



March 25, 2015

The President
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. President:

On behalf of the National Employment Law Project, All of Us Or None, the PICO National Network, and the undersigned organizations and individuals, we urge executive action to ensure that both federal agencies and federal contractors are leading the way to open up employment opportunities for qualified job-seekers who have an arrest or conviction in their past.

Almost one in three adults in the United States has a record that will show up on a routine criminal background check. This creates a serious barrier to employment for millions of workers, especially in communities of color hardest hit by decades of over-criminalization. In response to this national crisis, elected officials from across the political spectrum have embraced “fair chance” hiring reforms.

These reforms restore hope and opportunity to qualified job-seekers with an arrest or conviction record who struggle against significant odds to find work and give back to their communities. Fourteen states, the District of Columbia, and over 100 cities and counties have adopted “ban the box” and other fair chance hiring reforms. Six states already extend the policy to both public and private sector employers, and a growing number of the nation’s largest retailers, including Walmart and Target, have adopted fair chance hiring measures as well.

In May of 2014, the My Brother’s Keeper Task Force strongly endorsed fair chance hiring reforms because they “give applicants a fair chance and allow employers the opportunity to judge individual job candidates on their merits as they reenter the workforce.” Building on the momentum across the country and the rebounding economy, now is the time to take executive action to open employment opportunities for the growing numbers of Americans who have been unfairly locked out of the job market because of a record.

Thus, we urge you to issue an Executive Order and a Presidential Memorandum that ensure that both federal agencies and federal contractors are doing their part to eliminate unnecessary barriers to employment of people with criminal records. A federal fair chance hiring initiative will go a long way to ensure fairness in the hiring process and to build stronger families and communities.

Sincerely,

National Organizations

AFL-CIO
AFL-CIO, Transportation Trades Department
All of Us or None

American Civil Liberties Union (ACLU)
American Federation and State, County and Municipal Employees (AFSCME)
American Friends Service Committee
Bend the Arc: A Jewish Partnership for Justice
Bread for the World
Brave New Films
Campaign for Black Male Achievement
Center for Community Change Action
Center for Effective Government
Center for Law and Social Policy (CLASP)
Center for Living and Learning
Center for Popular Democracy
Coalition on Human Needs
Collateral Consequences Resource Center
College and Community Fellowship
ColorofChange.org
Community Education Centers Alumni Association
Congregations United to Serve Humanity
Crossroad Bible Institute
Drug Policy Alliance
Ecumenical Poverty Initiative
Family Values @ Work
Friends Committee on National Legislation
Interfaith Worker Justice
Jesuit Conference of Canada and the United States
Jewish Council for Public Affairs
Justice Policy Institute
JustLeadershipUSA
Juvenile Law Center
Leadership Conference on Civil and Human Rights
Legal Action Center's National H.I.R.E. Network
Main Street Alliance
NAACP Legal Defense and Education Fund
National Advocacy Center of the Sisters of the Good Shepherd
National Association of Criminal Defense Lawyers
National Association of Social Workers
National Clearinghouse for the Defense of Battered Women
National Consumer Law Center
National Council of Churches
National Council of Jewish Women
National Council of La Raza
National Council on Crime and Delinquency
National Employment Law Project
National People's Action
National Workrights Institute
NETWORK, A National Catholic Social Justice Lobby
Partnership for Working Families
PICO National Network
PolicyLink
Presbyterian Church (U.S.A.)

Race, Gender and Human Rights Fund
Rebuild The Dream
Rosenberg Foundation
Sargent Shriver National Center on Poverty Law
Student Peace Alliance
Sugar Law Center for Economic and Social Justice
The Dream Corps
The Ella Baker Center for Human Rights
The Peace Alliance
The Sentencing Project
T'ruah: The Rabbinic Call for Human Rights
Union for Reform Judaism
United Church of Christ Justice and Witness Ministries
United Methodist Church, General Board of Church and Society
We Are All Criminals
Women Donors Network

