

# WOMEN BEYOND BARS: REENTRY AND HUMAN RIGHTS

## Executive Summary

PREPARED BY:

THE CALIFORNIA INSTITUTION FOR WOMEN THINK TANK AND THE UCLA LAW SCHOOL INTERNATIONAL HUMAN RIGHTS CLINIC



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## REENTRY AND HUMAN RIGHTS

**PREPARED BY:**

THE CALIFORNIA INSTITUTION FOR WOMEN THINK TANK AND THE UCLA LAW SCHOOL INTERNATIONAL HUMAN RIGHTS CLINIC  
PROJECT CO-DIRECTORS: PROFESSORS E. Tendayi Achiume and Bryonn Bain

**ADDRESSED TO:**

THE LOS ANGELES MAYOR'S OFFICE OF REENTRY AND ALL LOCAL, STATE, AND FEDERAL AUTHORITIES WITH RESPONSIBILITIES TO WOMEN REENTERING  
LOS ANGELES COMMUNITIES

Special thanks are due to the following former UCLA Law students, who drafted the Report under the supervision of  
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This Report was researched and drafted in the Fall of 2016 and finalized for publication in 2018. It analyzes Los Angeles reentry policy as  
of Fall 2016, unless it explicitly states otherwise.

**COVER IMAGE:**

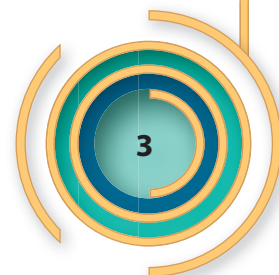
Epiphany, 2010. Banner project led by Minotte Romulus at Spectrum Detention, Dorchester, MA.

This artwork was created in Artistic Noise's studio art program. Artistic Noise exists to bring the freedom and power of artistic practice  
to young people who are incarcerated, on probation, or otherwise involved in the justice system. [www.artisticnoise.org](http://www.artisticnoise.org)



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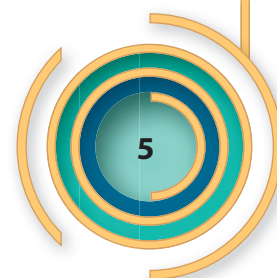
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# GLOSSARY

<b>ANWOL</b>	A New Way of Life
<b>ARC</b>	Anti-Recidivism Coalition
<b>CALPIA</b>	California Prison Industry Authority
<b>CBO</b>	Community-based organization
<b>CCTRP</b>	Custody to Community Transitional Reentry Programs
<b>CDCR</b>	California Department of Corrections and Rehabilitation
<b>CEDAW</b>	United Nations Convention on the Elimination of All Forms of Discrimination Against Women
<b>CEDAW Ordinance</b>	City of Los Angeles Ordinance No. 175735
<b>CIW</b>	The California Institution for Women
<b>CIW Think Tank</b>	California Institution for Women Think Tank
<b>CoFFE</b>	National Cooperative of Felon-Friendly Employers (CoFFE)
<b>Community Partners</b>	The Community Partners of the CIW Think Tank
<b>FOTEP</b>	Female Offender Treatment Program
<b>HACLA</b>	Housing Authority of the City of Los Angeles
<b>HACOLA</b>	Housing Authority of the County of Los Angeles
<b>HUD</b>	United States Department of Housing and Urban Development
<b>ICCPR</b>	International Covenant on Civil and Political Rights
<b>ICESCR</b>	International Covenant on Economic, Social and Cultural Rights
<b>ICESCR Committee</b>	The Committee on Economic, Social, and Cultural Rights
<b>IHRC</b>	International Human Rights Clinic at the UCLA School of Law
<b>LA:RISE</b>	Los Angeles Regional Initiative for Social Enterprise
<b>Mayor's Office of Reentry</b>	Los Angeles Mayor's Office of Reentry
<b>UCLA</b>	University of California, Los Angeles
<b>UDHR</b>	Universal Declaration of Human Rights
<b>UNSMR</b>	United Nations Standard Minimum Rules for the Treatment of Prisoners



# ABOUT THE AUTHORS

## THE CIW THINK TANK

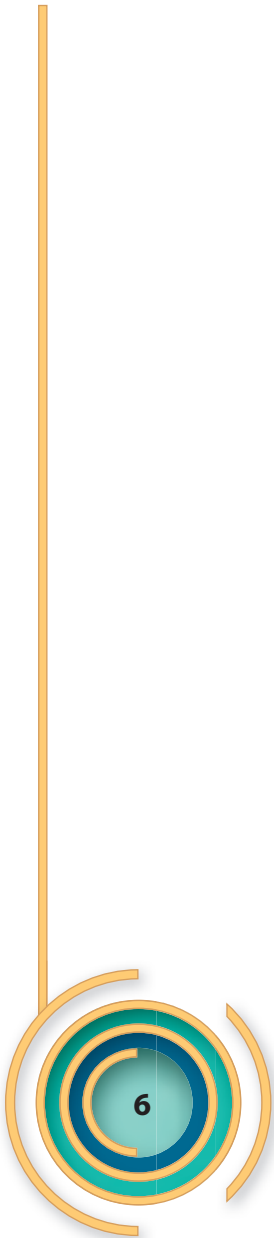
The CIW Think Tank (or the Think Tank) is a group of women currently and formerly incarcerated at the California Institution for Women (CIW) that seeks to ensure the successful reentry of women paroling from prison. It endeavors to design bridges connecting incarcerated communities with the public to pursue successful reentry through education and the arts.

In the Fall of 2015, a number of incarcerated women wrote letters to UCLA expressing the need for a bachelor's degree program at CIW. As a result of these efforts, twelve women were chosen to participate in an initial meeting with CIW and UCLA administrators, professors, and staff. A representative of the Mayor's Office of Reentry was also present. One result of this meeting was the creation of the CIW Think Tank.

The CIW Think Tank is comprised of women of different ages, ethnicities, and socioeconomic and academic backgrounds. This diversity of membership ensures that women from a variety of communities have a voice in meetings and consultations. Beginning in October 2015, UCLA staff met regularly with the CIW Think Tank for some years to develop the UCLA Bachelor's Degree Program and oversee, assess, and evaluate the development of UCLA's current prison education program at CIW.

## UCLA SCHOOL OF LAW INTERNATIONAL HUMAN RIGHTS CLINIC

The UCLA School of Law International Human Rights Clinic (the IHRC) trains students in the theory and practice of human rights law under the supervision of international human rights law faculty. IHRC students collaborate with international and domestic organizations on a variety of projects each semester, providing legal, policy, and advocacy expertise to those seeking to advance social justice through a human rights frame.





# EXECUTIVE SUMMARY

This is the Executive Summary of the report “Women Beyond Bars: Reentry and Human Rights” (the Report).<sup>1</sup> The central purpose of the Report is to explain what adopting a human rights approach to reentry means for the women of Los Angeles, the City of Los Angeles, and other local government authorities responsible for the reentry landscape in Los Angeles, specifically as it relates to housing and employment. The human rights framework not only provides reentering women with the means and vocabulary to articulate their dreams for a just and equitable city; it also produces suggestions and policy recommendations for government actors, whose obligation it is to ensure the fulfillment of human rights. Accordingly, the Report represents a current statement of the lived realities of formerly incarcerated women and contemporary human rights norms, which bind the City of Los Angeles in fulfilling its duties to incarcerated women. Finally, the Report also provides a practical guide to reentry resources in Los Angeles, based in part on consultations with community partners engaged on a daily basis in providing reentry support to incarcerated and formerly incarcerated women.

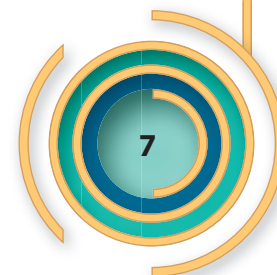
## BACKGROUND

*“It is clear that the incarceration of women is not rehabilitative, but instead thwarts recovery. . . . Societal pressures are in a large part responsible for the incarceration of women. . . . During incarceration, women are not healed, but instead are subjected to further trauma. The current conditions of incarceration are contrary to reformation and growth, and instead encourage continued drug use and criminality. Given this information, major changes are needed.”<sup>2</sup>*

*Paige Linville, CIW Think Tank Member*

The Federal Interagency Reentry Council defines reentry as “the transition from incarceration—life in prison, jail, or juvenile justice facilities—to life in the community.”<sup>3</sup> Reentry, however, is not simply a transition from point A to point B: it is a complex social process characterized by pervasive barriers. It occurs in the context of historically rooted structures of racial inequality that today disproportionately subject communities of color to over-policing and mass incarceration. The

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- 1 The full report is available at the website of the UCLA School of Law International Human Rights Clinic at <https://law.ucla.edu/academics/clinical-and-experiential-programs/international-human-rights-clinic/> [<http://bit.ly/UCLAIHRC>].
  - 2 Paige Linville, CIW Think Tank, *Criminalization of Trauma*, at 5 (June 3, 2016) (highlighting the extent to which criminal justice-involved women deal with trauma before, during, and after a sentence).
  - 3 FED. INTERAGENCY REENTRY COUNCIL, *THE FEDERAL INTERAGENCY REENTRY COUNCIL: A RECORD OF PROGRESS AND A ROADMAP FOR THE FUTURE 3* (2016).



The Federal Interagency Reentry Council defines reentry as “the transition from incarceration—life in prison, jail, or juvenile justice facilities—to life in the community.”

United States constitutes less than five percent of the world’s population, but it is home to more than twenty percent of the world’s incarcerated population: one in three adults in the U.S. has a criminal record.<sup>4</sup> In Los Angeles specifically, of the 42,750 people in prison, over 90 percent are people of color.<sup>5</sup>

Over the past several decades, the rate of increase in the incarceration of women has been double that of men.<sup>6</sup> In California, nearly 10,000 women are released from carceral facilities operated by the state each year.<sup>7</sup> Over twenty-two percent of women released in California recidivate within one year<sup>8</sup>—a clear sign that the systems currently in place do not prepare women for release. In Los Angeles, over seventy percent of women are women of color,<sup>9</sup> and a quarter of the women in the city do not even have a high school degree.<sup>10</sup> The facts surrounding recidivism must be understood in the context of overlapping intersectional systems of oppression, including race and class, affecting women in LA. Recidivism is a structural feature of reentry policies that do little to rectify the inequalities that built our criminal justice system.<sup>11</sup>

Against this backdrop, the CIW Think Tank (or The Think Tank) identified housing and employment as two urgent priorities that serve as the focal points of the Report, which was researched and drafted in the fall of 2016, and finalized for publication in the fall of 2018. The reentry vision articulated in the Report explains the existing human rights standards applicable to housing and employment for reentering women and recommends steps that the Mayor’s Office of Reentry and other public authorities must take to realize women’s rights fully. Los Angeles has the most unaffordable housing market in the nation, surpassing even New York and San Francisco.<sup>12</sup> And in Los Angeles, about eighty percent of employers refuse to hire applicants with prior convictions.<sup>13</sup> Although the United States justifies incarceration as rehabilitative and expects individuals coming out of the system to fully participate in society upon reentry, it has largely failed to prepare criminal justice-involved individuals for

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4 *Id.*

5 *Los Angeles County*, CAL. SENTENCING INST., <http://casi.cj.gov/data/2016-adult.xlsx> (last visited Sept. 27, 2018).

