

Labor Day

**Celebrating the Talents & Contributions of
Employees who have a Criminal Record**

**GEORGIA JUSTICE PROJECT
SMALL BUSINESS MAJORITY**

Sept. 7, 2023

About Small Business Majority

- **Empower America's small businesses** and the self-employed to drive a thriving and equitable economy—special focus on advancing the smallest businesses and those facing systemic inequalities
- **Network of more than 85,000 businesses**—eight offices across the country
- **Advocacy**—access to capital, entrepreneurship, healthcare, benefits, infrastructure and taxes—supported by ongoing research
- **Education and resources**—webinars, seminars and social media—in partnership with more than 1,500 business and other partner organizations—online resource hub: **Venturize.org**
- **COVID-19 pandemic**—more than 500 events connecting with 60,000 businesses, expanded online resources—constant advocacy on PPP, EIDL and other government stimulus programs

About Small Business Majority: Our Model

RESEARCH

Start with extensive research (polling, economic studies) to gauge small business owner views and speak to their bottom line



EDUCATION

Partner with business groups to hold seminars and roundtables to educate small business owners and get their personal views



ADVOCACY

Enact change by elevating small business views in public policy debates



NETWORK

Use real small business voices with lawmakers and the media
(more than 20,000 earned media hits)



GJP Goals and Theory of Change

1) Reduce the number of Georgians who are under correctional control

2) Reduce reentry barriers for the formerly incarcerated and justice-involved



- 1 INDIVIDUAL**
Legal representation and social services
- 2 POLICY & SYSTEMIC**
Working toward system change
- 3 COMMUNITY OUTREACH**
Building community awareness and creating partnerships

GEORGIA JUSTICE PROJECT'S INTERVENTION

HOLISTIC CRIMINAL DEFENSE

- Legal representation with social services
- Long-term support for clients
- Restorative justice

PRISON SUPPORT/REENTRY

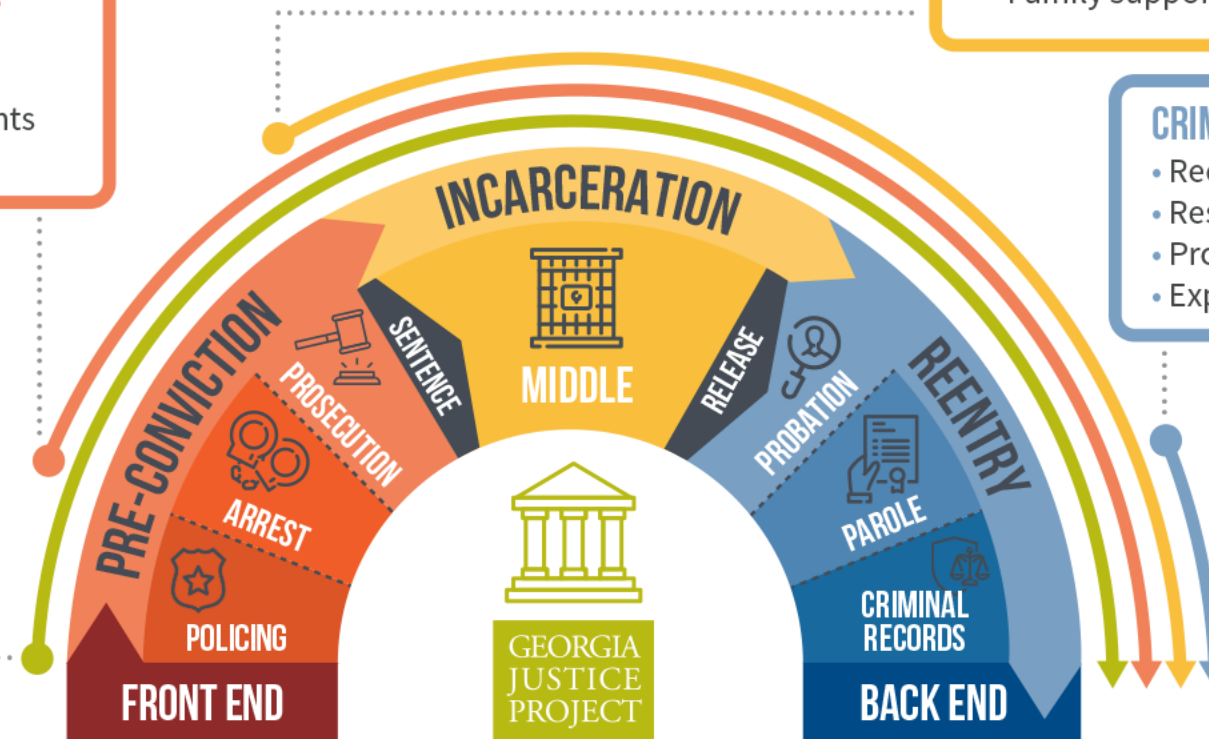
- Metro Reentry Facility (MRF)- Reentry Lawyering
- Family support

