

## RESOURCES THAT CAN BE PROVIDED TO HELP JUSTICE-INVOLVED WOMEN WITH CHALLENGES THEY MAY FACE

Resource	Description	Challenge Addressed	Implementation Options
Childcare Assistance	On-site childcare or subsidies for childcare expenses	Lack of affordable childcare, balancing work and parenting	Partner with local daycare centers or offer stipends for childcare
Transportation Support	Commuter benefits, gas cards, or shuttle services to/from work.	Lack of reliable transportation to work	Provide transportation stipends, company shuttles, or public transit passes
Flexible Work Schedules	Adjusted hours or remote work options to accommodate personal obligations	Managing childcare, probation meetings, court dates	Offer staggered shifts, hybrid work, or compressed workweeks
Mentorship & Peer Support Programs	Pairing justice-involved employees with mentors for workplace guidance and emotional support	Social stigma, workplace reintegration challenges	Establish a formal mentorship program within the company
Financial Literacy & Budgeting Programs	Workshops or one-on-one coaching on managing finances and rebuilding credit	Economic instability, debt, rebuilding financial independence	Partner with financial advisors or nonprofit organizations offering reentry services
Emergency Assistance Funds	Small grants or no-interest loans for unexpected financial hardships	Sudden expenses (e.g. housing, healthcare, transportation)	Create an internal emergency fund with clear eligibility guidelines
Second-Chance Hiring Policies	Hiring policies that evaluate candidates based on skills and experience rather than past convictions	Employment barriers due to criminal records	Implement fair chance hiring practices, like "Ban the Box" policies

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Legal Support & Expungement Assistance	Access to legal aid for expungement, housing rights, or employment protections	Legal barriers preventing full reintegration	Partner with local legal aid organizations to provide workshops or pro bono services
Mental Health & Trauma Support	Employee Assistance Programs (EAPs) offering therapy and crisis intervention	Past trauma, mental health challenges, stress of reentry	Provide on-site counseling services or connect employees with affordable therapy options in the community
Career Development & Training	On-the-Job training, tuition reimbursement, or skill-building workshops	Lack of experience or outdated skills due to incarceration	Partner with workforce development programs to provide training opportunities