6 FED. INTERAGENCY REENTRY COUNCIL, *supra* note 3, at 6.

7 CAL. DEP’T CORR., OFFICE OF RESEARCH, OUTCOME EVALUATION REPORT (2016) at 6.

8 *Id.* at 16.

9 CITY OF L.A., OFFICE OF THE MAYOR, REPORT ON THE STATUS OF WOMEN AND GIRLS IN THE CITY OF LOS ANGELES: PART 4 EDUCATION AND WORKFORCE DEVELOPMENT (2015) at 8.

10 *Id.* at 8.

11 Taylor L. Hall et al., *Postincarceration Policies and Prisoner Reentry: Implications for Policies and Programs Aimed at Reducing Recidivism and Poverty*, 20 J. POVERTY 56, 63 (2016) (discussing the consequences of post-incarceration policies).

12 ROSALIE RAY ET AL., UCLA LUSKIN SCH. OF PUB. AFFAIRS, IMPACTS OF THE WIDENING DIVIDE: LOS ANGELES AT THE FOREFRONT OF THE RENT BURDEN CRISIS 1 (rev. 2014), <http://www.anderson.ucla.edu/Documents/areas/ctr/ziman/2014-08WPprev.pdf>.

13 Michael A. Stoll & Shawn D. Bushway, *The Effect of Criminal Background Checks on Hiring Ex-Offenders*, 7 CRIMINOLOGY & PUB. POL’Y 3 371, 383 (September 2008).

the workforce.<sup>14</sup> The importance of the Report's focus on housing and employment is underscored by studies demonstrating that post-release homelessness and unemployment are correlated with increased rates of recidivism.<sup>15</sup>

## THE CITY OF LOS ANGELES'S COMMITMENT TO THE HUMAN RIGHTS OF WOMEN

*"Human rights should matter everywhere because we are all connected. For a community to survive, there must be a decent level of human rights so that it does not disintegrate into a predator/victim model. In my experience of incarceration, it is amazing what a demonstration of human dignity can have and the impact it can have on a broken individual."*<sup>16</sup>

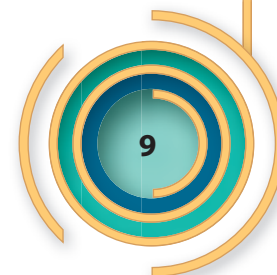
CIW Think Tank Member

In 2003, the City of Los Angeles adopted an Ordinance to provide for the implementation of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which provides a legal basis for the city to implement the standards set by CEDAW within its jurisdiction.<sup>17</sup> In adopting this ordinance, the City of Los Angeles has committed to the local implementation of an instrument that guarantees equality for women and girls in all areas of their lives. This requires, among other things, a human rights-based approach to creating and implementing housing and employment policies for reentering women.

The Report sheds light on what is necessary for the realization of substantive equality for women, through an analysis of the broader international human rights framework. To give full meaning to the human rights protections in the CEDAW Ordinance, public authorities must understand the true meaning of human rights, including as this meaning is explained in fundamental international human

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- 14 See Carla Rivera, *Four Prisons in California to Get Community College Programs*, L.A. TIMES (Aug. 5, 2015), <http://www.latimes.com/local/education/la-me-pell-inmate-column-20150805-story.html> ("More than 700,000 [individuals] are released each year, a significant but marginalized population frequently unprepared for life on the outside, with few skills and often without a high school diploma. College-level instruction on the inside is mostly a patchwork of correspondence courses and privately-funded in-house programs staffed by volunteers.").
- 15 See, e.g., Nally, et al., *Post-Release Recidivism and Employment Among Different Types of Released Offenders: A 5-Year Follow-up Study in the United States*, 9 INTERNATIONAL JOURNAL OF CRIMINAL JUSTICE SCIENCES 16 (2014); Lutze, et al., *Homelessness and Reentry: A Multisite Outcome Evaluation of Washington State's Reentry Housing Program for High Risk Offenders*, 41 CRIMINAL JUSTICE AND BEHAVIOR 471 (2014); Katharine H. Bradley, et al., *No Place Like Home: Housing and the Ex-Prisoner*, CMTY. RES. FOR JUST. (2001), [http://b3cdn.net/crjustice/a5b5d8fa98ed957505\\_hqm6b5qp2.pdf](http://b3cdn.net/crjustice/a5b5d8fa98ed957505_hqm6b5qp2.pdf) (noting that "[h]ousing is the [i]nchpin that holds the reintegration process together.").
- 16 Interview by Linda of Leslie, *infra* Appendix A.
- 17 CITY OF L.A., CAL., Ordinance 175735 (2003), implementing the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women, G.A. Res. 34/180, art. 11, U.N. Doc. A/34/46 (Sept. 3, 1981).



rights instruments such as the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR).

## APPLYING A HUMAN RIGHTS APPROACH TO REENTRY

*“My vision is that L.A. City have a relationship with the prison . . . I would like to see the community redefine who is coming out and back into their communities: let the public know that they have been rehabilitated.”<sup>18</sup>*

CIW Think Tank Member

The CIW Think Tank led the process of giving voice to the principal concerns of incarcerated women anticipating reentry in Los Angeles and consulted with other women incarcerated at CIW to provide the insights that are incorporated in the Report. As a result, its production manifests one of its central claims: participation from directly affected populations is essential to the actualization of human rights. This work was completed through the UCLA Prison Education Program at CIW, which seeks in part to equip women for re-entry by providing higher educational opportunities while they are incarcerated. Students in the IHRC drafted the Report with the CIW Think Tank’s direction, under the supervision of Professor E. Tendayi Achiume, who co-directed this project with Professor Bryonn Bain.

During the fall 2016 semester, the IHRC traveled twice a month to CIW to meet with the Think Tank to develop this Report. Through consultations with each other and with other women incarcerated at CIW, members of the CIW Think Tank articulated their understanding of the most pressing needs that women face upon reentering Los Angeles, focusing on the areas of housing and employment. In turn, the IHRC team conducted interviews with community partners and other stakeholders, as well as secondary research on Los Angeles’s reentry landscape and the applicable international human rights standards. The Report was written during this period based on these consultations, and it was ultimately finalized in 2018.

Together, the CIW Think Tank and the IHRC applied their respective expertise to the issues at the center of this Report to identify the steps that the Mayor’s Office of Reentry and other public actors in Los Angeles must take to fulfill the human rights to housing and employment of reentering women.

The City of Los Angeles has committed to the local implementation of an instrument that guarantees equality for women and girls in all areas of their lives.

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18 Interview by Linda of Leslie, *infra* Appendix A.

## REENTRY, HUMAN RIGHTS, AND HOUSING

*“Each woman needs access to safe, supportive and drug-free housing.”<sup>19</sup>*

*Meme, CIW Think Tank Member*

In the CEDAW Ordinance, the City of Los Angeles commits “to ensure, on the basis of equality between men and women the right to equal access to housing.”<sup>20</sup> It further states that “it is the goal of the City of Los Angeles to implement the principles underlying CEDAW by addressing discrimination against women in housing.”<sup>21</sup> This commitment to CEDAW’s underlying principles should be understood by local government authorities to require that they respect and promote women’s human rights in a way that ensures maximum access to this basic human necessity. Under international human rights law, the right to adequate housing has at least seven characteristics: security of tenure, availability of services, affordability, accessibility, cultural adequacy, location, and habitability.<sup>22</sup> The first five are highlighted and examined in the Report. Among these, women’s access to housing is first and foremost determined by affordability and accessibility. Affordability means that the cost of housing must not compromise one’s ability to afford other necessities and must be commensurate with income levels. Accessibility requires that state actors remove barriers to accessing housing, especially those that affect vulnerable groups. Vulnerable groups should be ensured some degree of priority consideration in the housing sphere. Access should additionally be enhanced through dedication to education, empowerment, and access to information.

## REENTRY, HUMAN RIGHTS, AND EMPLOYMENT

The ability of individuals to be self-sufficient and attain an adequate standard of living cannot be divorced from the right to work. This is especially true of vulnerable populations subject to exclusionary and discriminatory policies that impede them from entering the labor market. Article 11 of CEDAW states that the right to work is “an unalienable right of all human beings,” and requires state parties to take measures to eliminate discrimination related to employment.<sup>23</sup> International human rights law further requires fulfillment of three major elements in order to ensure the right to work: (1) availability, (2) accessibility, and (3) acceptability and quality.<sup>24</sup> This means that decent work must be available and

19 Meme’s Story at 2.

20 Ordinance 175735, *supra* note 17.

21 *Id.*

22 U.N. Comm. on Econ., Soc., & Cultural Rights, General Comment 4 on the Right to Adequate Housing (Art. 11 (1) of the Covenant), para. 12, U.N. Doc. E/1992/23 annex III at 91 (Dec. 13, 1991).

23 Convention on the Elimination of All Forms of Discrimination Against Women, G.A. Res. 34/180, art. 11, U.N. Doc. A/34/46 (Sept. 3, 1981).

24 U.N. Comm. On Econ., Soc., & Cultural Rights, General Comment 18 on the Right to Work, para. 12(c), U.N. Doc. E/C.12/GC/18 (Nov. 24, 2005).

The ability of individuals to be self-sufficient and attain an adequate standard of living cannot be divorced from the right to work.

accessible to everyone, irrespective of gender, race, sex, disability status, among others, and public authorities must provide the information necessary to secure employment.

## ASSESSING LOS ANGELES'S COMPLIANCE WITH HUMAN RIGHTS STANDARDS ON HOUSING AND EMPLOYMENT FOR REENTERING WOMEN

### Housing

According to the findings of the Think Tank and the IHRC, for incarcerated women preparing to reenter society, adequate housing is a key determinant of successful reentry. In accessing housing, reentering women might use either transitional housing programs, public housing or private rentals. Each has its own challenges. Common concerns women raised across the various options are:

- challenges of reuniting with children and families;
- unaddressed and unmanaged trauma;
- insecurity of tenure due to restrictive policies, or arbitrary exclusions; and
- threats created by social environment in the communities to which they return, which make it difficult for these women to avoid recidivism.

The Housing Authority of the City of Los Angeles (HACLA) administers the United States Department of Housing and Urban Development (HUD's) housing programs within the city limits of Los Angeles. This includes federally administered public housing and the Section 8 voucher program. Both of these programs have strict eligibility guidelines for persons with past criminal justice involvement that prevent some women from gaining or retaining access to the program. HACLA has partnered with community-based organizations to administer the Section 8 Pilot Reentry program that allows families on the Section 8 Voucher Program to reunite with formerly incarcerated family members on release.<sup>25</sup> However, this program has yet to reach its full potential. Many families do not fulfill their participation requirements for the Section 8 Pilot Reentry Program because they are either unwilling to reunite with their formerly incarcerated family members or unable to complete the full year requirement of supportive services.

Another major barrier reentering women face in accessing housing is the unwillingness of landlords, housing providers, and community residents to allow formerly incarcerated persons to return to their communities. Although California law has created the obligation to promote nondiscrimination in the

25 Hous. AUTH. OF THE CITY OF L.A., Section 8 Administrative Plan 13-1 (2015), <http://www.hacla.org/Portals/0/Attachments/Public%20Documents/S8%20AP%202016%20October%202015.pdf>, at 3-15.

provision of housing,<sup>26</sup> the current iteration of the law does not adequately address the discrimination that reentering individuals face when looking for housing.