POLICY/22 LAWS CHANGED

- Expanded expungement for convictions — impacts 1.5 million Georgians
- Early termination of probation
- Driver's license suspension reform

CRIMINAL RECORDS/PROBLEMS

- Record restriction (expungement)
- Restriction summits
- Probation representation & policy
- Expungement Desks

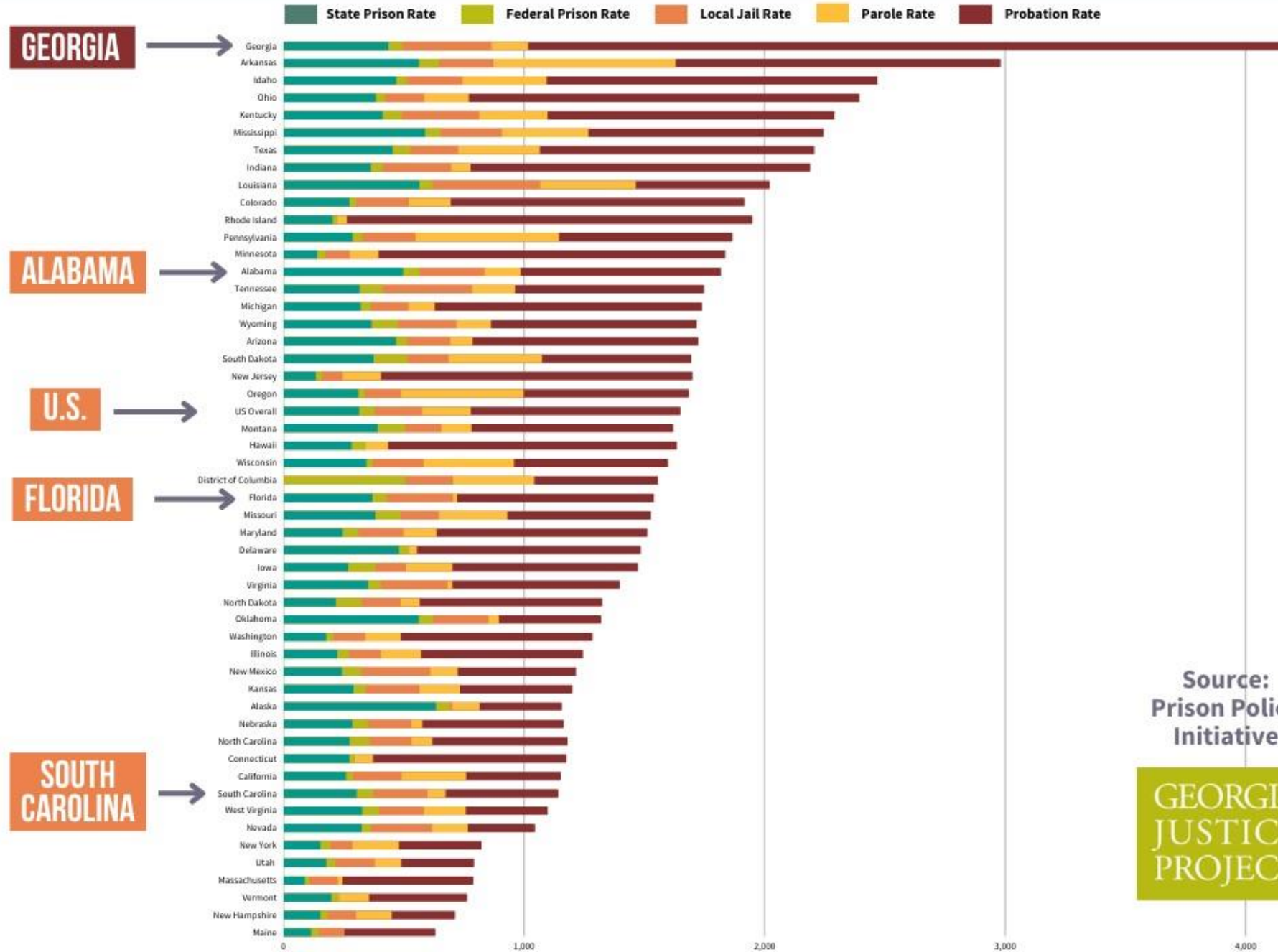


Mass incarceration in the U.S.



\$87 billion lost in GDP when
people with a record are
excluded from the labor market

RATES OF CORRECTIONAL CONTROL BY STATE



Source:
Prison Policy
Initiative

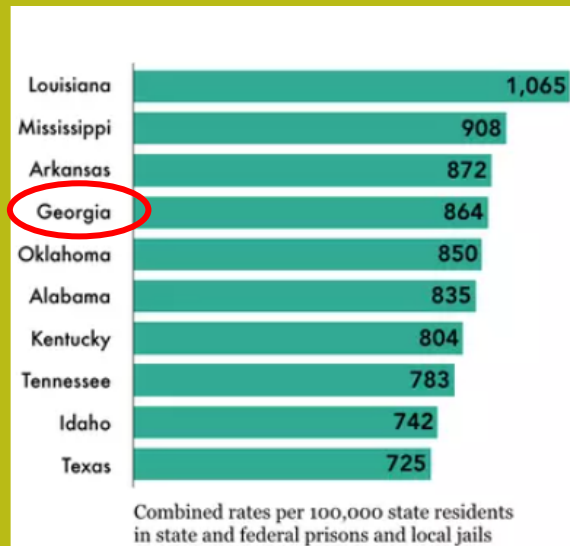
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WHICH STATES ARE THE WORST OFFENDERS?

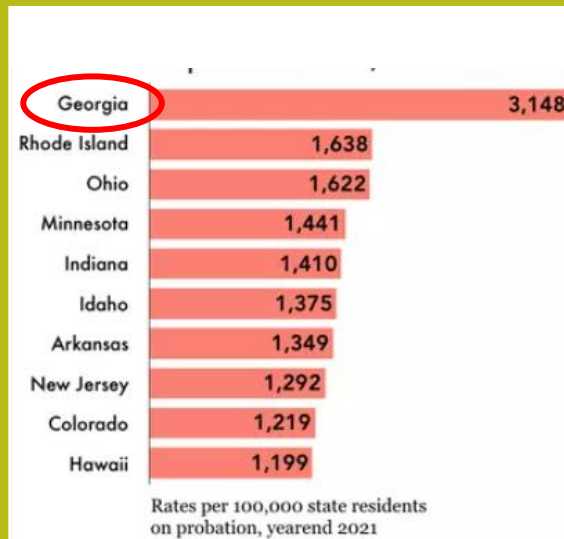
Which states have the highest rates of incarceration, probation, and total correctional control?

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States with the 10 highest incarceration rates, 2021



