



Supporting A Diverse Workforce: Working with Health Center Staff that Exist at the Intersection of Different Identities

Session Two

November 13, 2024

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ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED



Access to Care & Clinician Support

Recruitment & Retention

National
Health
Service Corps

Resources

Training

Networking

- National Cooperative Agreement awarded in 2014
- Funded by the Bureau of Primary Healthcare
- One of 22 National Training and Technical Assistance Partners (NTTAPs)
- Produces FREE Resources, Training, and Technical Assistance

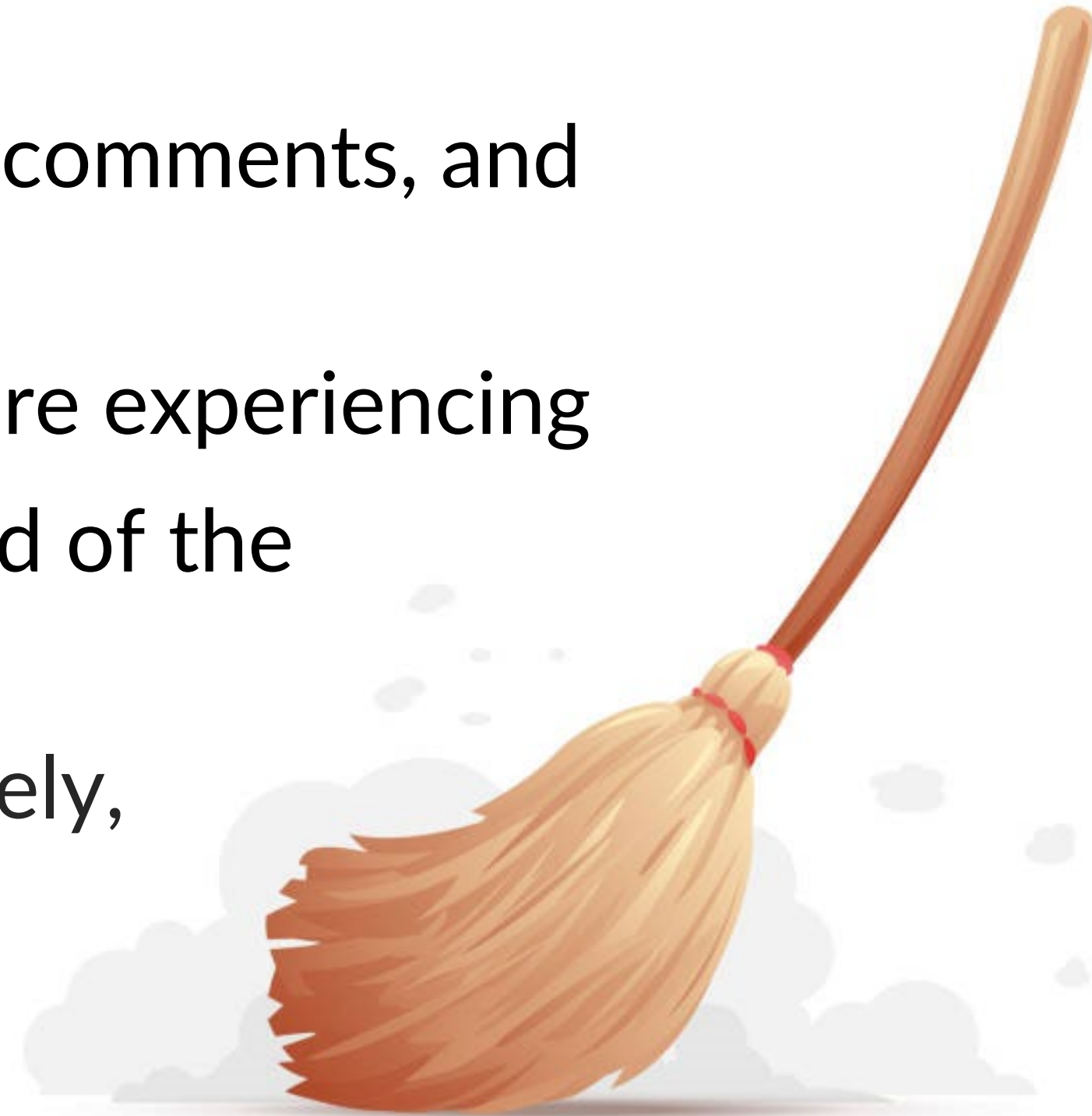
www.chcworkforce.org


Contact us: info@chcworkforce.org

HOUSEKEEPING



- This session is being recorded. The **recording and slides** will be sent to all registrants.
- Use the **chat box** to ask questions, share comments, and thoughts.
- Send a message to **Mariah Blake**, if you are experiencing **technical difficulties**.
- Please complete the **evaluation** at the end of the session.
- Be as present as possible, listen deliberately, share generously.