Transitional housing programs have strict rules that are often arbitrarily enforced and that put women at constant risk of being removed from housing. Ideally, transitional housing for reentering women would take an approach more in line with the City of Los Angeles’s “housing first” approach to homelessness, which removes barriers to housing access such as onerous zero tolerance rules against substance abuse.<sup>27</sup> Such an approach recognizes that stable housing is a prerequisite to addressing deeper systemic issues, such as homelessness and the cycles of trauma experienced by criminal justice-involved women.

There is insufficient support for women families and their communities as they reenter Los Angeles. A culturally adequate reentry policy would start while the reentering family member is still incarcerated, to allow for the “receiving” family to adequately prepare for their incarcerated family member’s return and alleviate some of the tensions that arise immediately upon family reunification.

## Employment

Accessing stable employment is a concern for reentering women far prior to the end of their incarceration. A woman’s ability to access and succeed in employment is affected by her educational level and experiences of trauma. Challenges experienced by the CIW Think Tank members included:

- lack of access to education, employment training, and information while incarcerated; and
- inability to secure employment after release.

Low job readiness and low job retention among returning women are prevalent and indicate an inadequate system of employment resources. Both raise serious concerns, given the significant connection between employment and recidivism.<sup>28</sup> The criminal justice system provides insufficient resources to individuals both during incarceration and upon reentry. In order to reduce recidivism, institutional programs that help prepare individuals to meet their basic needs upon reentry are essential. Thus, educational programs should help build not only technical skills, but also soft skills that will allow previously incarcerated women to reintegrate into society successfully.

26 The Department of Fair Employment and Housing (DFEH) instructs that it is unlawful “[f]or the owner of any housing accommodation to discriminate against or harass any person because of the race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, marital status, national origin, ancestry, familial status, source of income, disability, or genetic information of that person. Cal. Gov’t Code § 12955(a).

27 *Housing First*, Off. of L.A. Mayor Eric Garcetti <https://www.lamayor.org/housing-first> (last visited May 6, 2018).

28 See Nally et al., *supra* note 15.

Despite amendments to California’s open access laws,<sup>29</sup> change has been slow and a large portion of courses offered in prisons remain distance courses. Correspondence courses and in-person programs present further obstacles as women at CIW do not have computer access, so incarcerated women applying for enrollment in programs must do so by hand. This drastically slows down the application process, causing many students to self-withdraw. Correspondence courses at CIW also pose a challenge for women who enter prison with low levels of literacy or whose trauma or other conditions make self-study especially difficult.

Upon release, job opportunities are more limited for returning women than for returning men. A large portion of the California Prison Industry Authority (CALPIA) work programs remains contracted work by private companies who, on the outside, are resistant to hiring formerly incarcerated women.<sup>30</sup> Women who attain certification from career technical education courses also have no guaranteed employment upon graduation and parole. Moreover, most available jobs for formerly incarcerated individuals are hard labor jobs in fields dominated by men—such as construction and manufacturing—that tend to be less concerned about prior incarceration.<sup>31</sup> Many returning women are not capable of accepting these jobs due to physical and social barriers.

About eighty percent of Los Angeles employers refuse to hire applicants with prior convictions.<sup>32</sup> Unlawful inquiry about prior convictions on job applications is one of the main employment obstacles formerly incarcerated individuals face nationally. California has banned state and local governments from asking for conviction information until an offer of employment has been made, and this restriction has been extended to the private sector.<sup>33</sup> Although efforts are underway to shift the prejudices and misplaced concerns that many employers have against criminal justice-involved applicants, employment resources and opportunities necessary for successful reentry remain unavailable and inaccessible.

In sum, there is a lot of work to be done by Los Angeles public authorities to ensure the human rights to housing and work for women reentering Los Angeles communities.

Although efforts are underway to shift the prejudices and misplaced concerns that many employers have against criminal justice-involved applicants, employment resources and opportunities necessary for successful reentry remain unavailable and inaccessible.

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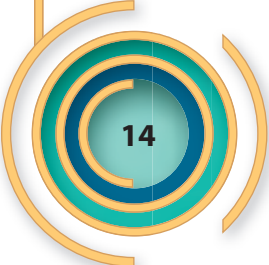
29 S.B. 1391, Chapter 695 (Cal. 2014), [http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=201320140SB1391#](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201320140SB1391#). In-person courses in prisons and jails violated open access laws prior to the amendment as courses inside institutions would not be open to the general student population. The passing of SB 1391 in California allowed community colleges in-person access to and offered full funding for courses in prisons. STANFORD LAW SCH. & BERKELEY LAW, DEGREES OF FREEDOM: EXPANDING COLLEGE OPPORTUNITIES FOR CURRENTLY AND FORMERLY INCARCERATED CALIFORNIANS 11 (2015), [https://www.law.berkeley.edu/files/DegreesofFreedom2015\\_FullReport.pdf](https://www.law.berkeley.edu/files/DegreesofFreedom2015_FullReport.pdf).

30 See CAL. PRISON INDUSTRY AUTHORITY, REPORT TO THE LEGISLATURE FISCAL YEAR 2008–2009 11 (2009).

31 Barbara E. Bloom, MEETING THE NEEDS OF WOMEN IN CALIFORNIA’S COUNTY JUSTICE SYSTEMS 11 (2015).

32 Michael A. Stoll & Shawn D. Bushway, *The Effect of Criminal Background Checks on Hiring Ex-Offenders*, 7 CRIMINOLOGY & PUB. POL’Y 3 371, 383 (2008).

33 Cal. Gov’t Code § 12952.





## RECOMMENDATIONS

### General Recommendations

The general recommendations that follow are a synthesis of insights and vision from the CIW Think Tank, as well as the various community partners and stakeholders who were consulted in the production of the Report. They provide important guidance to local authorities for achieving a human rights-compliant housing and employment reentry policy for women in accordance with CEDAW.

### General Recommendations on Reentering Women’s Right to Housing

- **Develop a Strategic Plan:** Los Angeles local authorities must develop a housing strategy which “defines the objectives for the development of shelter conditions, identifies the resources available to meet these goals and the most cost-effective way of using them and sets out the responsibilities and time frame for the implementation of the necessary measures[.]”<sup>34</sup>
- **Pursue Meaningful Consultation and Participation:** Los Angeles local authorities must promote participation of and consultation with affected groups in the development of strategies of implementation of the right to housing. Meeting this obligation will require creating accessible and effective mechanisms through which currently and formerly incarcerated women can engage in meaningful dialogue with policy-makers.
- **Adopt a Gender-Responsive Approach:** Los Angeles local authorities must refrain from gender discrimination in the creation of housing policy and its implementation. This necessitates using a “gender-responsive approach” that takes gender into account to address differences in the experiences of formerly incarcerated men and women.
- **Pursue Inter-local Governmental Coordination:** Los Angeles local authorities must coordinate with other spheres of local government, such as the County of Los Angeles, municipalities within LA County, and other neighboring jurisdictions, to harmonize their work with the housing strategy.

### General Recommendations on Reentering Women’s Right to Employment

- **Ensure Equal Access to Employment:** Los Angeles local authorities must “refrain from denying or limiting equal access to decent work for all persons, especially women disadvantaged and marginalized individuals and groups, including prisoners or detainees[.]”<sup>35</sup> Both incarcerated and formerly incarcerated women require equal access to decent work. Los Angeles local

34 U.N. Comm. on Econ., Soc., & Cultural Rights, General Comment 4 on the Right to Adequate Housing (Art. 11 (1) of the Covenant), para. 12, U.N. Doc. E/1992/23 annex III at 91 (Dec. 13, 1991).

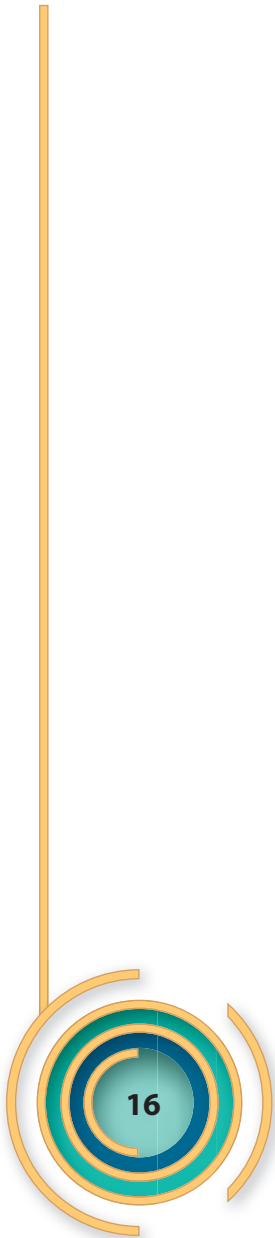
35 U.N. Comm. On Econ., Soc., & Cultural Rights, General Comment 18 on the Right to Work, para. 42, U.N. Doc. E/C.12/GC/18 (Nov. 24, 2005).

authorities must take effective measures to promote equal job access, training, and opportunities for reentering women, including developing and adopting necessary legislation.

- **Pursue Meaningful Consultation, Participation and Partnership:** Los Angeles local authorities must consult and partner with women facing reentry to assess their needs and collaboratively formulate and implement future policy to ensure equality and employment opportunities.
- **Develop a Strategic Plan:** Los Angeles local authorities must develop a plan to ensure reentering women have effective access to information concerning their rights and available resources with respect to employment. Los Angeles local authorities must form a plan to fulfill the right to work for reentering women who face barriers. The formation of this plan should involve the participation of reentering women and outline how Los Angeles will overcome unemployment.
- **Ensure Accountability for and Elimination of Employment Discrimination:** Los Angeles local authorities must protect reentering women from employment discrimination by holding violators accountable and developing a plan to eliminate practices and biases that disadvantage them. Develop Educational Programs: Los Angeles local authorities must develop educational programs for reentering women, to increase their access to employment opportunities

## Specific Recommendations

The following tables set forth specific recommendations for Los Angeles local authorities that are drawn from the extensive consultations on the experiences of women navigating the process of reentry in Los Angeles. The recommendations are organized around the characteristics of housing and employment identified as particularly relevant by the Think Tank and speak directly to the analysis in the body of the report.



