

## Expunging and Sealing: Am I Truly “Free” of My Criminal Record?

Roberta Meyers-Peebles

States offer a range of options for suppressing or eliminating a criminal record such as “sealing,” “expunging,” and “purging.” Job-seekers may assume these terms are synonymous in meaning and remedy. Each state, however, has different processes that apply to various types of dispositions (*a term used to define the outcome of a case*). For instance, “sealing” technically means that access to a criminal record is limited, but the record is usually not erased or destroyed. On the other hand, “expunging” technically means that the record is completely destroyed. Keep in mind, however, that some states use the terms sealing and expunging

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## Domestic Violence Victims in the Prison Population

Deborah Widiss and Anne Cortina, Legal Momentum

You may not think of a domestic violence victim as a typical person with a criminal record struggling to reenter society, but many women in the criminal justice system are just that.<sup>1</sup> Domestic violence is a serious societal problem; between one-quarter and one-third of women report sexual and/or physical abuse by a partner sometime in their lifetime (Patricia Tjaden & Nancy Thoennes, National Institute of Justice and the Centers for Disease Control and Prevention, *Extent, Nature, and Consequences of Intimate Partner Violence, Executive Summary* (2000)). Increasingly, we recognize that domestic violence exacts a terrible toll on the physical and mental well-being of women and their families; the fact that domestic violence also often brings women into the criminal justice system is less well known. However, it is clear that a very high number of women in the criminal justice system have been victims of domestic violence. While government statistics place the number between 20-34%, one study found that 66% of women in a county jail were domestic violence victims. Another found that 75% of women in a maximum-security prison experienced domestic violence. (Statistics come from Mary Gilfus, *Women’s Experiences of Abuse as a Risk Factor for Incarceration*. Available at <http://www.VAWnet.org> (last accessed July 8, 2004).)

There are many reasons why domestic violence victims end up having arrest and conviction records. In recent years, many states have passed “mandatory arrest” laws, requiring police to arrest anyone suspected of criminal domestic violence. While these laws have been helpful in forcing law enforcement to treat domestic violence as a serious crime, they can also backfire on women. Police arriving at the scene of an incident where each party accuses the other of violence may feel that they need to arrest both parties. An abuser may also try to manipulate the system, accusing his victim of violence

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interchangeably so it is important to find out what a particular state allows a person to do about his or her record and the effect of having the record sealed or expunged. “Purging” is yet another term that some states use to refer to the complete destruction/removal of a criminal record from a specific database system or location.

Generally, states do not permit arrest and conviction records and juvenile adjudications to be permanently destroyed. The state may allow the information to be kept confidential (juvenile records, for instance) or to restrict who has access to it by sealing it, but states ordinarily do not completely destroy a record. In most instances, the individual will have to justify the need for the expungement (e.g., restoration of civil rights). Often, states will require some demonstration of rehabilitation, such as no subsequent arrests or the payment in full of fines, restitution and fees, prior to granting an expungement.

Thirty-three (33) states do not permit an individual to expunge or seal a conviction record. In these states, an individual who has a misdemeanor or felony offense will always have this information on file and will always have to live with the stigma the record creates. Only 17 states permit the expungement or sealing of some conviction records (for example, first time offenses). Forty (40) states allow people to seal or expunge records of some or all arrests that did not lead to conviction. In 30 of those states, once the arrest records has been sealed or expunged, the individual can deny its existence if asked about it on an employment application. (For a list of the states in these various categories, please see the Legal Action Center’s report, *After Prison: Roadblocks to Reentry* at [www.lac.org/roadblocks.html](http://www.lac.org/roadblocks.html))

In addition to knowing whether a state permits the expungement or sealing of an arrest or conviction record, it is equally important to find out the effect of having a record sealed or expunged, as well as the requirements for doing so. For example, you will want to find out if, as a result of the sealing or expungement, are employers or the general public denied access to the record? Also, you will want to find out if the state has automatic sealing and expungement procedures for arrests that did not lead

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even if her actions were in self-defense or simply making up accusations of violence that never occurred. Being a victim of domestic violence can also indirectly lead women into the prison system. Women may develop drug abuse problems from the emotional trauma they suffer, or they may commit crimes such as shoplifting, either at the demand of their abusers or in order to replace funds stolen by them. Also, women can be subject to proceedings for child endangerment if their children are present during the domestic violence, even if the children themselves are not injured and even if the women were merely victims of the violence.