States with the 10 highest probation rates, 2021



States with the 10 highest correctional control rates, 2021



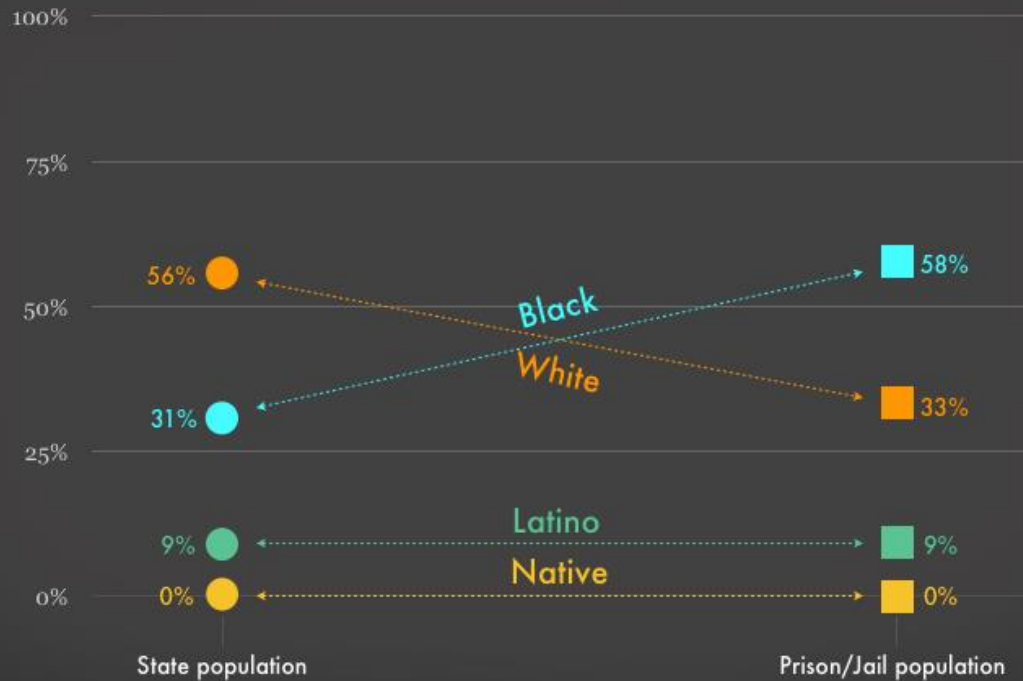
Meanwhile, GA's CRIME RATE ranks 26TH

Sources: <https://www.prisonpolicy.org/reports/correctionalcontrol2023.html> & <https://worldpopulationreview.com/state-rankings/crime-rate-by-state>

RACIAL DISPARITIES exist at every step in the process

Racial and ethnic disparities in prisons and jails in Georgia

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