## Specific Reentry Housing Policy Recommendations for Los Angeles Local Authorities

Human Rights Requirement	Recommendation
<b>Security of Tenure</b>	<ul style="list-style-type: none"> <li>■ Utilize a “housing first” approach in transitional housing by implementing clear, trauma-informed, and uniformly enforced policies and rules. Refrain from non-holistic and zero-tolerance policies that lead to housing insecurity.</li> <li>■ Address tensions within families regarding an incarcerated family member’s return by engaging in better outreach with families already on the Section 8 Program. Provide a forum for families to articulate the concerns, fears, or hopes that may stifle or encourage their participation in HACLA’s Pilot Reentry Program.</li> <li>■ Make trauma services readily available for families in federal housing programs that are unwilling to reunite with a reentering formerly incarcerated family member so that they can work through past harms and trauma cycles.</li> <li>■ Amend HACOLA’s admission rules for its public housing program to ensure that individuals on probation or parole are not automatically precluded from applying and participating in its public housing program.</li> </ul>
<b>Affordability</b>	<ul style="list-style-type: none"> <li>■ Address the intersection of child custody laws and housing affordability for reentering mothers hoping to reunite their families.</li> <li>■ Build affordable housing with a focus on formerly incarcerated women.</li> <li>■ Strengthen coalitions amongst key private stakeholders, such as the Apartment Owners Association and the Minority Apartment Owners Association, in order to help them advocate for affordable housing and combat private development advocates such as the California Legislative Analyst’s Office. Research and further articulate pragmatic cost-savings arguments and data on the long-term effects of affordable housing on displacement reduction.</li> <li>■ Provide additional incentives, such as tax breaks, to private landlords and developers.</li> </ul>
<b>Location</b>	<ul style="list-style-type: none"> <li>■ Allow for more flexibility for reentering women to choose their parole location by making the process of requesting a change clear and accessible, and by providing timely responses to requests.</li> <li>■ Research the connection between parole placement, communities’ cultures, and recidivism.</li> </ul>
<b>Accessibility</b>	<ul style="list-style-type: none"> <li>■ Ensure that transitional housing and public housing authorities provide trauma-informed services.</li> <li>■ Pass antidiscrimination legislation to address housing discrimination against the formerly incarcerated.</li> <li>■ Forge working partnerships between local public housing authorities, such as HACLA and HACOLA, and the City of Los Angeles to bring about greater distribution of the information in HUD’s Guidance Note to begin to erode criminal history-related barriers to housing resources within the greater Los Angeles area. This distribution could take many forms, including public education seminars, know-your-rights-pamphlets, and workshops for developers. Additionally, in order to address the obvious limitations of the Guidance Note’s legal enforceability and to overcome oppositionists’ concerns, the city of Los Angeles must introduce legislation providing legal protections against discriminatory policies affecting reentering formerly incarcerated persons.</li> <li>■ Assess the local viability of legislation such as San Francisco’s 2014 Fair Chance Ordinance, which addresses the discriminatory effect that housing policies have on persons with arrest and conviction records.<sup>36</sup></li> <li>■ Engage in broader outreach to key landlord stakeholders to build the trust and understanding necessary to de-stigmatize individuals with criminal records. Direct resources towards organizing town halls and facilitating transparent meetings of stakeholders, especially formerly incarcerated women. Educate landlords’ associations about the population of formerly incarcerated women to address barriers to access in the private housing market.</li> <li>■ Create or expand facilities to accommodate children impacted by their mothers’ incarceration. For some reentering women, this simply means allowing them housing space to care for their child. For others who seek to participate in wider reentry programming such as job training, trauma care, health care, or education, it means providing childcare and education services, thereby allowing reentering women to focus on their own successful reentry. Many reentering women prioritize their children’s needs before their own; facilities should thus work to alleviate the perception among many women that the reentry process is discriminatory against mothers.</li> <li>■ Dismantle further barriers that reentering women face in the search for housing, such as the disqualification of prospective tenants based on mental health concerns. Pressure housing providers to provide more spaces to reentering women without additional qualifying or disqualifying admission factors.</li> </ul>

36 See Hum. Rts. Commission, *Fair Chance Ordinance*, <http://sf-hrc.org/fair-chance-ordinance> (last visited May 5, 2018).

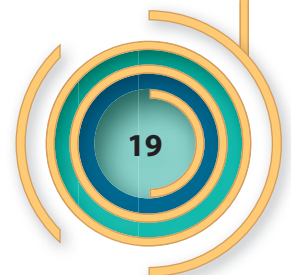
## Executive Summary

<b>Education</b>	<ul style="list-style-type: none"> <li>■ Begin education and reentry for secure affordable housing early in the period of incarceration.</li> </ul>
<b>Access to Information</b>	<ul style="list-style-type: none"> <li>■ Disseminate clear and accessible information about HACLA's Section 8 Pilot Reentry Program more widely to currently and formerly incarcerated women.</li> </ul>
<b>Cultural Adequacy</b>	<ul style="list-style-type: none"> <li>■ Begin family reunification services during incarceration, including family and child counseling, easily accessible family visits, and family education.</li> <li>■ Create peer "family-to-family" mentorship programs that connect families that have successfully reunited with families who are anticipating reunification. Encourage community organizations and service providers to start programming that supports families while the eventually reentering family member is still incarcerated.</li> <li>■ Support community efforts to create networks and coalitions of formerly incarcerated people that mentor and encourage one another. Remove parole restrictions that undermine the capacity of formerly incarcerated women to support each other.</li> <li>■ Work with CDCR and former participants in CCTRP and FOTEP to expand transitional housing programs and their admission criteria. Collect data on successful reentry by former CCTRP and FOTEP participants in order to advocate for the following changes: (1) clearance of CDCR's backlog of applications to these programs; and (2) allowing more people to participate in transitional housing programs by removing factors such as preclusions based on the convicted offense that led to the incarceration. Compile this data and plan strategic initiatives to meet these goals in partnership with former CCTRP and FOTEP participants.</li> </ul>
<b>Participation</b>	<ul style="list-style-type: none"> <li>■ Create a mechanism by which currently and formerly incarcerated women can communicate with local government authorities about their needs and their perspectives on the implementation of policies that affect their lives.</li> </ul>

## Specific Reentry Employment Policy Recommendations for Los Angeles Local Authorities

<b>Human Rights Requirement</b>	<b>Recommendation</b>
<b>Availability</b>	<ul style="list-style-type: none"> <li>■ Assign case managers to reentering women during incarceration and upon release to assist with finding and securing employment.</li> <li>■ Implement peer-to-peer programs, mentoring programs, and other systems of support for job readiness, career and vocational planning, settling into a new job, staying in the job, and dealing with job-related stressors. Services provided should include resume building, cover letter writing, and mock interviewing.</li> <li>■ Implement more in-person education/skill-building programs and tie success within these programs to incentives such as reduced sentences. Ensure that credits from education programs transfer to four-year universities. Provide funding for incarcerated individuals to access educational opportunities, including degree programs.</li> <li>■ Establish training programs and create job opportunities in sectors other than hard labor.</li> <li>■ Expand programs such as community development financial institutions, which provide financial loans to under-served and low-income communities, particularly to fund educational endeavors.</li> <li>■ Expand programs such as Project Rebound, which provides services such as assistance with school applications, mentorship, tutoring, and personal support with finances and psychological wellbeing.</li> <li>■ Reform parole programs that prevent formerly incarcerated people from associating with each other in order to promote beneficial mentoring relationships.</li> <li>■ Allow colleges to work with students on parole after they are released.</li> <li>■ Connect reentering women with employers prior to their release from incarceration. Connect students with jobs upon graduation or parole through career technical education courses.</li> <li>■ Host employment resource fairs within and outside of carceral facilities.</li> <li>■ Increase the availability of in-person arts programs that develop soft skills. Ensure that access to these programs is available and permissible upon parole.</li> <li>■ Establish more community-based employment reentry programs.</li> <li>■ Ensure all services are trauma-informed and focused on rehabilitation. Provide trauma-centered care beginning when individuals are incarcerated, and ensure all services before and during incarceration are trauma informed.</li> <li>■ Create a task force to develop a centralized online employment resource database and improve dissemination of reentry services information.</li> <li>■ Increase computer access during incarceration, particularly for education and employment-related applications.</li> </ul>

Human Rights Requirement	Recommendation
<b>Accessibility</b>	<ul style="list-style-type: none"> <li>■ Start education and public outreach programs to eliminate prejudice against women facing reentry.</li> <li>■ Establish educational programs for employers and employment agencies in particular to increase their acceptance of hiring formerly incarcerated people.</li> <li>■ Reduce bureaucratic obstacles and/or increase financial incentives, such as tax credits, for employers to hire formerly incarcerated individuals.</li> <li>■ Prohibit employers from requiring disclosure of past criminal justice involvement where this information is irrelevant for the positions that reentering women seek.</li> <li>■ Tailor background checks to specific jobs, and only require these checks where they are necessary.</li> <li>■ Eliminate discretionary decision-making in the expungement process and establish criteria to standardize the process and to make it fair. Establish more expungement clinics.</li> <li>■ Provide public transportation subsidies for reentering women and/or create ride-share/van programs to assist with employment transportation needs.</li> <li>■ Remove restrictions on parole locales and permit women to return to the communities where they believe they can rebuild their lives.</li> <li>■ Disassociate education level from eligibility for work programs.</li> </ul>
<b>Acceptability &amp; Quality</b>	<ul style="list-style-type: none"> <li>■ Improve access to social services for reentering women and eliminate disqualifying factors related to incarceration.</li> <li>■ Create a complaints and enforcement mechanism to hold employers accountable for employment violations targeting reentering women.</li> <li>■ Enact legislation to guarantee equal remuneration for reentering women.</li> </ul>



# CIW THINK TANK NARRATIVES

“When I came to prison, I was scared. I couldn’t believe that I had fifteen years to serve. From the beginning of my sentence, I made a decision that I wasn’t going to return to my community as the same woman who left.”

## MEME'S STORY

*The following essay by Meme—a member of of the CIW Think Tank—provides a window into the experiences and motivations that drove the CIW Think Tank to claim a central role in reshaping reentry policy for women returning to Los Angeles communities following release from incarceration.*

I come from South Central Los Angeles. My neighborhood is Broadway and 52<sup>nd</sup> Street. Where I grew up, selling dope, prostitution and violent crime happen all the time. Nine out of ten mothers were on crack. Everyone’s fathers were gone, in prison, or dead. It seemed like every man around had been touched by the criminal justice system. Even eight out of ten women had spent time in the penitentiary, with most of them having served multiple terms. All of us kids shared the same story, so we understood each other. All of us grew up in families relying on AFDC, section 8, or dope sales to provide for us. Our friendships offered the support that was lacking at home. Most of the kids in my neighborhood dropped out of school by junior high.

As for me, I loved school and learned quickly. I took pride in bringing home a report card filled with A grades. At least until my mom developed a crack habit and stopped providing for me. I guess I shouldn’t have been surprised. My mom had four sisters and one brother, and only one of the entire group worked; the rest smoked crack. My entire world was turned upside down. I had to go to school without the clothes and the fresh new shoes that the other kids wore. I got teased all the time. My dad had just come home from prison and was getting too old to make money robbing banks like he had in the past. He was locked up from the time I was six months old until I turned ten. Then he was home for a few months and got locked right back up. When he paroled again, I was twelve years old and my life was crumbling around me. After a life of fast money, it was too hard for him to get on SSI. He just wasn’t that type of man. Instead, he started drinking and didn’t stop until he was dead. My focus shifted to survival. I dropped out of school in the seventh grade. It was easier to sell dope, gangbang, and get money than to spend my time somewhere that I didn’t belong. I started drinking at the age of twelve. My life followed the same path as the rest of the kids in my neighborhood: hopelessness and crime.