Legal Momentum (the new name of NOW Legal Defense and Education Fund) is a leading women’s rights organization that has long been committed to ending violence against women. Through our Employment and Housing Rights for Survivors of Abuse project, we seek to raise awareness of, and remedy, housing and employment discrimination faced by domestic violence victims. Our work with the National H.I.R.E. Network has helped us understand that an important subgroup of this population -- domestic violence victims who have been arrested or convicted of criminal charges -- face additional barriers. Legal Momentum has numerous fact sheets available on its website, <http://www.legalmomentum.org>, to help domestic violence victims and advocates understand many legal issues connected with employment and housing discrimination. We recently developed a fact sheet addressing how a domestic violence victim can handle an employer’s questions about an arrest or conviction record. Fact sheets are also available on how to take action under employment discrimination laws, family and medical leave laws, and unemployment insurance laws, as well as how to undertake safety planning in the workplace. Domestic violence victims seeking advice on navigating the criminal justice system itself can contact the Battered Women’s Justice Project (for information, see its website, <http://www.bwjp.org>).

Women re-entering society after incarceration face many challenges already, and those who are also domestic violence victims face additional prejudices and difficulties. The prevalence of a domestic violence history among the female prison population reminds us again that people with criminal records

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to conviction? Some states do, while others do not. There are many states where an individual has to undergo a waiting period before submitting a request to the court to seal, expunge, or purge the record. For example, a recent *Baton Rouge Advocate* article, “Expungement: Wiping the Slate Clean” (June, 5, 2004), reported on a man in Louisiana who had been acquitted 12 years ago of misdemeanor arrest charges and assumed his case was removed from all criminal record databases and would be inaccessible to the public. He learned that the record remained accessible to an employer who conducted a background check with a local law enforcement agency. The man was unaware that he had to petition the court to get the record expunged and, until he did, the record would remain accessible. In California, a person may be granted an expungement of his/her record; however, the information remains available to any employer or occupational licensing agency authorized to do a fingerprint background check even if it has been expunged. Although, the subject of the expunged record in California may deny the existence of the record when asked about it on an employment application, the record is still accessible to certain entities.

Because expungement and sealing laws and procedures vary from state to state, it is important to contact a local attorney for advice about what kind of restricted access is available in your state. A lack of understanding of these laws and the definitions of these various terms can translate into loss of potential job opportunities. To get your state’s specific information about access to criminal records, visit the “What’s the Law” section of [www.lac.org/roadblocks.html](http://www.lac.org/roadblocks.html). Alternatively, some of your questions may be answered by your state Attorney General’s office or the criminal record repository for your state (i.e. the agency that maintains RAP sheets). (See the Resources and Assistance section of our website, [www.hirenetwork.org](http://www.hirenetwork.org), for contact information for your repository. Also consider contacting local defense attorneys through your local or state Bar Association and nearby law school clinics to see if they can help explain the process and update you on any possible changes to your state’s laws. ❖

need and deserve help in re-entering society, and Legal Momentum is excited to be combining our expertise with the H.I.R.E. Network in that endeavor.

*A note from the National H.I.R.E. Network:* The National H.I.R.E. Network recognizes the importance of building bridges to connect partners that advocate on behalf of all individuals affected by the criminal justice system. Every coalition working on behalf of people with criminal histories should include advocates who are knowledgeable about domestic violence because there are numerous legal issues associated with domestic violence that impact employment, housing, child custody, and other areas of reentry. We urge the victims’ rights community to reach out to advocates in the prisoner re-entry community to share information and educate them about the unique issues that plague domestic violence victims. And we encourage prisoner reentry advocates to outreach to the victims’ rights community. We can avoid undermining each other’s efforts if we all make efforts to share information with one another. ❖

<sup>1</sup> *Legal Momentum recognizes that both men and women are victims of domestic abuse. The description of victims as female and abusers as male recognizes the preponderance of female victims, but is not intended to marginalize male victims or domestic violence victims by same-sex intimates.*

Are you interested in submitting an article to H.I.R.E. Network News? We are looking for guest writers on a range of subjects. Please email Debbie Mukamal at [dmukamal@hirenetwork.org](mailto:dmukamal@hirenetwork.org) if you are interested in contributing to our newsletter. We look forward to hearing from you.