RECRUITING & RETAINING FORMERLY INCARCERATED INDIVIDUALS

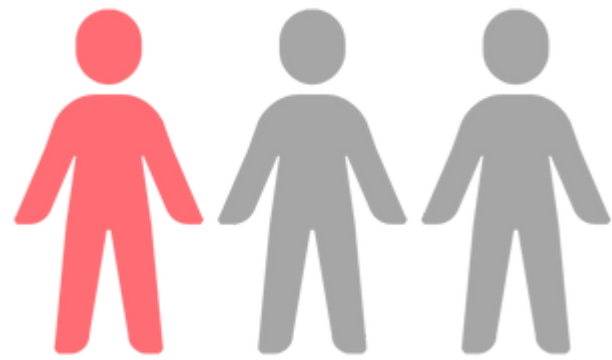


PAUSE
REFLECT
QUESTION



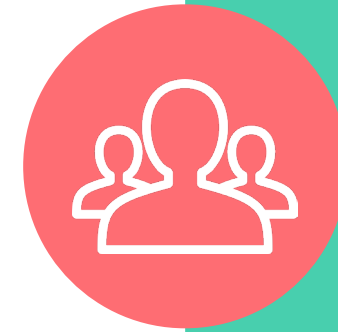
AT A GLANCE

Who are we talking about?

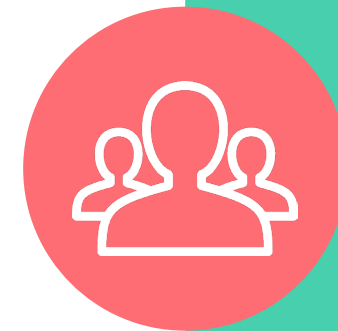


1 IN 3

Americans have a criminal record



The United States locks up 20% of the world's incarcerated people - even though we make up less than 5% of the world population



Black, Latine, Indigenous and other historically marginalized populations are over represented in our country's penal system including jails, prisons, and probation or parole.

Releases from prisons and jails in 2019, by sex, by state or other jurisdiction

	Men			Women			Totals		
	Prisons	Jails	Total	Prisons	Jails	Total	Prisons	Jails	Total Releases, 2019
Alabama	10,878	209,401	220,279	2,187	76,060	78,247	12,920	285,461	298,526
Alaska	1,577	4,171	5,748	140	1,113	1,253	1,714	5,284	7,001
Arizona	11,344	142,106	153,450	1,700	47,264	48,964	12,933	189,370	202,414
Arkansas	8,949	124,039	132,988	1,392	46,021	47,413	10,259	170,060	180,401
California	34,976	751,994	786,970	2,888	197,978	200,866	37,462	949,971	987,835
Colorado	8,289	165,718	174,007	1,602	51,879	53,481	9,840	217,597	227,488
Connecticut	4,161	n/a	4,161	319	n/a	319	4,473	n/a	4,480
↑ Show all jurisdictions ↓									
Total, 50 states	491,338	7,820,699	8,321,080	71,655	2,373,986	2,445,641	559,177	10,193,255	10,766,721
Total, all jurisdictions	537,658	7,829,742	8,367,400	76,393	2,373,986	2,450,379	609,854	10,203,728	10,817,398

Estimated releases from prisons and jails, by sex, in 2022

	Men	Women	Total
Releases from state and federal prisons (excluding deaths)	388,355	55,179	443,534
Releases from local jails	5,537,103	1,678,855	7,215,958
Releases from all prisons and jails	5,925,457	1,734,034	7,659,492

With the exception of the total releases from prisons, all numbers are estimates based on 2019 data and should be used with caution. Details may not sum to totals due to rounding.