When I came to prison, I was scared. I couldn’t believe that I had fifteen years to serve. From the beginning of my sentence, I made a decision that I wasn’t going to return to my community as the same woman who left. You see, I was all too familiar with the challenges that face most women returning to the neighborhood: nowhere to live, no money from the county because of drug convictions, no prospect of a job. All of that adds up to a rapid return to what you know: selling drugs and making money. How else can a person survive? Where I live, there are no jobs for anyone, let alone a parolee. Women with children to support have an even tougher time. The first thing they want to do is get

their kids back and provide for them. The burden of supporting a family is overwhelming when you can't even care for yourself. Plus, if you leave behind children, by the time you come home they are either gangbanging or in the system. I had to make a different ending for my story. My strategy to make that happen was education. I wanted to become a role model for my son. I buckled down and quickly earned my G.E.D. Shortly after, I had the chance to join the CIW Think Tank. Being exposed to faculty from UCLA showed me that there were opportunities available to me. I enrolled in Chaffey College and am currently working towards my A.A. degree. The education that I receive in prison will serve as a stepping stone towards my future. I know that I can earn a degree, get a job, and find safe housing. One of the major factors in my success has been the women that have mentored me along the way. I plan to go to transitional housing when I parole. That will allow me to meet my survival needs while I get on my feet. I believe that having a place to stay will afford me the ability to find a job before I am forced to make tough choices to survive.

The main obstacles that I believe prevent women from succeeding at reentry are: they are so enmeshed in the criminal lifestyle that they don't believe change is possible; they are homeless and possibly forced to live in an abandoned house with many other people; they don't have the option of finding a job because no jobs are available in the community.

When women are released back to my neighborhood, I think certain strategies would help them to avoid recidivating. Parole agents should match each returning woman with a mentor for the first six months of supervision. This mentor would offer hands-on help with job searching and interviews. It is scary to try something new, and the mentor would act as living proof that change is possible. Also, help with transportation is necessary for finding a job and connecting with available services. It is important for women to find work immediately, because if they have a home and are in jeopardy of losing it, they will do whatever it takes to make money. Each woman needs access to safe, supportive and drug free housing. A person has to be clean and neat to find a job, so clothes and a place to live are necessary. Lastly, women should not have the responsibility of caring for their children immediately, because it is too stressful and will interfere with their focus on changing their lives.

The remainder of this section contains narratives by members of the CIW Think Tank, expressing their views on various dimensions of the reentry process and system.

## PAIGE LINVILLE, "EDUCATION"

For incarcerated women, education has been proven to reduce recidivism and improve the likelihood of successful reentry. Many women enter the prison system with little formal education. The average inmate does not possess a high school diploma or G.E.D. In addition, past trauma or educational failures are the norm and undermine the ability to learn. For all these reasons, it is crucial that education begin immediately upon incarceration. Students frequently require additional support at the beginning of their academic trajectory to build self-confidence and belief in their ability to navigate the educational environment. Once incarcerated women have obtained a G.E.D. or high school diploma, they should be encouraged to continue pursuing their education, either through participation in the myriad vocational/career technical education (CTE) programs or by enrolling in college.

Vocational/CTE programs are designed to prepare individuals for entry into the workforce as a skilled employee upon release. The fields that these programs focus on are typically felon friendly and in high demand. Here at C.I.W., one of the most successful programs is the CALPIA Construction Laborer and Carpentry program. This training lasts for around one year. The benefit of this program is that graduates meet all the criteria to join a construction union when released, which drastically improves the chances of rapidly securing gainful employment. Other CTE programs offered at C.I.W. include: Electronics- Fiber Optic Copper Based Cabling, Office Services and Related Technology (which offers the opportunity to become Microsoft Office Specialist Certified in Word, Excel, and PowerPoint applications), Cosmetology, Health Care Facility Maintenance, and Building Maintenance and Construction Technology. While these programs each offer a certification, the majority of them do not guarantee employment. Also, these programs lack an emphasis on soft skills. Another option for vocational preparation is the Canine Support Teams Prison Puppy Program (CST-PPP). This is a voluntary program, not a job assignment; therefore it can augment other rehabilitative efforts. This program utilizes incarcerated individuals to train dogs for placement with disabled individuals. Participants learn basic dog training skills and specialized service dog training skills. Upon release, many women who were a part of this program secure employment as dog trainers.

Participating in college while incarcerated is very different than a typical setting. The majority of college programs are correspondence based (with the notable exception of Chaffey College). The correspondence format means that the rich discourse and analysis that occurs in a classroom setting is totally absent. Students use a textbook to learn subject matter and complete assignments which are then sent to the instructor. Feedback is sent back to the student through the mail. Students must be highly focused and self-motivated to succeed at correspondence-based courses, which is a great challenge, especially for students who have never had formal college experience. The class completion rate is low, and cheating is rampant. Many students may be enrolled in the same course, but study groups are rare. Therefore, soft skill development is again lacking. One of the major flaws with this type of education is the lack of critical thinking development. Funding is only available through the Associate's Degree level. So any student desiring a Bachelor's Degree or higher must pay for her education out of pocket. While some schools offer higher degrees, they are usually expensive and may lack accreditation. The obstacles to meaningful higher education loom large for the incarcerated student.

Programs are available that focus on soft-skill development. One example is the Prison Education Program (PEP) offered through Cal Poly. This program is offered as a series of around eight evening classes in a variety of subjects ranging from Career Development to Women's Empowerment. Students from surrounding community colleges volunteer their time to come into the prison and facilitate the classes. The participatory nature of the classes simulates a more typical classroom environment. However, the classes are not rigorous and the students do not attain any certification. However, upon release, they are eligible to apply to a reintegration academy, which offers extensive assistance with attaining employment including job fairs, interview skills, and other resources.

Despite the numerous educational opportunities available in prison, the utilization rate is relatively low. Many individuals do not participate in education, and are released without gaining any meaningful skills. Again, the likely causes for this are a history of negative experiences with school, a sense of



helplessness or lack of hope for better future, or profound past trauma that interferes with emotional readiness for school. When considering reentry needs, it is important to design pragmatic programs that will easily translate into employment, but also to tailor programs to the interests and needs of the participants. Women are not consulted about the type of programming they desire, and may feel that they are being forced to participate in something that is not relatable or interesting. This can result in disillusionment with the system and resistance to participation.

## INTERVIEW OF LESLIE BY LINDA

I was born and raised in L.A. County and in the late 1970s I lived in Echo Park (close to downtown L.A.).

The transit system is not connected and trying to get from one place to the next is nearly impossible without a car. This is key for a successful parole.

I've been incarcerated for 47 years. The advocacy groups in L.A. are supportive and acknowledge my rehabilitation whereas law enforcement doesn't recognize it. This is a big problem for parolees in L.A. where large swaths of those who are hired to maintain order are fighting rehabilitation.

Having spent so much time in prison, I see recidivism as a systemic problem. Reform is necessary so that women born with three strikes against them at birth can be given an opportunity through intervention, mentorship, and vocational training to change the course of their lives and become contributing citizens to the L.A. area.

I've had decades of group and individual therapy, academic opportunities and have good relationships with the people in the community. I do lots of work with victim-offender awareness and learning personal responsibility.

My vision is that L.A. City have a relationship with the prison. This would mean that employers would come in to speak with the women here, letting them know where the opportunities are when they parole. It would mean that a woman is picked up upon parole by ARC and already has a place to go, and is able to find her way to agencies for job hunts, is guided through the metro system, and that a mentor is there, letting the woman know that she is not out there alone, living sober in the community. I envision a system where the family and the parolee both heal, even though it is not always best for the parolee to go home.

A problem right now is that women who violate their parole don't even have to go to A.A. They will parole on their date and don't even have to go to a program.

I would like to see the community redefine who is coming out and back into their communities: let the public know that they have been rehabilitated.

There needs to be more dialogue between institutions and the prison and community partners. There need to be relationships between the rehabilitation centers, and city council and the mayor's office.

My biggest challenge is being a 67-year old woman who can find something to take care of myself. I would like autonomy and not be indebted to someone else.

Human rights should matter everywhere because we are all connected. For a community to survive there must be a decent level of human rights so that it does not disintegrate into a predator/victim model. In my experience of incarceration, it is amazing what a demonstration of human dignity can have and the impact it can have on a broken individual.

## UNTITLED LETTER FROM THINK TANK MEMBER

I have seen lots of girls come in and out of prison. Some come back right away and some in a few years. It's the same never-ending pattern. Are we really just a statistic? Products of our environment? Victims of circumstances? Or did the system fail us? There will always be too many questions and not a lot of answers.

Take for instance my friend \*\*\*\*\*, age 33, from Los Angeles County, second term. She did her first term at age 21, got convicted of petty theft and got two and a half years in prison from 2004 to 2006. It took her seven years to come back. Now she is serving time for manslaughter: twenty four years. The question here is, why did she come back?

After her first term in 2004/2006 she got out on parole. She was very good while on parole; they helped a lot. She was able to acquire her G.E.D. and a job, but after her parole was over thirteen months later, all that help she received was over and done. She felt like they just threw her out after that and she had no help left. She struggled a lot to find a job, no one wanted to hire her due to her past conviction. Now she had a child to feed and it kept getting harder to provide. She eventually did what she knew how to do best, get easy money, go back to her hood, gangbang again, provide for her and her daughter. Now she's back with a lot of regrets, but a mother in need will do anything for her child.

## MEME'S LETTER

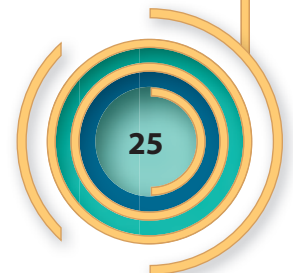
*The following narrative was shared by a Think Tank member, on behalf of her friend.*

This woman from Los Angeles (South Central) was sentenced to state prison. When she was released she returned to L.A. She received her G.E.D. while incarcerated. Her parole required her to go to school or have a job, but she was homeless. She had two kids at the time, because she didn't have no home she returned to crime. She got re-arrested and this cycle continued for many years. Some may say that she had a choice, but being homeless without guidance we're bound to return to a life of crime.

# APPENDIX—REENTRY RESOURCE GUIDE

The Report references a number of organizations and programs operating within the reentry landscape, both inside and outside of prisons. The purpose of this Appendix is to provide an overview of and further information about these organizations in order to make their expertise more accessible and their contributions more visible.

