



# **Inclusive Hiring**

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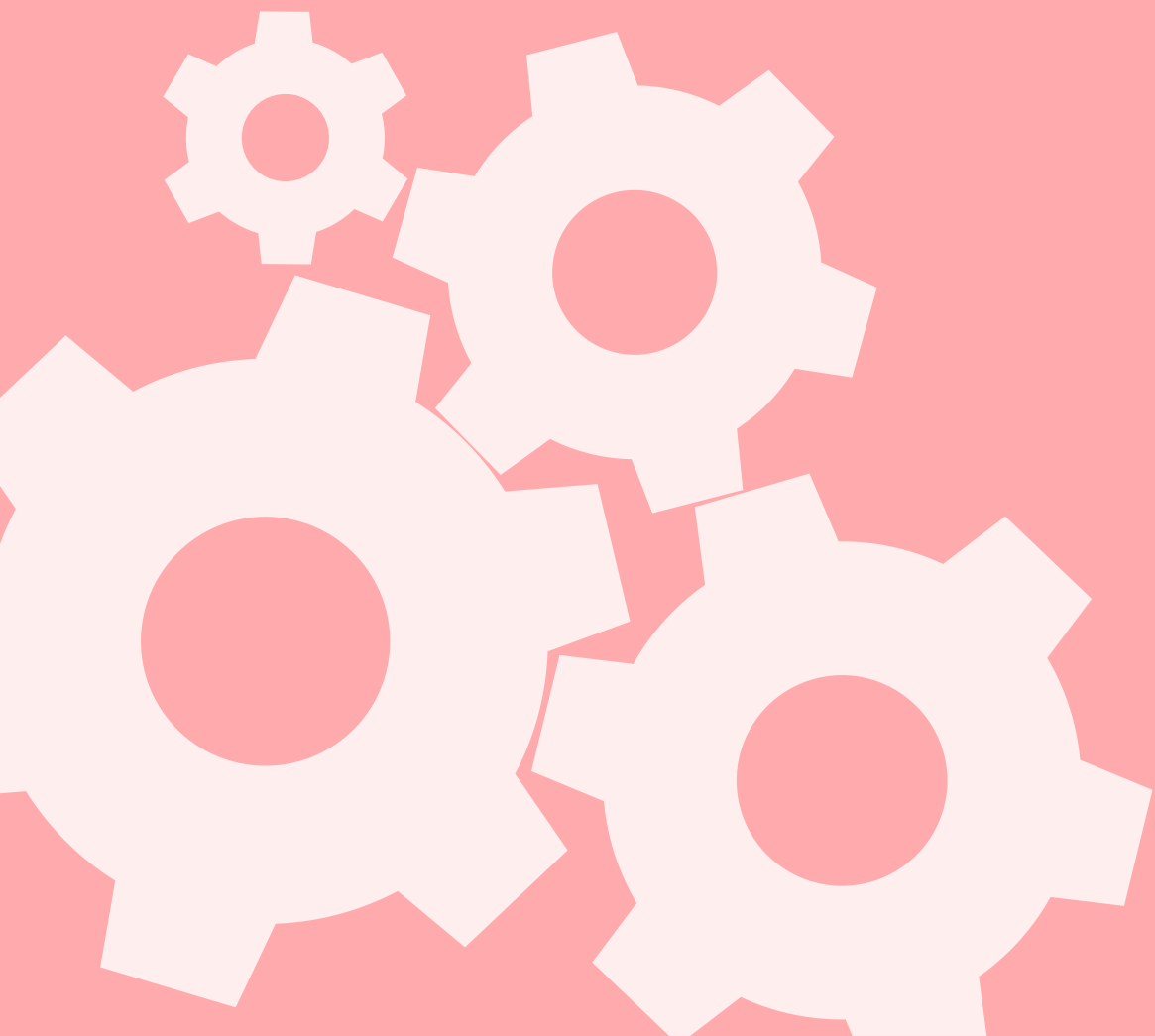
# Who Are We?



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 arises 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.”*



