



**VERMONT
WORKS
FOR WOMEN**

EQUITY MATTERS HERE.

Inclusive Hiring

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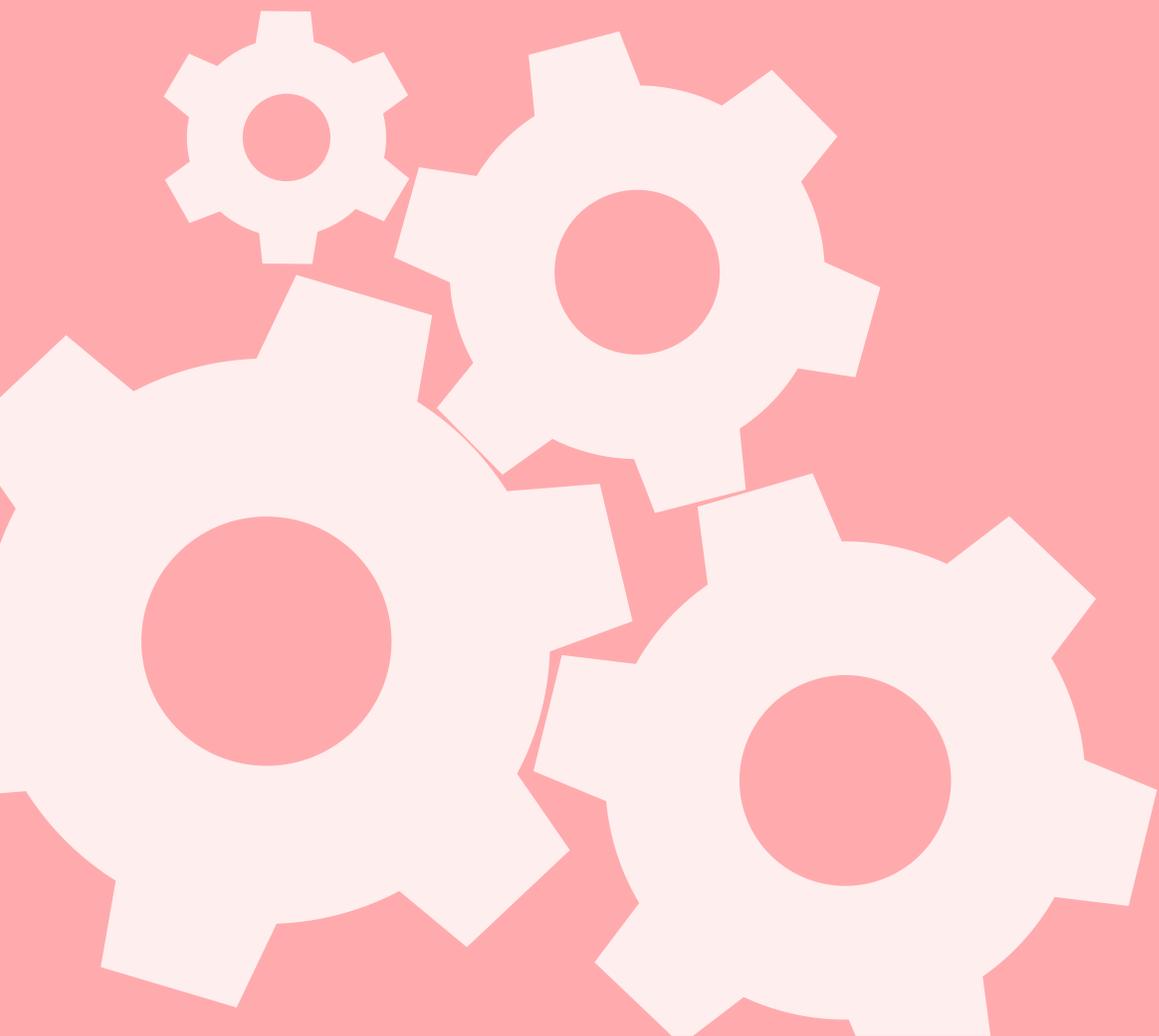
Who Are We?