Name of Organization/Program (alphabetically)
A New Way of Life
Actors' Gang Prison Theater Project
Anti-Recidivism Coalition
Federal Interagency Reentry Council
California Department of Corrections and Rehabilitation
California New Employment Credit
California Prison Industry Authority
California Training Benefits Program
Californians for Safety and Justice
Chaffey College
Cooperative of Felon-Friendly Employers
Dress for Success
Housing Authority of the City of Los Angeles
Housing Authority of the County of Los Angeles
InsideOut Writers
Legal Aid Foundation of Los Angeles
Los Angeles Chamber of Commerce
Los Angeles City Council
Los Angeles County Board of Supervisors
Los Angeles Human Right to Housing Collective
Los Angeles Mayor's Blue Ribbon Commission on Employment Equity
Los Angeles Regional Initiative for Social Enterprise
Mayor's Office of Reentry
Neighborhood Legal Services of Los Angeles County
Occidental College
Public Housing Program
Reentry Success Center (Richmond, California)
Section 8 Voucher Program
Section 8 Pilot Reentry Program
United States Department of Housing and Urban Development
Weingart Center for the Homeless
WorkSource Centers



**1. A New Way of Life Re-Entry Project (ANWOL)**

Background and Objectives	ANWOL was founded in 1998 by Susan Burton, herself a formerly incarcerated woman, and it is currently run by formerly incarcerated women. ANWOL advances multi-dimensional solutions to the effects of incarceration and works to help women, families, and communities heal from the experiences of incarceration.
Additional Information (including resources/services offered where applicable)	ANWOL offers the following services: <ol style="list-style-type: none"> <li>1. A reentering home program, including the provision of: pick-ups from prison and jail, clothing, toiletries and hygiene products, assistance in obtaining government documents, weekly 12-step meetings onsite, assistance in obtaining health services including counseling, opportunities to participate in day-treatment, assistance in meeting conditions of parole or probation and transportation assistance;</li> <li>2. Family reunification services;</li> <li>3. Reentry and transitional housing services;</li> <li>4. Reentry housing pilot program;</li> <li>5. A household goods distribution center;</li> <li>6. The Reentry Legal Clinic, assisting people with record reclassifications, expungements, accessing professional licenses, challenging background check errors/illegal reporting, and challenging unfair employment discrimination;</li> <li>7. Community organizing in partnership with All of Us or None – Southern California and the Formerly Incarcerated and Convicted People’s Movement; and The Women Organizing for Justice program, which provides training to increase the leadership and organizing skills of women with histories of incarceration.</li> </ol>
Primary Location	Downtown Los Angeles
Website	<a href="http://www.anewwayoflife.org">http://www.anewwayoflife.org</a>
Contact Details	<a href="mailto:info@anewwayoflife.org">info@anewwayoflife.org</a>

**2. Actors’ Gang Prison Theater Project**

Background and Objectives	The Actor’s Gang strives to strengthen communities through the medium of theater in form of productions, education and outreach programs. It was founded in 1981 and aims to unlock human potential in the interest of effective rehabilitation. The Prison Project fosters tolerance and nonviolent expression across racial lines with the hopes of reducing in-prison violence, increasing self-esteem and tolerance, and reducing recidivism.
Additional Information (including resources/services offered where applicable)	The Actors’ Gang conducts the following art and theater programs: <ol style="list-style-type: none"> <li>1. Weekly and seven-day intensive programs inside the California prison system;</li> <li>2. Programs in juvenile facilities; and</li> <li>3. A weekly reentry program in the community.</li> </ol> <p>The Actor’s Gang will soon be establishing a program designed for correctional officers.</p>
Primary Location	Los Angeles
Secondary Location(s)	Greater California Area
Website	<a href="http://www.theactorsgang.com">http://www.theactorsgang.com</a>
Contact Details	<a href="mailto:prisonproject@theactorsgang.com">prisonproject@theactorsgang.com</a>

**3. The Anti-Recidivism Coalition (ARC)**

Background and Objectives	ARC was founded in 2013 and started off offering writing classes inside Barry J. Nidorf Juvenile Hall. ARC then began an annual camping trip bringing together formerly incarcerated young people with positive mentors to offer encouragement, guidance, and resources. It has grown into a movement of formerly incarcerated individuals, advocates, and allies committed to transforming the justice system and improving reentry outcomes.
Additional Information (including resources/services offered where applicable)	ARC offers the following reentry services: <ol style="list-style-type: none"> <li>1. Male and female youth offender parole workshops;</li> <li>2. Peer mentorship programming at Barry J. Nidorf Juvenile Hall and adult prisons;</li> <li>3. ARC/Prison University Project college programs in California State Prison, Corcoran and California Substance Abuse Treatment Facility and State Prison;</li> <li>4. Counseling services in the form of one-on-one counseling sessions, group programming, and life coaches to connect members to a range of services and resources, including legal support, identification, public benefits and transportation needs;</li> <li>5. Mentoring;</li> <li>6. Ride home program where ARC members provide a ride home from prison upon release;</li> <li>7. Housing, transitional services, and educational support to ARC members next to the Los Angeles Mission College campus in Sylmar, CA; and</li> <li>8. Policy advocacy.</li> </ol>

Primary Location	Los Angeles
Secondary Location(s)	Greater California Area
Website	<a href="http://www.antirecidivism.org">www.antirecidivism.org</a>
Contact Details	<a href="mailto:info@antirecidivism.org">info@antirecidivism.org</a>

#### 4. Federal Interagency Reentry Council

Background and Objectives	<p>The Federal Interagency Reentry Council was established by Attorney General Eric Holder in 2011 and represents a commitment by the executive branch to coordinating reentry efforts and advancing effective reentry policies. It consists of 20 federal agencies and is premised on the recognition that many federal agencies have a major stake in prisoner reentry. Its mission is to:</p> <ol style="list-style-type: none"> <li>1. Make communities safer by reducing recidivism and victimization;</li> <li>2. Assist those who return from prison and jail in becoming productive citizens; and</li> <li>3. Save taxpayer dollars by lowering the direct and collateral costs of incarceration.</li> </ol>
Additional Information (including resources/services offered where applicable)	<p>A chief focus of the Reentry Council is to remove federal barriers to successful reentry for formerly incarcerated individuals. The Reentry Council agencies are taking concrete steps towards reducing recidivism and high correctional costs but also improving public health, child welfare, employment, education, housing and other key reintegration outcomes. The Reentry Council has thus far:</p> <ol style="list-style-type: none"> <li>1. Enacted policy changes that reduce post-prison barriers to employment, education, healthcare, and housing;</li> <li>2. Built on groundbreaking research, such as a federally-funded correctional education study, by expanding correctional education resources and reentry programs;</li> <li>3. Developed new systems, such as the Veterans Reentry Search Service (VRSS), that quickly and systematically identifies incarcerated individuals with a record of military service so that reentry planning and connection to the Department of Veterans Affairs' services can begin early;</li> <li>4. Increased access to healthcare coverage and treatment for justice-involved populations who disproportionately experience mental health and substance abuse health problems.</li> <li>5. Started to address the widespread issues resulting from a minor or erroneous criminal record;</li> <li>6. Raised public awareness;</li> <li>7. Created direct and centralized access to critical information that is often hard to find via dedicated reentry webpages on existing federal websites; and</li> <li>8. Established new positions to support and institutionalize reentry efforts.</li> </ol>
Primary Location	N/A
Secondary Location(s)	N/A
Website	<p><a href="https://csgjusticecenter.org/nrrc/projects/firc/">https://csgjusticecenter.org/nrrc/projects/firc/</a></p> <p><a href="https://www.justice.gov/reentry/federal-interagency-reentry-council">https://www.justice.gov/reentry/federal-interagency-reentry-council</a></p>
Contact Details	N/A

#### 5. California New Employment Credit

Background and Objectives	<p>The New Employment Credit (NEC) is available for each taxable year beginning on or after January 1, 2014, and before January 1, 2021, to a qualified taxpayer that hires a qualified full-time employee on or after January 1, 2014, and pays or incurs qualified wages attributable to work performed by the qualified full-time employee within a designated census tract or economic development area ("DGA"), and that receives a tentative credit reservation for that qualified full-time employee. In addition, an annual certification of employment is required with respect to each qualified full-time employee hired in a previous taxable year. In order to be allowed a credit, the qualified taxpayer must have a net increase in the total number of full-time employees in California.</p>
Additional Information (including resources/services offered where applicable)	<p>In order to qualify for the NEC, a business must be located in a DGA consisting of:</p> <ol style="list-style-type: none"> <li>1. designated census tracts with the highest unemployment and highest poverty rates in the state;</li> <li>2. former Local Agency Military Base Recovery Area boundary areas, and</li> <li>3. boundary areas formerly covered by the Enterprise Zone (with certain areas excluded).</li> </ol> <p>A qualified individual is a full-time employee performing at least 50 percent of his or her services in the DGA and satisfying at least one of the following five criteria prior to employment:</p> <ol style="list-style-type: none"> <li>1. unemployed for the six months immediately preceding hire (twelve months preceding hire if just completed a degree or course of study);</li> <li>2. veteran separated from the US Armed Forces in the preceding twelve months;</li> <li>3. recipient of the Earned Income Tax Credit in the previous taxable year;</li> <li>4. a person formerly convicted of a felony; and</li> <li>5. current recipient of CalWORKS or general assistance.</li> </ol>

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Additional Information (including resources/services offered where applicable)	The program excludes certain industries and businesses from eligibility for benefits. Excluded businesses include temporary help services, retail trades, food services, theater companies and dinner theaters, drinking establishments (alcoholic beverages), casinos and casino hotels, and sexually-oriented businesses. However, these excluded businesses may qualify for credits if they are considered a small business.
Primary Location	N/A
Secondary Location(s)	N/A
Website	N/A
Contact Details	N/A

### 6. California Prison Industry Authority (CALPIA)

Background and Objectives	<p>CALPIA was created as a semiautonomous state agency to operate California’s prison industries in a manner similar to private industry. CALPIA was established to:</p> <ol style="list-style-type: none"> <li>1. develop and operate manufacturing, agricultural, and service enterprises that provide work opportunities for incarcerated people under the jurisdiction of the Department of Corrections and Rehabilitation;</li> <li>2. create and maintain working conditions within enterprises, as much like those which prevail in private industry as possible, to assure incarcerated people assigned therein the opportunity to work productively, to earn funds, and to acquire or improve effective work habits or occupational skills; and</li> <li>3. operate work programs for offenders that are self-supporting through the generation of sufficient funds from the sale of products and services to pay all its expenses, thereby avoiding the cost of alternative inmate programming by California Department of Corrections and Rehabilitation.</li> </ol>
Additional Information (including resources/services offered where applicable)	<p>CALPIA provides work assignments for approximately 7,000 incarcerated people and operates over a hundred services?, manufacturing and consumable factories at thirty-four prisons throughout California. CALPIA’s industries produce over 1,400 goods and services including: office furniture, clothing, food products, shoes, printing services, signs, binders, eye wear, gloves, license plates, cell equipment, and much more. It is overseen by the Prison Industry Board (“PIB”) which sets general policy for CALPIA, oversees the performance of existing CALPIA industries, determines which new industries shall be established, approves its annual plan, and appoints and monitors the performance of the General Manager. The Board also serves as a public hearing body charged with ensuring that CALPIA enterprises do not create a substantial adverse impact on California industry.</p> <p>CALPIA has also established the following programs:</p> <ol style="list-style-type: none"> <li>1. Industry Employment Program which aims to enhance the ability of incarcerated people to obtain private sector jobs upon their release from prison. The program documents and certifies an incarcerated person’s skills, work experience, and positive work habits acquired while assigned to CALPIA’s enterprises;</li> <li>2. Transition to Employment Program which assists in facilitating CALPIA workers’ successful reentry back into the community. This program assists incarcerated persons in obtaining required documents for employment and provides transitional services needed to find employment upon parole. It also assists incarcerated persons by arranging DMV appointments to help them obtain a California driver’s license or identification card, provides Social Security Administration information, and assists incarcerated persons in utilizing the America’s Job Center of California; and</li> <li>3. Accredited Certification Programs offered by various organizations and agencies such as the American Welding Society the Electronics Technicians Association.</li> </ol>
Primary Location	California
Secondary Location(s)	N/A
Website	<a href="http://pia.ca.gov/">http://pia.ca.gov/</a>
Contact Details	Michele.Kane@calpia.ca.gov