# 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



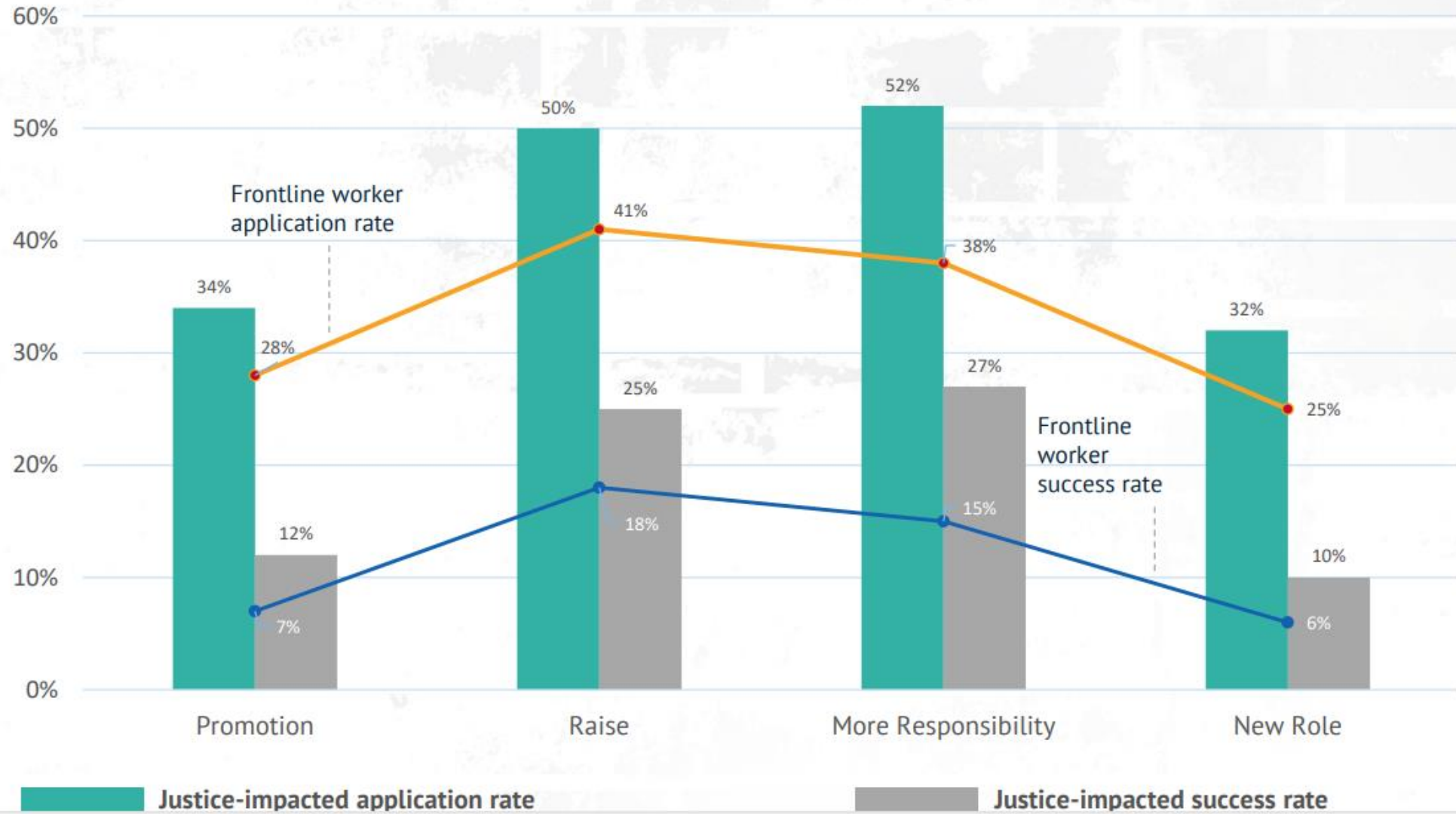
# The Business Case

- 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

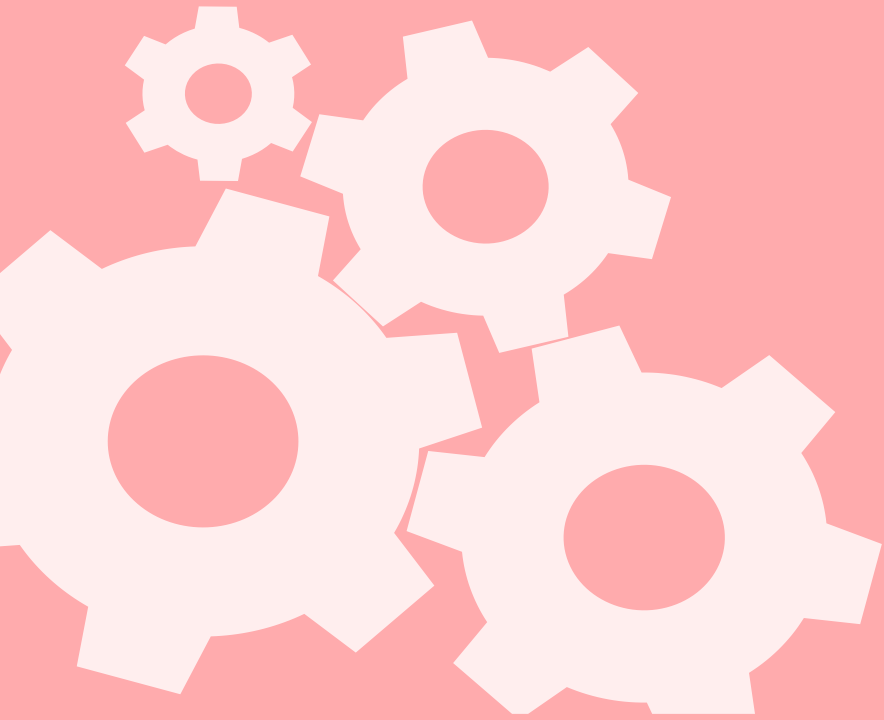


Twice as likely  
to meet or  
exceed  
financial targets

# 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





# 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



There are  
resources,  
research and  
assistance to  
support this



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