Source: Prison Policy Initiative Briefing

<https://www.prisonpolicy.org/blog/2024/02/28/releases-sex-state/#releasesbysex>

STIGMA

- stereotypes and bias
- assumptions about the crime committed
- assumption of guilt and poor moral character

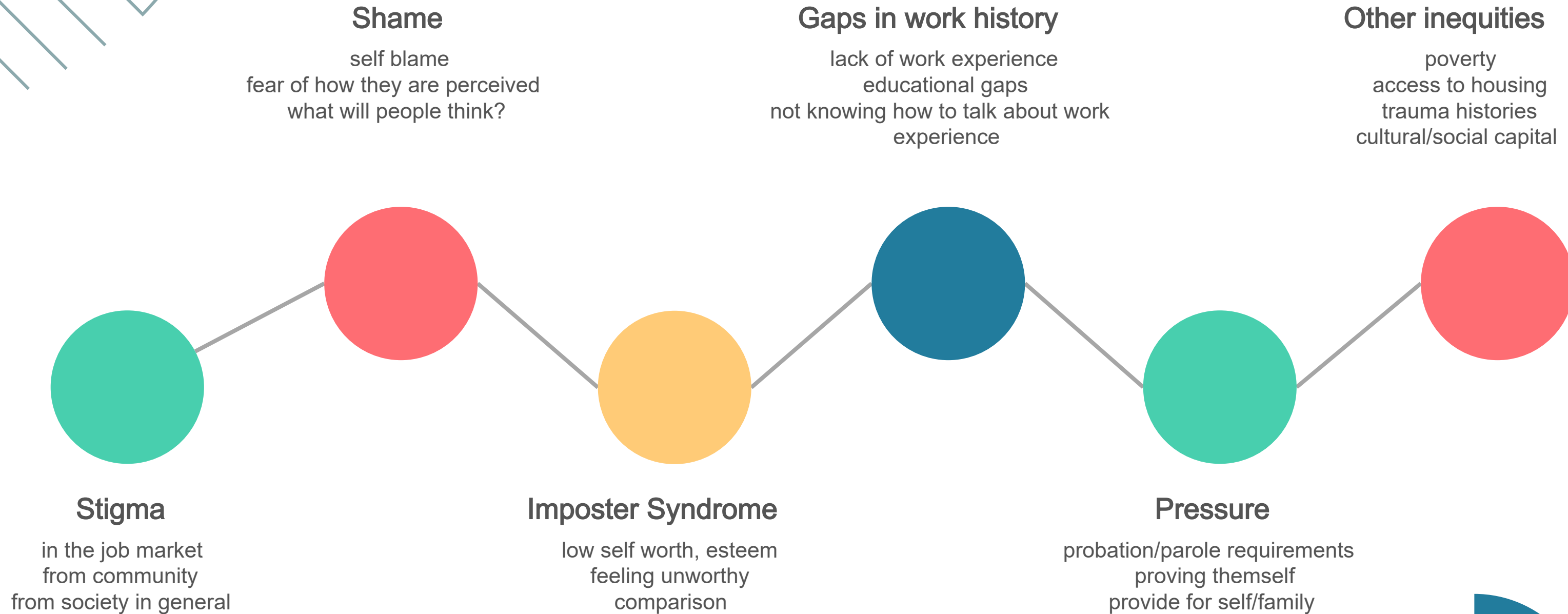
FEAR

- fear of legal risk to company/organization
- worries about “culture fit”
- how will our customers and/or other staff feel?