### 7. California Training Benefits Program (CTB)

Background and Objectives	The California Training Benefits Program allows eligible California Unemployment Insurance (“UI”) claimants, who lack competitive job skills to be more competitive in the California labor market and receive their UI benefits while attending a training or retraining program.
Additional Information (including resources/services offered where applicable)	<p>To be considered for the CTB program participation, the following process should be followed:</p> <ol style="list-style-type: none"> <li>1. An individual eligible to receive California UI benefits must notify the California Employment Development Department (“EDD”) as soon as the school or training attendance begins;</li> <li>2. Once the EDD has been notified, eligibility fact-finding is conducted by the EDD staff to gather information to determine if the CTB can be approved. There are two types of CTB program approval criteria the EDD uses to determine CTB eligibility.</li> </ol>

Additional Information (including resources/services offered where applicable)	<ul style="list-style-type: none"> <li>a. Criterion 1: The CTB participation may be approved assuming all other UI eligibility criteria are met and the EDD determines the training meets at least one of the following conditions:                             <ul style="list-style-type: none"> <li>i. the training is authorized and verifiable by certain state or federal program sponsors,</li> <li>ii. the individual is an active journey level union member taking industry-related training approved by his/her union,</li> <li>iii. the training program and provider are listed on California’s Eligible Training Provider List; or</li> <li>iv. the individual is in a program for math, science, or special education single-subject teaching credential, K-12, approved by the California Commission on Teaching Credentialing; and started within three years of layoff from a permanent or probationary teaching position with a public school employer.</li> <li>v. the individual is in a program for math, science, or special education single-subject teaching credential, K-12, approved by the California Commission on Teaching Credentialing; and started within three years of layoff from a permanent or probationary teaching position with a public school employer.</li> </ul> </li> <li>b. Criterion 2: Individuals not approved under Criterion 1 may have their CTB participation approved only if he/she meets all other UI eligibility criteria and the EDD determines the training meets all of the following conditions:                             <ul style="list-style-type: none"> <li>i. the individual must be eligible for California UI benefits and be unemployed or partially unemployed for four or more continuous weeks or is unemployed due to a plant closure, or substantial reduction in work force, or due to a mental or physical disability preventing the use of existing job skills, or due to technological changes in their occupation;</li> <li>ii. the individual must be unemployed due to a lack of demand for his/her current skills in his/her local labor market, or his/her occupation is seasonal and he/she has no other skills in current demand;</li> <li>iii. the training must relate to an occupation or skill which is in demand in the local labor market in California where the individual intends to seek work;</li> <li>iv. the training is taken at an approved training facility and is completed within a reasonable period of time, not exceeding 24 months (or not exceeding 48 months when federal extensions are in effect in California);</li> <li>v. the training is full time, and intended to provide skills to obtain employment in a demand occupation;</li> <li>vi. the individual must reasonably be expected to complete the training successfully, even if UI benefits are not sufficient to cover the entire period of training;</li> <li>vii. the beginning date of the new training or retraining must be more than three years from the beginning date of the last CTB participation.</li> </ul> </li> </ul>
Primary Location	N/A
Secondary Location(s)	N/A
Website	<a href="http://www.edd.ca.gov">www.edd.ca.gov</a>
Contact Details	N/A

**8. Californians for Safety and Justice (CSJ)**

Background and Objectives	<p>Californians for Safety and Justice is a project of the Tides Center and operates as a prison advocacy non-profit organization. It works with Californians from different spaces towards a system of reducing wastage within the prison and justice system and replacing it with practical solutions, thereby building safer communities. This is done through policy advocacy, public education, partnerships, and support for local best practices.</p>
Additional Information (including resources/services offered where applicable)	<p>Californians for Safety and Justice undertakes the following activities within the reentry landscape:</p> <ul style="list-style-type: none"> <li>1. a public education campaign to educate justice-involved populations about their health care options;</li> <li>2. a joint partnership with the Crime and Justice Institute offering a variety of resources for pretrial and criminal justice practitioners; and</li> <li>3. the creation of public education toolkits, including toolkits addressing the following:                             <ul style="list-style-type: none"> <li>a. meeting the needs of women in California’s County Justice Systems,</li> <li>b. Contra Costa County Successes,</li> <li>c. the new <a href="http://CalRealignment.org">CalRealignment.org</a>,</li> <li>d. creating an effective pretrial program,</li> <li>e. health coverage enrollment toolkit, and</li> <li>f. how to assess a jail population.</li> </ul> </li> </ul>
Primary Location	California
Secondary Location(s)	N/A

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Website	<a href="http://www.safeandjust.org/">http://www.safeandjust.org/</a>
Contact Details	<a href="mailto:info@safeandjust.org">info@safeandjust.org</a>

### 9. Chaffey College

Background and Objectives	Chaffey College is a two-year public community college in Southern California. In 2004, Chaffey College developed an educational partnership with the California Institution for Women at Chino. The then-warden at CIW, Dawn Davison, approached Chaffey College with a desire to provide a full-service college degree program within CIW. The Chaffey program was designed to promote education as a rehabilitation measure through sustainable programming and services leading to marketable job skills. CIW students have access to a complete course pattern leading to an associate degree. In addition, all the students at CIW are eligible for Extended Opportunity Programs and Services—which covers their textbooks, materials, and tuition—and are supported by counseling services, Disability Programs and Services, and a Success Center within CIW.
Additional Information (including resources/services offered where applicable)	Chaffey College offers the following programs within CIW: <ol style="list-style-type: none"> <li>1. CIW associate degree program in business; and</li> <li>2. One-year certification programs based on soft skills that include career development courses, interviewing technique courses, and Microsoft Office trainings.</li> </ol>
Primary Location	California
Secondary Location(s)	N/A
Website	<a href="http://www.chaffey.edu/instructional_support/ciw.html">http://www.chaffey.edu/instructional_support/ciw.html</a>
Contact Details	<a href="mailto:admissions@chaffey.edu">admissions@chaffey.edu</a>

### 10. Cooperative of Felon Friendly Employers (CoFFE!)

Background and Objectives	The Cooperative of Felon Friendly Employers, or CoFFE!, is an organization dedicated to helping incarcerated people with felonies as they leave prison and begin to build new lives. CoFFE! was introduced in 2010 at the Defendant/Offender Workforce Development Conference, sponsored by the National Career Development Association. It maintains a nationwide database of employers who are willing to hire formerly incarcerated people with felonies.
Additional Information (including resources/services offered where applicable)	The CoFFE! Database is managed by Next Step and is used by federal and state agencies to help people with criminal records find jobs. It provides a forum where incarcerated people with felonies; employers; and federal and state agencies that supervise and assist ex-offenders in finding a job are digitally matched based upon work history, skills, industry types, and location using geo-coding technology. Employers are also incentivized as prospective employees are eligible for the Work Opportunity Tax Credit.  Incarcerated people can enroll in the Database by filling out an online form to receive leads to the database of employers upon release.
Primary Location	Online platform
Secondary Location(s)	N/A
Website	<a href="https://www.thenextstep99.com">https://www.thenextstep99.com</a>
Contact Details	<a href="mailto:support@thenextstep99.com">support@thenextstep99.com</a>

### 11. Dress for Success

Background and Objectives	Dress for Success was started in 1997 and its mission is to empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and in life.
Additional Information (including resources/services offered where applicable)	Dress for Success has the following programs: <ol style="list-style-type: none"> <li>1. Suiting—Once women have scheduled an interview, they obtain a referral to visit their local 'Dress for Success' boutique, where volunteers work with them to help choose an interview outfit and provide guidance and support for their upcoming interviews;</li> <li>2. Career center and job training—These programs assist women in addressing and eliminating obstacles that may arise during the search for employment. Women meet regularly to support and encourage each other through confidence-building, networking, and workplace-related discussions;</li> <li>3. Career advancement—Support and assistance is offered to women striving towards their professional and personal goals through financial planning;</li> <li>4. Leadership—Women are taught to initiate social change through a leadership program; and</li> </ol> <p>Employment retention—Women are taught strategies to nurture their professional growth and remain employed.</p>



Primary Location	New York City
Secondary Location(s)	Available across the world
Website	<a href="https://www.dressforsuccess.org/">https://www.dressforsuccess.org/</a>
Contact Details	<a href="mailto:worldwide@dressforsuccess.org">worldwide@dressforsuccess.org</a>

### 12. Housing Authority of the City of Los Angeles (HACLA)

Background and Objectives	HACLA was established in 1938 by City of Los Angeles Resolution No. 1241. HACLA's strategic mission is to preserve its existing affordable housing supply of 75,400 units and, through a collaborative effort, increase the supply of affordable housing in LA by 30,000 units within the next 10 years. HACLA will collaborate with residents, the public, non-profits, and private entities to create viable, healthy communities.
Additional Information (including resources/services offered where applicable)	HACLA has established a number of programs, including the following housing programs: <ol style="list-style-type: none"> <li>1. Public Housing Program: HACLA manages 14 large public housing locations throughout Los Angeles. The Public Housing Program provides affordable housing to families with very low income in Los Angeles. A resident's rent in the public housing program is subsidized by the federal government; and</li> <li>2. Section 8 Housing Program: This program is financed by the U.S. Department of Housing and Urban Development to provide rent subsidies in the form of housing assistance payments to private landlords on behalf of low-income individuals/families, senior citizens, and persons with disabilities.</li> </ol>
Primary Location	Los Angeles
Secondary Location(s)	N/A
Website	<a href="http://www.hacla.org">www.hacla.org</a>
Contact Details	(213) 252-2500

### 13. InsideOUT Writers/Alumni Program (IOW)

Background and Objectives	IOW was founded in 1996 by Sister Janet Harris, a juvenile hall chaplain, and Duane Noriyuki, a former Los Angeles Times journalist, to teach creative writing to youth incarcerated in Los Angeles County's Central Juvenile Hall. The aim is to use creative writing as a catalyst for personal transformation and to empower young people with the knowledge and skills necessary to successfully reintegrate into their communities. IOW expanded to include comprehensive reentry programs and services to support former creative writing students following release.
Additional Information (including resources/services offered where applicable)	IOW runs the following programs: <p><b>During incarceration:</b> A creative writing program offered at various incarceration facilities, consisting of the following components:</p> <ol style="list-style-type: none"> <li>1. Creative writing classes;</li> <li>2. The In Depth Literary Journal consisting of compilations of creative writing pieces; and</li> <li>3. Writers' retreats held at the various incarceration facilities.</li> </ol> <p><b>Following release:</b> InsideOUT Writers established the Alumni Program to transition and support former writing program students with the following components:</p> <ol style="list-style-type: none"> <li>1. Case management;</li> <li>2. A mentoring program;</li> <li>3. Writing circles;</li> <li>4. Life skills enrichment sessions;</li> <li>5. Community engagement; and</li> <li>6. Cultural events and field trips</li> </ol>
Primary Location	Los Angeles
Secondary Location(s)	N/A
Website	<a href="http://www.insideoutwriters.org/">http://www.insideoutwriters.org/</a>
Contact Details	<a href="mailto:info@insideoutwriters.org">info@insideoutwriters.org</a> <a href="mailto:alumni@insideoutwriters.org">alumni@insideoutwriters.org</a>