### **H.I.R.E. on the Hill**

*Alexa Eggleston*

- H.R. 4676, the “Second Chance Act of 2004: Community Safety through Recidivism Prevention,” Bi-partisan Reentry Legislation Introduced in the House of Representatives
- House Judiciary Subcommittee on Crime, Terrorism and Homeland Security Holds Hearing on S.1194, “Mentally Ill Offender Treatment and Reduction Act of 2003”
- Senate and House Pass “TANF and Related Programs Continuation Act of 2004,” Bill for 3-Month Extension of the Temporary Assistance for Needy Families (TANF/Welfare) Program
- H.R. 4752, the “Literacy, Education and Rehabilitation Act,” Introduced in House of Representatives
- Congressional Briefing Discusses Employment Issues Affecting People with Criminal Records

For details on each of these activities, [click here](#).

### **Keeping Our Membership Current**

Please remember to let us know when you move or change e-mail addresses so we can update our records and continue to send you our monthly newsletter and other updates.

Please e-mail Daphne Philippe at [dphilippe@hirenetwork.org](mailto:dphilippe@hirenetwork.org) with any changes in your contact information.

## **From Media to Practice**

*This is a series in which we highlight an issue raised by a recent press article.*

### **Lessons We Can Learn from Victories and Defeats**

#### **Roberta Meyers-Peeples**

Recently, the National H.I.R.E. Network received updates from advocates in two states about their local policy advocacy efforts to increase employment opportunities for people with criminal records. In both states - Oklahoma and Delaware – policymakers and advocates fought to remove automatic occupational licensing bars imposed on people convicted of felonies. While legislation successfully passed only in Delaware, both states’ endeavors offer valuable lessons for those of us engaging in policy advocacy work.

Oklahoma State Representative Opio Toure introduced House Bill 2714

[http://www.lsb.state.ok.us/2003-04HB/HB2714\\_int.rtf](http://www.lsb.state.ok.us/2003-04HB/HB2714_int.rtf)], which was co-authored by State Senator Angela Monson, to eliminate felony conviction barriers for nine occupational licenses: cosmetologists, professional engineers and land surveyors, athletic trainers and apprentices, real estate appraisers, physical therapists, speech-language pathologists and audiologists, professional counselors, marital and family therapists, and licensed behavioral practitioners. Unfortunately, the only license that was not opposed was cosmetology.

Delaware also benefits from a policymaker who has taken on the fight along side many advocates battling to create full employment opportunities for convicted felons in the state. State Representative Karen E. Peterson challenged the felony bars that previously excluded convicted felons from accessing 37 professional licenses and claimed victory on June 22<sup>nd</sup> when Governor Ruth M. Miner signed Senate Bill 229 into law (see

<http://www.legis.state.de.us/LIS/LIS142.NSF/93487d394bc01014882569a4007a4cb7/>.) One Delaware

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## Shout Out!



“Not just a job, it’s my life’s work.” **Carmen Castillo** has strong feelings about her job after spending 34 years as a job agent for the California Employment Development Department. For 24 of those years, she was the only job agent in her office assisting individuals with criminal histories in obtaining employment. In 1969, the California Legislature created the position of “job agent/ex-offender specialist” to assist unemployed people with criminal records secure employment. Ms. Castillo’s reluctant retirement is due to the elimination of her job title because of budget cuts.