LANGUAGE

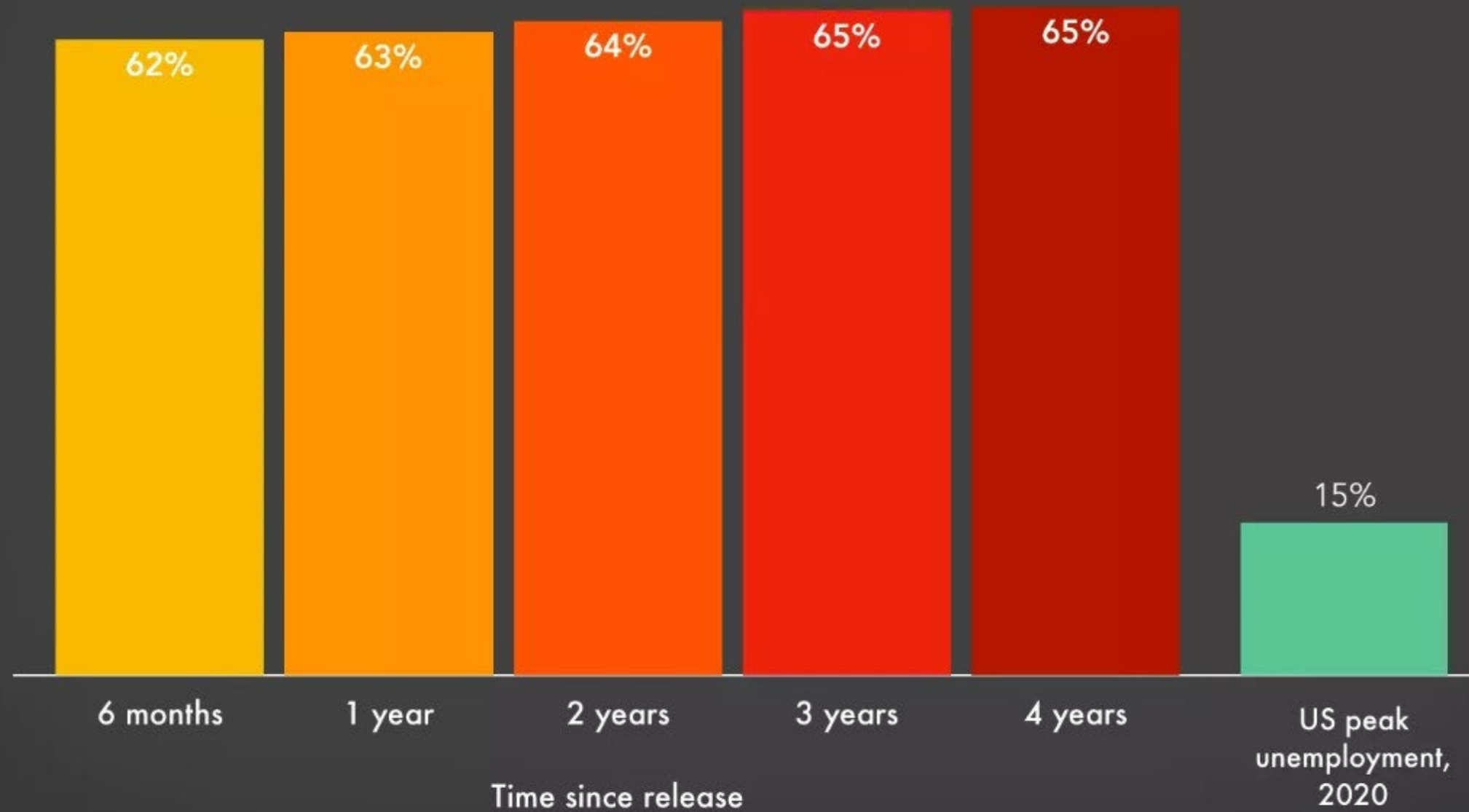
- language is important and feeds into stigma
- person - first language
- be mindful when discussing people’s history & experiences

WORKFORCE CHALLENGES



Formerly incarcerated people face alarming rates of joblessness

Percentage of people not employed among a cohort of 51,500 people after their 2010 release from federal prison, compared to the highest recorded U.S. unemployment rate



PRISON
POLICY INITIATIVE

Source: Bureau of Justice Statistics, Employment of Persons Released from Federal Prison in 2010, Table 5, and Congressional Research Service, Unemployment Rates During the COVID-19 Pandemic.