### 14. Legal Aid Foundation of Los Angeles (LAFLA)

Background and Objectives	LAFLA was established in 1929 and provides equal justice and civil legal aid to poor and low-income people in greater Los Angeles. Their mission is to change lives through direct representation, systemic change, and community education.
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Additional Information (including resources/services offered where applicable)	<p>LAFLA's team of attorneys, paralegals, and support staff work with the community in a variety of ways including: (1) providing direct representation; (2) offering counsel and advice; (3) providing referrals; and (4) educating the community about their legal rights through workshops and seminars.</p> <p>LAFLA's legal priorities consist of: (1) supporting families; (2) preserving quality, affordable housing; (3) maintaining economic stability; (4) promoting safety, security and health; (5) serving populations with special vulnerabilities; and (6) protecting human and civil rights.</p> <p>LAFLA provides services in the following areas: employment, employment barriers, and expungement services; evictions; family law; government benefits; housing and community economic development; immigration; medical-legal partnerships; student loan issues; and veteran-related matters.</p>
Primary Location	Crenshaw, East Los Angeles, South Los Angeles, Santa Monica and Long Beach
Secondary Location(s)	Greater Los Angeles
Website	<a href="https://lafla.org">https://lafla.org</a>
Contact Details	800-399-4529

### 15. The Los Angeles Area Chamber of Commerce

Background and Objectives	The Los Angeles Chamber of Commerce (the "Chamber") was established in 1888 in order to attract new business to California. Its mission has evolved into improving the economic prosperity and quality of life in the Los Angeles region.
Additional Information (including resources/services offered where applicable)	<p>In order to fulfill its mission, the Chamber has established a number of programs within the following areas: (1) Professional Development; (2) Business Development; (3) Global Initiatives; (4) Innovation &amp; Technology; (5) Education &amp; Workforce Development; and (6) Leadership Development.</p> <p>As part of its Education &amp; Workforce Development, the Chamber has established UNITE-LA, a non-profit organization that leads collaborative education reform efforts, promotes business-education partnerships, expands college access and provides workforce development for Los Angeles youth, especially underserved youth (including those that have been previously incarcerated).</p>
Primary Location	Los Angeles
Secondary Location(s)	N/A
Website	<a href="http://www.lachamber.com">www.lachamber.com</a>
Contact Details	<a href="mailto:info@lachamber.com">info@lachamber.com</a>

### 16. Los Angeles Human Right to Housing Collective (LAHRHC)

Background and Objectives	LAHRHC is a collective of organizations whose mission it is to build a city-wide tenants' movement and create a network of resident-led organizations and committees that can build power to implement the principle of the human right to housing in Los Angeles housing policies. This is done mainly through public education and community organizing.
Additional Information (including resources/services offered where applicable)	<p>The following organizations are active members of LAHRHC: LA Community Action Network, LA Anti-Eviction Campaign, Legal Aid Foundation of Los Angeles, People Organized for Westside Renewal ("POWER"), Unión de Vecinos, and Women Organizing Resources Knowledge and Services ("WORKS").</p> <p>The following are supporting organizations: Bus Riders Union, Homeless Health Care Los Angeles, Housing Long Beach, IDEPSCA, National Economic and Social Rights Initiative, National Law Center on Homelessness and Poverty, South Asian Network, Stop LAPD Spying Coalition, T.R.U.S.T. South LA, Western Regional Advocacy Project (WRAP), and Youth Justice Coalition.</p>
Primary Location	Los Angeles
Secondary Location(s)	N/A
Website	<a href="http://www.lahumanrighttohousing.org">www.lahumanrighttohousing.org</a>
Contact Details	<a href="mailto:lahumanrighttohousing@gmail.com">lahumanrighttohousing@gmail.com</a>

### 17. Los Angeles Regional Initiative for Social Enterprise (LA:RISE)

Background and Objectives	LA:RISE is a five-year project, established in 2015, that is led by the City of Los Angeles Workforce Investment Board and the City of Los Angeles Economic and Workforce Development Department in partnership with Roberts Enterprise Development Fund. It is designed to help those who find it difficult to find employment, such as individuals with a history of homelessness or incarceration and disconnected youth, obtain long-term work. As part of the initiative, LA:RISE creates an employer-driven pathway that integrates public, private, non-profit, and educational systems to support the abovementioned individuals gain employment.
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Additional Information (including resources/services offered where applicable)	<p>LA:RISE project goals are to:</p> <ol style="list-style-type: none"> <li>1. Increase sustained employment for job seekers with significant barriers to employment, while reducing turnover costs for employers;</li> <li>2. Complement high-quality, standardized, evidence-based workforce training with personal and professional support services; and</li> <li>3. Integrate employment Social Enterprises and specialized service providers with the Workforce Development System to create stronger employment results.</li> </ol> <p>LA:RISE consists of four main components:</p> <ol style="list-style-type: none"> <li>1. Transitional Social Enterprise Jobs—Time-bound, subsidized employment opportunities are created in a supportive work environment. Personal support in the form of case management and job readiness assessments are also provided;</li> <li>2. Bridge Jobs—Jobs are provided by employers who are willing to hire employees with non-traditional backgrounds and are committed to creating a supportive and inclusive work culture where they can thrive. These jobs are subsidized and are only provided to a select group of transitional graduates;</li> <li>3. Training Services—Individuals are co-enrolled in job placement and career and training services throughout this initiative. These services include vocational workshops, financial and computer literacy, and soft skills development, including resume building, interviewing techniques, and conflict resolution; and</li> <li>4. Supportive Services—Personal support is provided in the form of case management, healthcare, childcare, etc. to help participants stabilize their lives and improve their ability to keep a job.</li> </ol>
Primary Location	Los Angeles
Secondary Location(s)	N/A
Website	<a href="http://wiblacity.org/ewddLacity/index.php/employment-services/la-rise">http://wiblacity.org/ewddLacity/index.php/employment-services/la-rise</a>
Contact Details	213-744-7300

### 18. Neighborhood Legal Services of Los Angeles County (NLSLA)

Background and objectives	NLSLA is a steadfast advocate for individuals, families, and communities throughout Los Angeles County. The services it provides are a combination of individual representation, high impact litigation, and public policy advocacy. NLSLA combats the immediate and long-lasting effects of poverty and expands access to health, opportunity, and justice in Los Angeles’s diverse neighborhoods.
Additional information (including resources/services offered where applicable)	<p>NLSLA provides legal services in the following areas:</p> <ol style="list-style-type: none"> <li>1. Housing—Assistance with unlawful evictions and foreclosures and fighting discrimination in Section 8 and other government-subsidized housing;</li> <li>2. Health—Leads a network of programs offering free assistance to people struggling to get coverage and resolve problems with health plans; identifies widespread health access issues that need to be addressed on a policy level; and ensures implementation of the Affordable Care Act is meaningful for the most impacted communities in Los Angeles;</li> <li>3. Economic security—Assists in working to mitigate the effects of poverty and create opportunities for individuals and families to attain financial stability; helps remove barriers to education and employment; protect and resolve family relationships; and ensure access to safety-net public benefits; and</li> <li>4. Legal assistance—Assists survivors of domestic violence; providing services in relation to Proposition 47 and expungements.</li> </ol>
Primary Location	Glendale, California Pacoima, California El Monte, California
Secondary Location(s)	N/A
Website	<a href="http://www.nlsla.org">www.nlsla.org</a>
Contact Details	800-433-6251

### 19. Occidental College

Background and Objectives	Occidental College is a private, co-educational liberal arts college located in the Eagle Rock neighborhood of Los Angeles, California.
Additional Information (including resources/services offered where applicable)	<p>Occidental College has established the following programs:</p> <ol style="list-style-type: none"> <li>1. Prison Education Project where students travel to the Norco, CA Rehabilitation Center to discuss college and other institutions of higher education with currently incarcerated men; and</li> <li>2. Prison Beautification Club at the Norco, CA Rehabilitation Center.</li> </ol>
Primary Location	Los Angeles

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Secondary Location(s)	N/A
Website	<a href="http://www.oxy.edu">www.oxy.edu</a>
Contact Details	<a href="mailto:admission@oxy.edu">admission@oxy.edu</a>

### 20. Weingart Center for the Homeless

Background and Objectives	The Weingart Center is a non-profit organization established in 1983 in response to the widespread homelessness facing Los Angeles. Their objectives are to empower and transform people's lives by providing solutions to combat poverty and homelessness.
Additional Information (including resources/services offered where applicable)	<p>The Weingart Center has established the following programs:</p> <ol style="list-style-type: none"> <li>1. 'Veterans Transitional Housing'—This program offers housing to veterans for up to two years, case management services in the form of finding employment, family reunification, Life Skills classes, and other clinical services;</li> <li>2. Community Re-Entry Programs, EPIC, and AB109—EPIC is a six-month residential program for people on parole to adjust to life following release from incarceration. AB109 provides employment and temporary housing services for individuals released from state prisons to Los Angeles County Probation supervision under AB 109;</li> <li>3. Open Door—This program provides short-term housing for 90 days or less for people who are homeless and meet certain eligibility criteria;</li> <li>4. AmeriCorps Hope for Homeless—Hope for the Homeless is an AmeriCorps national service project that recruits members from graduates of Skid Row programs to conduct street outreach and assist organizations on Skid Row in helping clients;</li> <li>5. GROW—The GROW program provides employment and training services to people receiving General Relief) to help them obtain a permanent job and become self-sufficient. GROW features a short-term, intensive job preparedness and employment search curriculum;</li> <li>6. Hope Row Resource Center—The Hope Row Resource Center is a walk-in location where clients can receive case management, hygiene supplies, mail drop services, community voice mail, referrals to programs, or other supportive services. The Resource Center acts as a front door to residential programs, as well as a link with partner organizations throughout the community; and</li> <li>7. Workforce Development Program—This program is aimed at employment development. The workforce development program begins with a comprehensive assessment of skills and abilities. Members of the program then enroll in a three-week Job Club class which addresses resume and cover letter development, interview etiquette, grooming and hygiene, and customer service skills.</li> </ol>
Primary Location	Downtown Los Angeles
Secondary Location(s)	N/A
Website	<a href="http://weingart.org/about-us/contact/">http://weingart.org/about-us/contact/</a>
Contact Details	<a href="mailto:Yvette@weingart.org">Yvette@weingart.org</a>

### 21. WorkSource Centers

Background and Objectives	WorkSource California is a collaborative effort between multiple local Workforce Investment Areas within the County of Los Angeles, as well as Los Angeles County Department of Public Social Services/GAIN, Los Angeles Economic Development Corporation, and the California Employment Development Department. WorkSource California has set up WorkSource Centers across the state that operate as entry points to all the LA County WorkSource services. These are full-service career centers located in almost every community throughout the County that offer comprehensive employment and hiring services to workers, employers, and job seekers at no charge.
Additional Information (including resources/services offered where applicable)	<p>WorkSource Centers provide access to the following:</p> <ol style="list-style-type: none"> <li>1. Provision of employment services to adults and youths;</li> <li>2. Provision of workforce and business development resources, including preliminary skill assessments, information about local education and training providers, current labor market information, and help with filing claims for unemployment insurance; and</li> <li>3. More intensive services in the form of personalized employment plans and individual counselling programs.</li> </ol>
Primary Location	Los Angeles County
Secondary Location(s)	N/A
Website	<a href="http://www.worksourcecalifornia.com/centers">www.worksourcecalifornia.com/centers</a>
Contact Details	<a href="mailto:AJCCJobs@css.lacounty.gov">AJCCJobs@css.lacounty.gov</a>