- **No equivalent disparities in actual criminal behavior**
- **Having a criminal record reduces likelihood of a callback for an interview by half**
- **Black applicants with a record suffer a penalty about twice as severe as their white counterparts**

4.5 million with GA criminal record

50%

were only arrested
once.

Only **14%**

have a felony
conviction.

Over **60%**

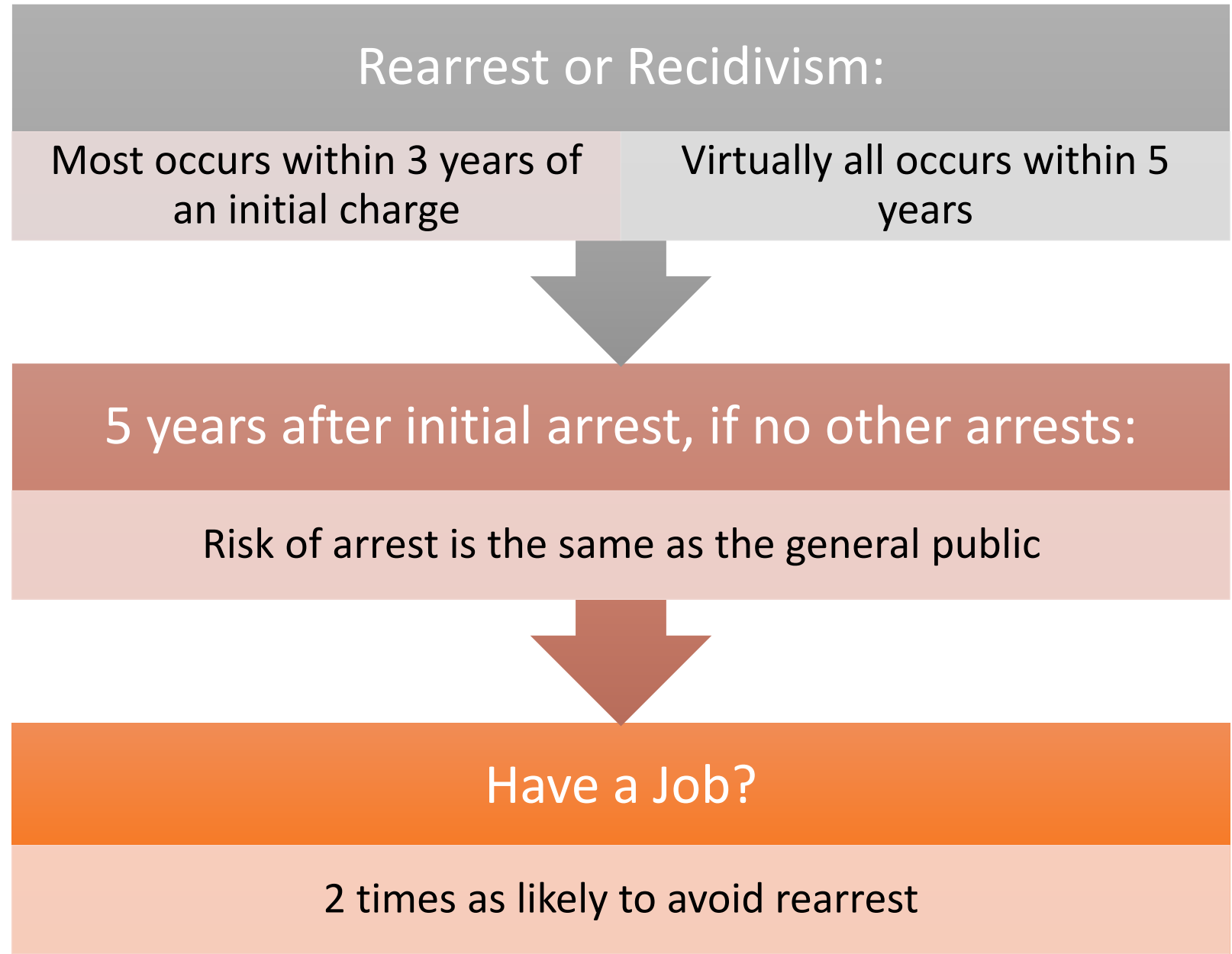
of those with a felony
conviction were not
sentenced to prison.