AVERAGE 3.4 JOBS

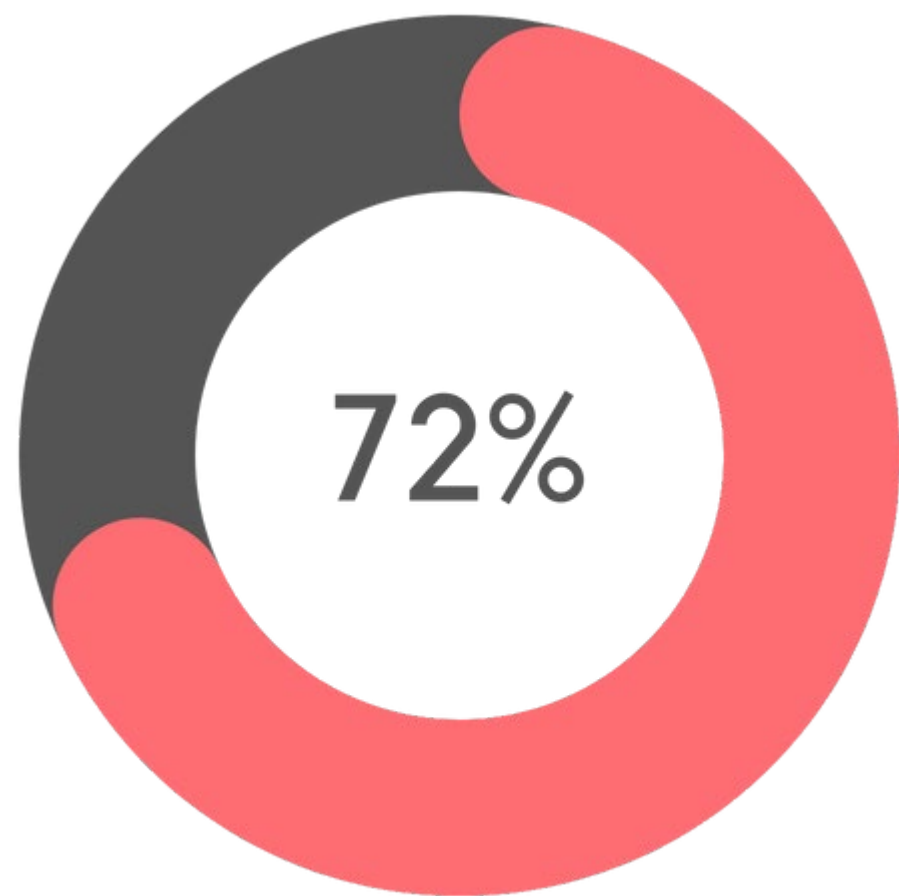
during the 4 year study
period

When formerly incarcerated people do land jobs, they are often insecure, low paying, or temporary positions.

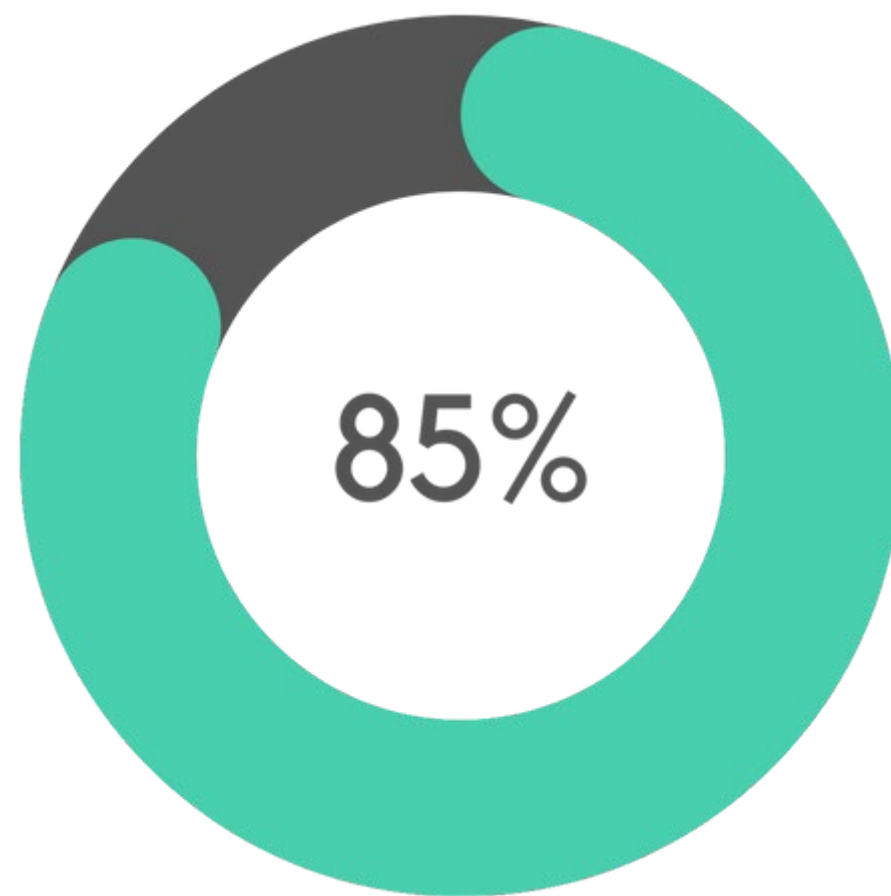
Securing stable employment is the single most impactful factor in reducing recidivism.



