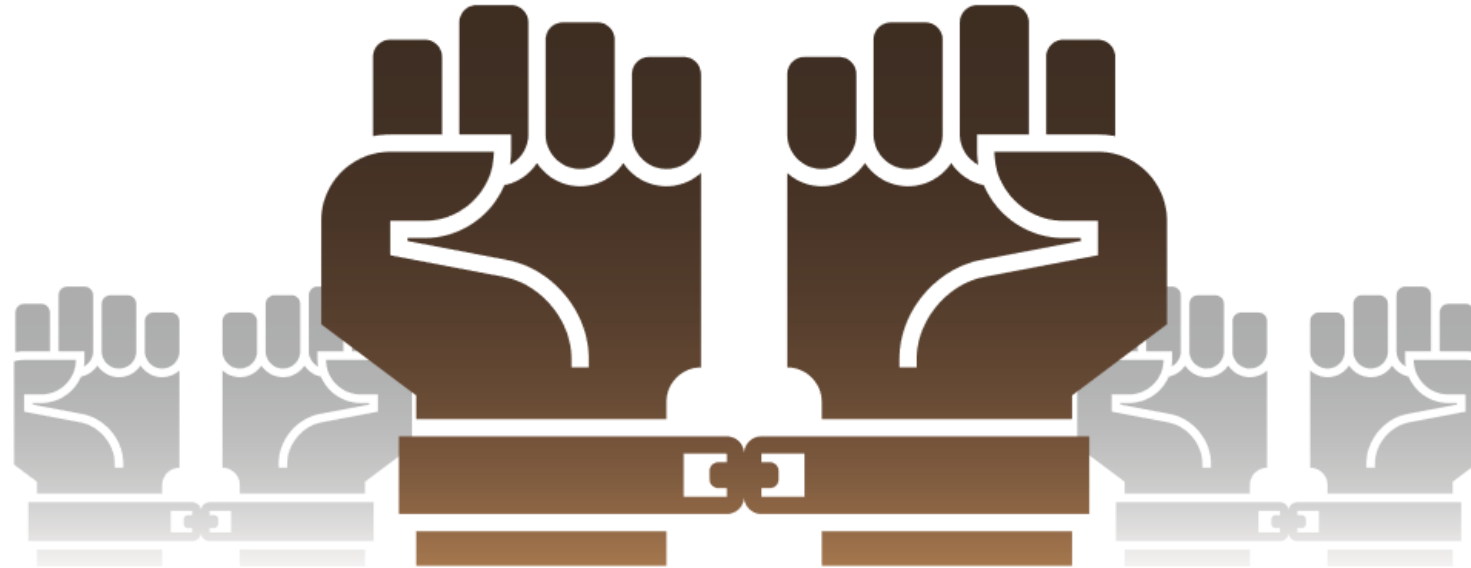
Source: Analysis of Bureau of Justice Statistics data by The Sentencing Project, "Trends in U.S. Corrections" (2013), available at [http://sentencingproject.org/doc/publications/inc\\_Trends\\_in\\_Corrections\\_Fact\\_sheet.pdf](http://sentencingproject.org/doc/publications/inc_Trends_in_Corrections_Fact_sheet.pdf).

## International Rates of Incarceration per 100,000



## *Disproportionate impact on communities of color*

Black men are **six times** more likely to be incarcerated than white men, and Hispanic men are **2.5 times** more likely to be incarcerated than white men



Sources: Analysis of Bureau of Justice Statistics Data by The Sentencing Project, "Trends in U.S. Corrections" (2013), available at [http://sentencingproject.org/doc/publications/inc\\_Trends\\_in\\_Corrections\\_Fact\\_sheet.pdf](http://sentencingproject.org/doc/publications/inc_Trends_in_Corrections_Fact_sheet.pdf); E. Anne Carson and Daniela Golinelli, "Prisoners in 2012" (Washington: Bureau of Justice Statistics, 2013), available at <http://www.bjs.gov/content/pub/pdf/p12tar9112.pdf>.