In her decades of public service, Ms. Castillo went the extra mile for her clients, finding them employment opportunities and acting as a mentor for people who were working to reenter their community successfully. She effectively worked with employers, convincing them to take a chance on “her clients.” Employers received qualified workers and were willing to hire additional individuals with criminal records based on their previous experience with Ms. Castillo.

Ms. Castillo attended college while raising four children as a single parent. She has been a powerful inspiration and example to her family, as well as countless clients. Clients tearfully told Ms. Castillo, “You helped me... you gave me back my life.” All who were lucky enough to have been touched by her will miss Ms. Castillo. She took contact information from her clients and promised, “Don’t worry, I’ll keep in touch.”

Ms. Castillo hopes to find part-time or volunteer work with a community/faith based organization that will allow her to continue assisting individuals with criminal histories to find employment.

Congratulations on your retirement and a huge thank-you for your tireless efforts on behalf of your former clients.

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advocate, Wendell Howell of the National Coalition for the Full Opportunity of Felons (NCFOF), stated that, “Senator Peterson personally reviewed the Delaware State Code page for page on the issue of barriers aimed at attacking directly those professions that deny felons an opportunity to be considered for license... In the beginning of our efforts, it was rumored that the Governor wasn’t going to do anything for ‘felons.’” Howell also quickly pointed out that even he thought advocates would spend a lot of time educating the public and policymakers but he says, “The movement is further along in the hearts and minds of the politicians and public on the issue of restoring full opportunities for felons.”

We believe there are important lessons we can all learn from both of these efforts:

First, it is encouraging to know there are policymakers in nearly every state who have assumed leadership to create employment and other opportunities for people with criminal histories. Identify those policymakers who are empathetic to the cause and willing to work with community partners.

Second, be ready to address the arguments posed by those on the other side. Opponents to the Oklahoma bill were very vocal about their opposition to changing the law, drawing a significant amount of press coverage. In his article, “House Cans Bill for Felon Licenses” (*The Journal Record*, May 27, 2004), Ray Carter quoted several state representatives who allegedly believed that changing the law to require occupation licensing agencies to consider applicants with felony convictions and make individualized determinations would inherently give people with criminal records access to “people and locations they do not enjoy today.” Listening to the arguments of your opponents and being prepared to immediately address their concerns will improve your advocacy agenda.

Third, when challenging automatic occupational bars, it is important to point out that licensing agencies do not lose any authority or discretionary power to consider applicants’ qualifications, including considering the relevance of applicants’ criminal

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Congratulations to National H.I.R.E. Network Advisory Board Member **Gary Hinzman** for being selected to receive the Sam Houston State University "Executive of the Year" Award. Gary serves as the Director of the Sixth Judicial District Department of Correctional Services in Iowa. Gary will receive the award at the National Association of Probation Executives Annual Awards Breakfast on July 25th (in connection with the 29th Annual APPA Conference, in Orlando, Florida). ❖

histories to the responsibilities and duties of a particular profession. Representative Toure's staffer reported to *H.I.R.E. Network News* that, "A major argument from legislators who opposed House Bill 2714 was that they did not want people with criminal records accessing their homes and Representative Toure kept trying to tell them to 'Let the licensing boards decide.'" In Delaware, underlying support for the bill was based on the fact that an individual could still be denied a license if the licensing agency could prove that the applicant's criminal history has a substantial relationship to the license being sought.

Senator Peterson, along with many other advocates in Delaware, spent a considerable amount of time talking to well-known conservatives about the language included in SB 229. The law was clear about not taking away discretion from any of the licensing authorities covered by it, thus giving qualified individuals with criminal records an opportunity to be fairly and individually considered for occupational licenses. Wayne Thompson, the Director of All of Us or None in Oklahoma City and an advocate who worked closely with Representative Toure, concedes that, "We should have taken the Delaware approach with regard to language in our bill and included more about the relevance of the criminal record to the profession. We used this approach in the latter part of our campaign and were able to gain additional support for the bill, but it proved too late."