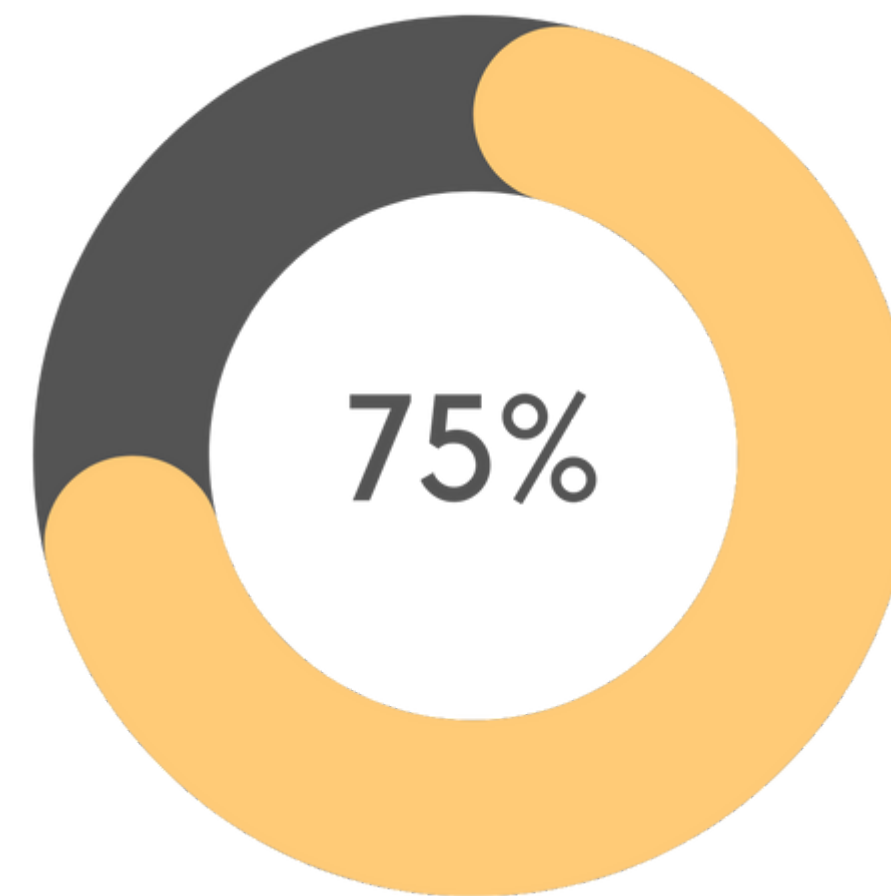
% OF HR PROFESSIONALS WHO RATE EMPLOYEES WITH CRIMINAL RECORDS “AS GOOD AS OR BETTER THAN” THOSE WITHOUT



RETENTION



JOB PERFORMANCE



DEPENDABILITY



**WHAT CAN YOU
DO?**

RECRUITMENT

APPLICATION

- Remove any questions about conviction or arrest history from the application or hiring process before you've had a chance to interview the candidate.
- Include intentional statements in your job description encouraging formerly incarcerated applicants to apply.
- Intentionally consider what jobs require background checks, and what results would exclude a candidate for the position.
- Consider who in the hiring process has access to background check results.

BAN^{THE}
BOX 

"We know that there are great candidates who may not possess all of the skills that we have described. We would like to hear from you even if you have most (but not all) of the skills listed. We also welcome applications from formerly incarcerated individuals and persons with direct criminal or juvenile legal system experience."

RECRUITMENT

DIVERSE OUTREACH

- Reflect on your outreach & recruitment strategy. Is it welcoming & friendly to applicants with conviction histories?
- Consider partnering with reentry programs or nonprofits to advertise openings.
- Companies like [Honest Jobs](#), [Checkr](#), [Untapped Solutions](#) that connect employers with applicants with conviction histories.
- Consider the community you serve, your staff should reflect the community. Meet people where they are.

RECRUITMENT

TRAINING

- Invest in overall JEDI- B and anti-bias & discrimination training for your staff, especially those with a role in the hiring process.
- Provide intentional training and guidance to hiring managers about how to consider the best qualified candidate for the job and how to process fears and discomfort that may arise.
- Challenge stigma and make these norms in your workplace.