## Effect on families

As of 2007, more than half of Americans in state and federal prisons were parents of minor children

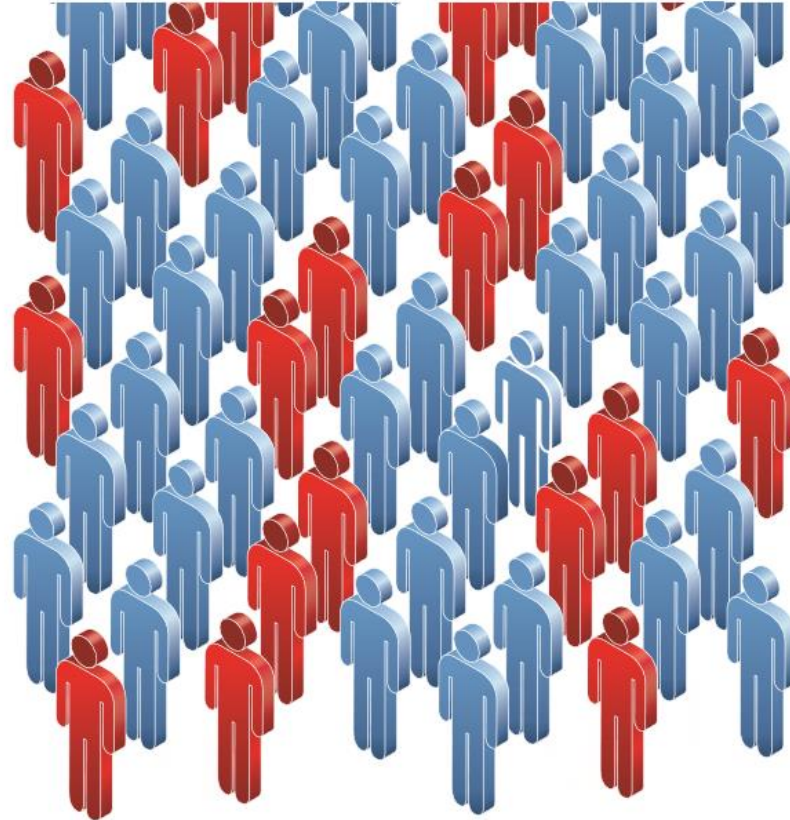


Source: Bureau of Justice Statistics, *Parents in Prison and Their Minor Children* (U.S. Department of Justice, 2008), available at <http://www.bjs.gov/content/pub/pdf/pptmc.pdf>.

# *The back end of mass incarceration and hyper-criminalization*

*As many as one in three Americans have criminal records*

As many as  
**100 million**  
Americans have  
criminal records



Source: Bureau of Justice Statistics, *Survey of State Criminal History Information Systems, 2012* (U.S. Department of Justice, 2014), available at <https://www.ncjrs.gov/pdffiles1/bjs/grants/244563.pdf>.

## Barriers to employment

*With 87 percent of employers conducting background checks, a criminal record can be a major barrier to employment*

**More than 60 percent** of formerly incarcerated individuals are unemployed one year after being released;



those who do find jobs take home **40 percent less** pay annually



Sources: Society for Human Resource Management, "Background Checking—The Use of Criminal Background Checks in Hiring Decisions" (2012), available at <http://www.shrm.org/research/surveyfindings/articles/pages/criminalbackgroundcheck.aspx>; Bruce Western, "Collateral Costs" (Washington: The Pew Charitable Trusts, 2010), available at [http://www.pewtrusts.org/~media/legacy/uploadedfiles/pcs\\_assets/2010/CollateralCosts1pdf.pdf?la=en](http://www.pewtrusts.org/~media/legacy/uploadedfiles/pcs_assets/2010/CollateralCosts1pdf.pdf?la=en).



**The ethical dilemma with a sealed criminal record how do you answer the following question on a job application?**

- Have you ever been arrested?
- Have you ever been convicted of a Criminal Offence :Felony or Misdemeanor?
- Have you ever been convicted or received deferred adjudication for a felony or misdemeanor under any state or federal law?

# Any Questions?