Heather Newcomb



Julia Bessy



Let's take a poll

Chittenden Regional Correctional Facility

Our Programs



- Windows 2 Work
- Build Your Skills
- Enrichment Night
- One-On-One Career Coaching

The Reality of Incarceration

- Very little autonomy
- DOC controls schedules, movement within the facility, and contact with family
- Residents are encouraged to seek assistance from officers when conflicts arise with another
- Dynamic of power and oppression
- Although everyone is issued a tablet, it has a cost for utilizing anything such as communicating family, streaming music or playing games. Charged by the minute or action (ie. Sending email is 15 cents and reading the reply is 3 cents per minute)
- Realities of scarcity breeds creative problem solving



“My biggest barrier was just getting employed again... I was here to work, and I was ready to work.”

DID YOU KNOW?

of Americans with a criminal record
80 million (1 in 3 Americans)

% of people in state prisons that will reenter
the community at some point
95%

single most important predictor
of recidivism
Not having a job



What is one of the biggest assets employers see from hiring justice-involved employees ?

Greater retention & loyalty

What is the turnover cost savings per employee of inclusive hiring practices?

\$4000

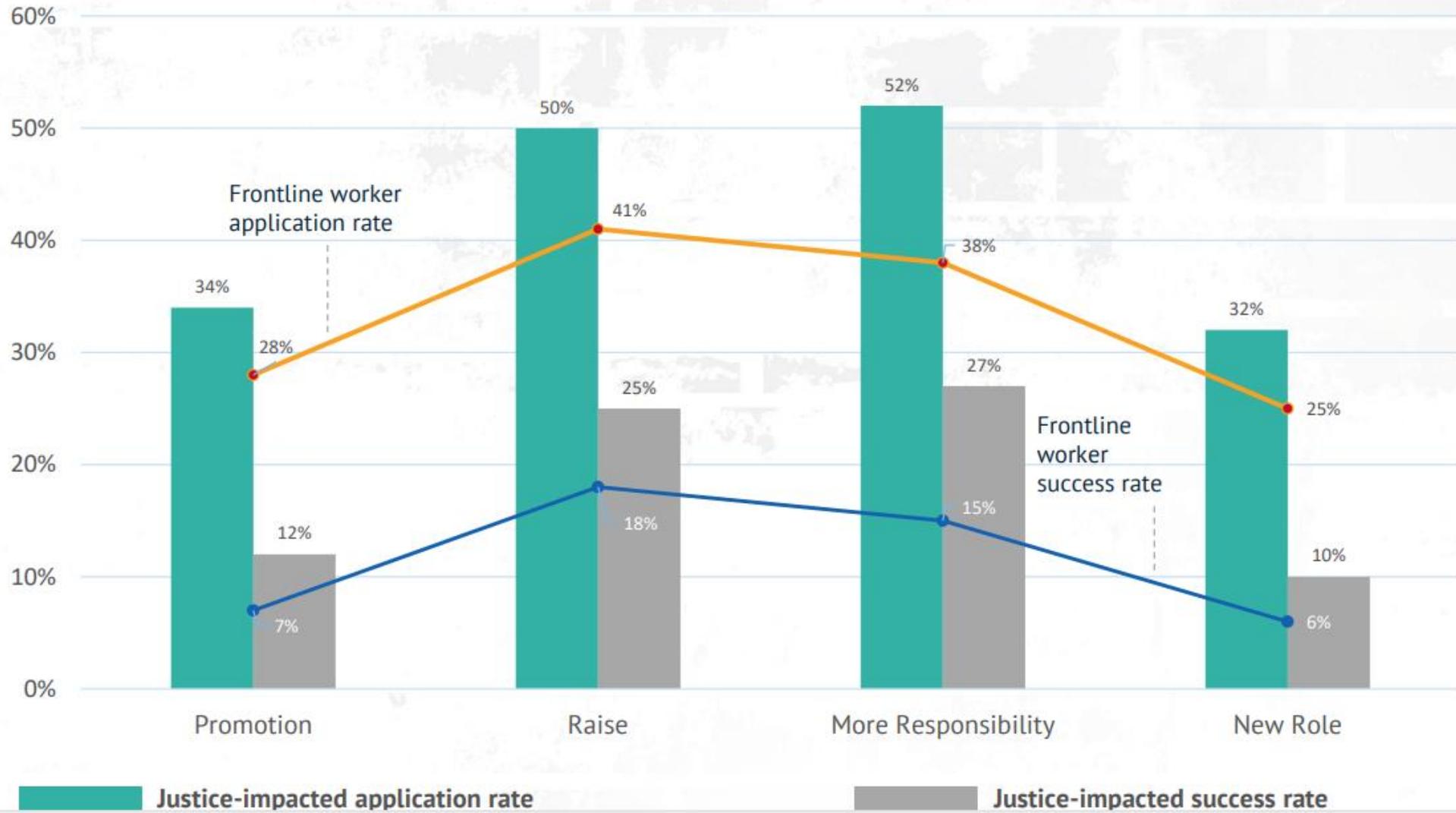
The Business Case

- Widen the talent pool
- Decrease turnover and onboarding costs
- Increase retention
- Support DEI goals



JUSTICE-IMPACTED WORKERS APPLY FOR AND SUCCEED IN RECEIVING ADVANCEMENT OPPORTUNITIES MORE THAN ANY OTHER GROUP SURVEYED

This compelling advancement data makes a strong case for the motivation – and success – of frontline employees that have been previously involved in the criminal justice system.



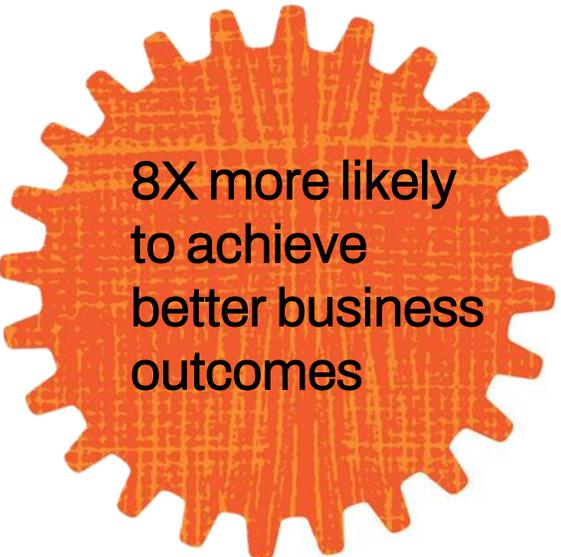
Talent is Everywhere, Opportunity is NOT

Inclusive hiring:

- Addresses obstacles in recruitment pipeline
- Assesses applicants in the present, not the past
- Recognizes human potential

Research from Deloitte found that inclusive organizations are:

(Source: [Biz Journal](#)).