RETENTION

INCLUSIVE WORKPLACE

- Remember, diversity alone is just math!
- Give voice to marginalized employees
- Affinity groups
- Recognize and challenge power imbalances
- Review your policies and procedures - how are you living your stated inclusivity goals?
- Commit to ongoing learning & reflection

TRAUMA INFORMED

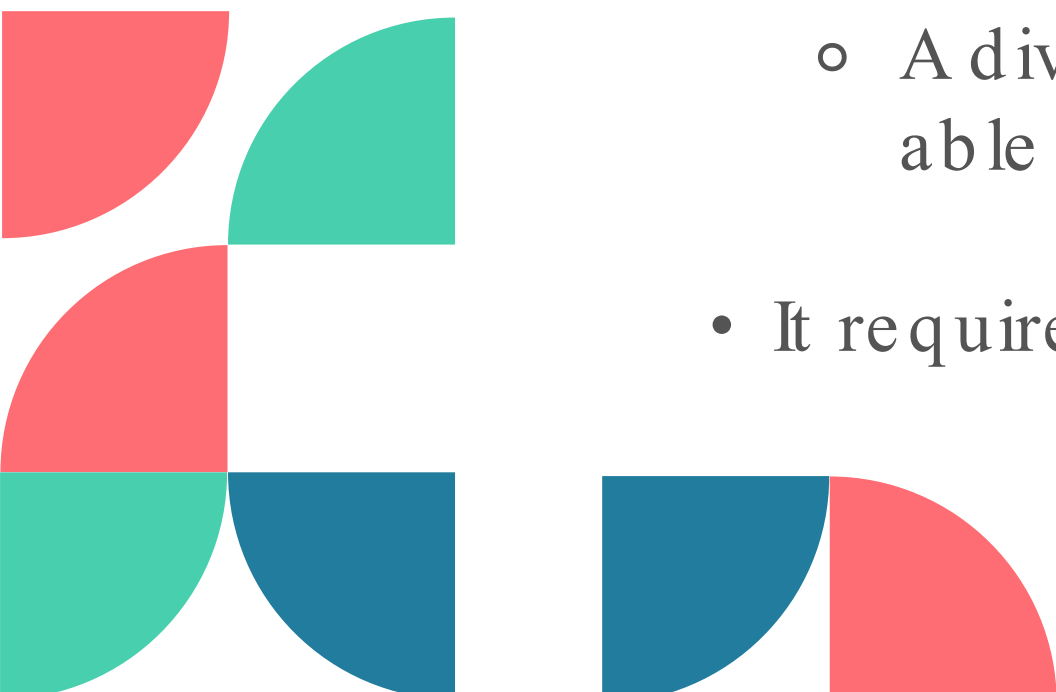
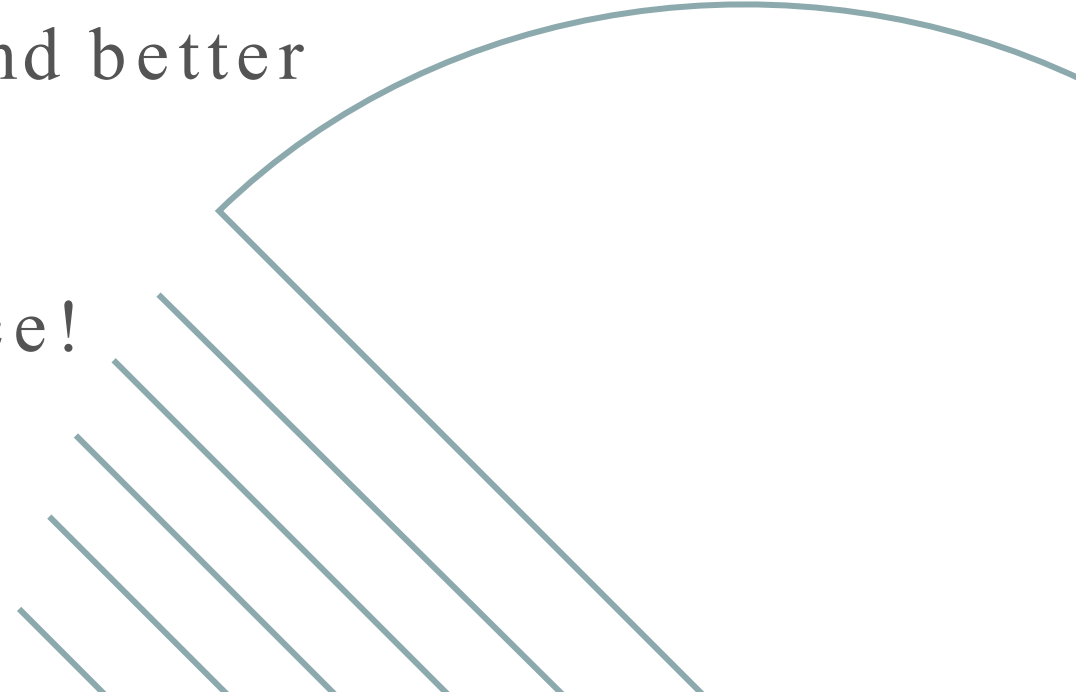
- Respect choice & privacy
- Safety & trust
- Remember that one thing does not define a person
- Clear & transparent communication
- Offer flexibility
- Put supports in place
 - life coaching
 - social workers
 - mentoring programs
 - EAP programs