State and Local Organizations

9to5 Atlanta
9to5 Georgia
A New Way of Life Reentry Project
Acting in Community Together in Organizing Northern Nevada
Advancement Project California
Amos Project
AV-East Kern Second Chance
Birmingham Faith in Action
Cabrini Green Legal Aid
California Partnership
Californians for Safety and Justice
Californians United for a Responsible Budget
Campaign to End the New Jim Crow (NYC)
Center for Community Alternatives
Center on Policy Initiatives
Chattanooga Hamilton County NAACP
Civic Trust Public Lobbying Company
Colorado Jobs with Justice
Communities Creating Opportunity
Community Legal Services, Inc., of Philadelphia
Community Service Society of New York
Community Voices Heard
Contra Costa Interfaith Supporting Community Organization
DC Jobs Council
Direct Action for Rights & Equality
East Bay Alliance for a Sustainable Economy
East Bay Community Law Center
Economic Opportunity Institute
Essie Justice Group
Every Child Matters
Ex-Prisoners and Prisoners Organizing for Community Advancement (EPOCA)

Faith In Action Kern County
Faith in New York
Families for Justice as Healing
Fighting Against Injustice Towards Harmony (F.A.I.T.H.)
Fishers of Men Inc.
Friends for Justice
Georgia Justice Project
Good Seed Good Ground
Hands Across the Bridge Project
Here for Restoration
Homeboy Industries
In the Public Interest
Indianapolis Congregation Action Network
Inland Congregations United for Change
Job Opportunities Task Force
Justice Overcoming Borders
LA Voice
Lawyers' Committee for Civil Rights of the San Francisco Bay Area
Legal Services for Prisoners with Children
LifeLine to Success
Los Angeles Alliance for a New Economy
Madison Organizing in Strength, Equality and Solidarity (MOSES)
Main Street Alliance of Florida
Massachusetts Law Reform Institute
Mennonite Central Committee U.S. Washington Office
Missoula Area Central Labor Council, AFL-CIO
Missoula Partners for Reintegration
Mount Sinai Organized for Action
Neighborhood Defender Service of Harlem
New Jersey Institute for Social Justice
New Orleans Workers' Center for Racial Justice
Oakland Community Organizations
Ohio Justice & Policy Center
Orange County Congregation Community Organization
Oregon Action
Oregon AFL-CIO
Organization for Transgender Health & Employment Resources (OTHER)
Organize Now
Our Daughters and Sons Network
People Acting in Community Together San Jose
PICO California
Pittsburgh UNITED
Racial Justice Action Center
Reentry Benefiting Families
Release Aging People in Prison Campaign
Resource Information Help for The Disadvantaged
Restoring Hope Collaborative
Root & Rebound: Reentry Advocates
Rubicon Programs
Safer Foundation

San Diego Organizing Project
San Francisco Organizing Project/Peninsula Interfaith Action
South Carolina Appleseed Legal Justice Center
Southern Coalition for Social Justice
Speak-Up-Florida
St. Johns County Legal Aid
Stand with Dignity
Sugar Law Center for Economic & Social Justice
Sunflower Community Action
Texas Citizens United for Rehabilitation of Errants (CURE)
The Anti-Recidivism Coalition
The Bronx Defenders
The Cornerstone Foundation, Inc.
The Ohio Organizing Collaborative
The Successful Transition and Reentry Project
Uptown People's Law Center
Vincentian Reentry Organizing Project-Florida
Voice of the Ex-Offender (V.O.T.E.)
Voices of Community Activists & Leaders (VOCAL-NY)
William E. Morris Institute for Justice
WISDOM of Wisconsin
Women on the Rise
Women's Foundation of California
Working Partnerships USA

Individuals

Chris Redlitz, Co-Founder, The Last Mile
Danny Glover, Actor & Activist
Fr. Gregory Boyle SJ, Executive Director and Founder, Homeboy Industries
Michael Hannigan, President & Co-Founder, Give Something Back Office Supplies
Monique W. Morris, Ed.D., Author & Co-Founder of the National Black Women's Justice Institute
Rev. Ron Stief, Executive Director of National Religious Campaign Against Torture
Shaka Senghor, #cut50 & MIT Labs Media Fellow
Van Jones, Founder of Rebuild The Dream, #cut50 & CNN Political Correspondent