8X more likely
to achieve
better business
outcomes



6 times more
likely to be
innovative and
agile

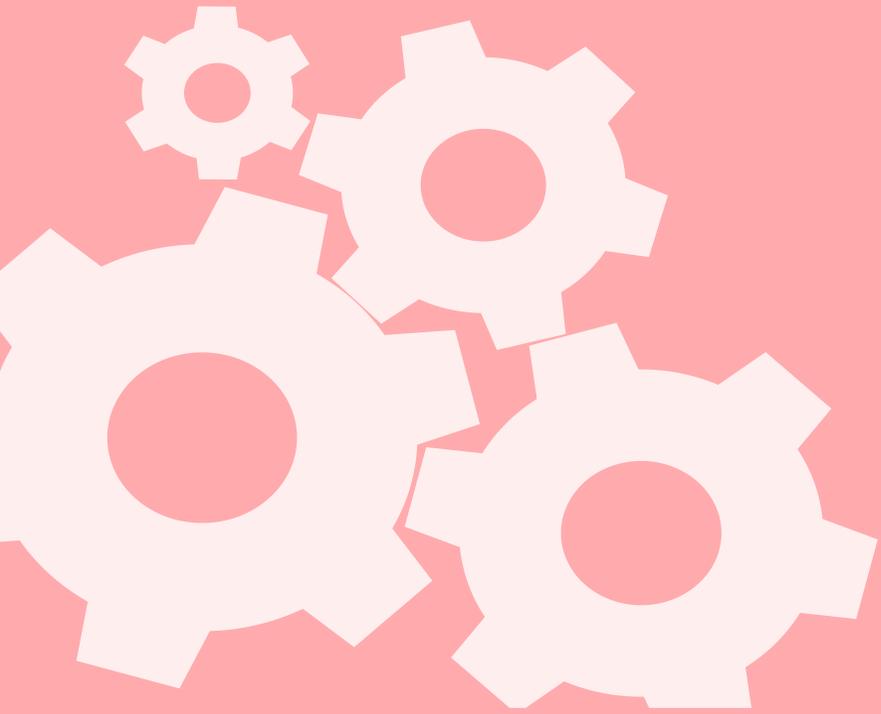


Twice as likely
to meet or
exceed
financial targets

The Road to Re-Entry

What does someone have to address when they leave incarceration?

- Clothing- folks often only have clothes they arrived in, if they still fit
- Housing- biggest obstacle
- Food insecurity
- Transportation
- Connecting with providers/resources
- Maintaining sobriety
- Accessing medication
- Mandated meetings with PO
- Conditions of release
- ***Stigma- most damaging***



Lingering Effects of Incarceration

Mental/Medical Health

- **Up to 5x as likely to meet the threshold for serious psychological distress**
- **Anxiety/Depression-** from extended separation from natural supports and related guilt/shame
- **“Post-Incarceration Syndrome,”** a syndrome similar to PTSD, meaning that even after serving their official sentences, many people continue to suffer the mental effects
- **1.5x more likely to report a history of diabetes, asthma, or high blood pressure**
- **The risk of dying within two weeks of release from prison is nearly 13x higher than that faced by other individuals even after adjusting for age, race, and sex**



Barriers to Seeking Support for Lingering Effects

Stable Employment Can Help Mitigate These Barriers

- No health insurance or State issued insurance
- Absence of providers or long waitlists
- Lack skills and knowledge to navigate the healthcare system
- Little faith that the system will work for them
- Stigma- not believed about symptoms



Additional Workplace Initiatives to Support Inclusivity



- Examine and challenge rigid or strict policies that don't allow for imperfection
- Be creative exploring alternative structures and scheduling that considers outside lives
- Integrating mentorships
- Support and provide opportunities for staff learning (ie. Financial planning)
- Allowance for meeting to be on site during the workday
- Recovery friendly workplace strategies

Advice for Direct Supervisors

Things aren't always as they appear and be open to what the reasons are

- Under supervision
 - Probation/parole meetings at convenience of PO
 - May not be able to accept overtime hours
 - May not be able to work at additional work sites
 - PO can stop by place of employment at any time
- Attendance issues
 - Medical appointments
 - Medication Assisted Treatment (MAT)
 - Counseling/therapy requirements
- Reunification with children
- Transportation
- Housing
- Debt/Credit issues
- Recovery from addiction



Final Thoughts and Next Steps



This is a
movement, and
each new step is
progress
that builds
momentum



Take this
knowledge back
to your Team
and
discuss the opp
ortunities



There are
resources,
research and
assistance to
support this