TRAINING & GROWTH

- Intentional Onboarding!!!!
- Consider structured development plans
- Empower employees to take an active role in their own future planning
- Invest in their success
- Provide opportunities for training and upward mobility




AT THE END OF THE DAY...

- Including formerly incarcerated individuals in your recruitment and retention plans is a civil rights and JEDI - B issue
 - It aligns with the mission and values of the health center movement & results in stronger, healthier communities
 - A diverse workforce makes our institutions stronger and better able to serve our communities
 - It requires intentionality & doesn't happen (*well*) by chance!
- 
- 



WANT TO LEARN MORE?



Employer Resources

[SHRM's Getting Talent Back to Work Certification](#)
[U.S. Chamber of Commerce: Employer Guide to Second Chance Hiring Programs and Tax Credits](#)

Further Reading

[MIT Sloan Management Review: Unlocking the Potential of Justice Impacted Talent](#)
[SHRM HR Quarterly: Unlocking Potential](#)


Podcast Episodes

[Cooleaf Podcast - Beyond the Record: Connecting Ex - Offenders with Employers](#)
[HR Works Podcast episode](#)
[LA Times Podcast - Now Hiring! Formerly Incarcerated People](#)







WANT TO LEARN MORE?



Ban the Box
Information



[Paycor: Ban the Box Laws by
State](#)
[Interactive Ban the Box by Jurisdiction](#)



SOURCES

- https://www.gettingtalentbacktowork.org/wp-content/uploads/2021/05/2021-GTBTW_Report.pdf
- <https://www.prisonpolicy.org/blog/2022/02/08/employment/>
- <https://www.prisonpolicy.org/reports/outofwork.html>
- <https://www.prisonpolicy.org/blog/2024/02/28/releases-sex-state/#releasesbysex>
- <https://www.themarshallproject.org/2021/04/12/what-words-we-use-and-avoid-when-covering-people-and-incarceration>
- <https://www.sentencingproject.org/app/uploads/2022/08/Americans-with-Criminal-Records-Poverty-and-Opportunity-Profile.pdf>
- <https://www.prisonpolicy.org/blog/2020/01/16/percent-incarcerated/>



THANK YOU!

Tanya Philip, M.A.

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QUESTIONS



Thank you!
Please fill out the evaluation!





STAR² CENTER RESOURCES

- [Recruitment & Retention Self-Assessment Tool](#)
- [Health Center Comprehensive Workforce Plan Template](#)
- [Equal Pay for Work of Equal Value White Paper](#)
- [Financial Assessment For Provider Turnover Tool](#)
- [Building an Inclusive Organization Toolkit](#)
- [Onboarding Checklist](#)
- [Supporting Mental Health Through Compensation Equity Factsheet](#)
- [C-Suite Toolkit: Health Professions Education & Training for Recruitment and Retention](#)

[You can find all of the STAR² Center's free resources here](#)

[Sign up for our newsletter here for new resources, trainings, and updates](#)

INTERESTED IN TRAINING ON YOUR OWN TIME?



Check out the STAR² Center Self-Paced Courses: chcworkforce.elearning247.com

And the ACU & STAR² Center Video webpage:

www.youtube.com/channel/UCZg-CFN7Wuev5qNUWt69u0w/feed

And the STAR² Center Podcast page:

www.chcworkforce.org/web_links/star%c2%b2-center-chats-with-workforce-leaders/



UPCOMING EVENTS: REGISTER NOW!

Supporting A Diverse Workforce: Working with Health Center Staff that Exist at the Intersection of Different Identities

Third Session: November 20 from 3-4 PM ET

Register here: <https://tinyurl.com/2xhf83hp>



STAY IN TOUCH!

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