< 2%

were convicted of a
serious violent or sexual
offense.

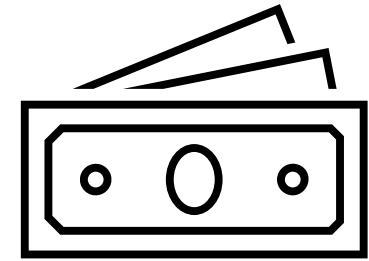
Desistance Research:

The Effect of Time With No New Arrests



Talent and Contribution

- **Acknowledging the unpaid labor of incarcerated individuals**
- **Eager to Work**
 - Unemployment rate – 5x general rate
 - 64% of unemployed men have at least an arrest record
- **Better Retention, Less Turnover**
 - John Hopkins study
- **More Motivation & More Loyalty**
 - Employers like Butterball Farms observed employees with records are more highly motivated and loyal
 - Harvard Military Study



Panel



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- **Kareemah Hanifa, BS** – **Lead Community Organizer, IMAN Atlanta and Board Member, GA Coalition for Higher Education in Prison**



- **Stacey Howard, PMP** – **Owner, Strober Consulting; Member Small Business Majority**



- **Amber Mullen, BBA and MPA** – **Chair, GA Community Health Network Steering Committee**

GJP 2023-24 POLICY PRIORITIES

Opening Access to Occupational Licensing

1 in 6

Of all workers in Georgia need a license.



- **Any** criminal record can be used to deny someone a license
- Procedures are limited and inconsistent

Expanding Access to Expungement



- **4.5 million** people with GA criminal history
- Only 2 misdemeanors can be expunged in a lifetime

Victim-Centered Programs



- Better enable local jurisdictions to implement victim-centered programs like restorative justice

STAYING CONNECTED WITH GJP

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We can help you:
Employer Resources
Information & Training
Connections



Support GJP:
Volunteer
Donate financially



Help GJP make Policy Change:
Restorative Justice
Occupational Licensing
Expungement



Reach Out:
Wade@GJP.org
404-827-0027 ext 214

GJP.org/employers




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Wade@GJP.org 404-827-0027 ext 214

THANK YOU.

438 Edgewood Ave. SE
Atlanta, GA 30312
(404) 827-0027 • www.GJP.org

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