Finally, it is important to recognize that certain professions come under major scrutiny concerning risk to people or property. Sometimes opposition comes from surprising sources and is aimed at surprising occupations. For example, three professional licenses that have consistently been questioned are real estate, land surveying and engineering. Although most advocates question the logic behind these restrictions, it is important to do your homework before bringing challenges to any of the licenses with criminal record bars in your state. Contact professionals in those fields to learn what is accessible to the individual. For example, would the person with the occupational license gain access to people's financial information, their homes, or knowledge of security technology, etc. This may be the best way to be prepared for any opposition that may arise.

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## Notice of Training Opportunity

### The Real Cost of Prisons Project

The goals of the Real Cost of Prisons Project (RCPP) are to strengthen the organizing capacity of grassroots prison/justice activists and to broaden public understanding of the economic and social consequences of mass incarceration. To further this goal, three workshops (The Real Cost of The War on Drugs, The Real Cost of Prisons on Women and Their Children and The Real Cost of Financing and Siting of Prisons) were developed and presented to community based groups throughout the country. The RCPP is an activity of The Sentencing Project and is supported by a grant from the Community Advocacy Project of the Open Society Institute.

To increase the number of workshops being given, RCPP will be conducting a **Train the Trainers** workshop on October 9-12, 2004 in Northampton, Massachusetts. Trainers will be trained to teach one of the RCPP workshops and encouraged to incorporate information and materials specific to their geographic region/organization into the workshop. A minimum of nine people will be trained from throughout the country. Those applying should have a background in the subject area of the workshop in which they want to be trained. *The application deadlines are September 3, 2004 (by email) and August 31, 2004 (by postmark).* For information about the workshops, training program and an online application, go to [www.realcostofprisons.org](http://www.realcostofprisons.org) ❖

## Upcoming Conferences of Interest

**July 25-28, 2004**

**American Probation and Parole Association's 29<sup>th</sup> Annual Training Institute: "Community Corrections...Finding Solutions through the Magic within Us"**

Orlando World Center Marriott

Orlando, FL

Contact: [www.appa-net.org](http://www.appa-net.org)

Tel: 859-244-8204

Fax: 859-244-8001

Email: [appa@csg.org](mailto:appa@csg.org)

**Sept. 13-15, 2004**

**National Youth Employment Coalition 2004 Sixth Annual Promising Effective Practices Network (PEPNet) Institute Conference**

Renaissance Hotel

Washington, DC

Contact: [www.nyec.org](http://www.nyec.org)

Tel: 202-659-1064

Fax: 202-659-0399

**Sept. 19-21, 2004**

**International Economic Development Council 2004 Annual Conference: "Economic Development through Exploration and Discovery"**

Hyatt Regency

St. Louis, MO

Contact: [www.iedconline.org](http://www.iedconline.org)

Email: [ssmith@iedconline.org](mailto:ssmith@iedconline.org)

**Sept. 24-26, 2004**

**Fifth Annual Conference on Addiction and Behavior**

St. Louis Marriott Downtown

St. Louis, MO

Contact: <http://www.gwcinc.com/ncacbmainpg.htm>

**Sept. 26-29, 2004**

**11<sup>th</sup> National TASC Conference on Drugs and Crime: "Building Safer Communities through Partnerships to Restore Individuals and Families"**

Sheraton National Hotel

Arlington, VA

Contact: [www.nationaltasc.org](http://www.nationaltasc.org)

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Congratulations again to policymakers and advocates in Delaware and Oklahoma for their leadership in addressing these issues. If you are working on legislation to increase employment opportunities for people with criminal records in your state, let us know so we can share your experience with others. ❖



### Hot Off the Press Recent Reports

**New Beginnings: The Need for Supportive Housing for Previously Incarcerated People**, by Kendall Black of Common Ground Community and Richard Cho of Corporation for Supportive Housing (June 2004). This report examines the housing and service needs of formerly incarcerated people, particularly those with special needs, and presents a national survey of existing models of re-entry housing: new models of supportive housing models adapted to the specific needs of returning prisoners. It makes the case for supportive housing as a proven mechanism for reducing and preventing homelessness and criminal recidivism among people with special needs and chronic health challenges, and highlights the need for dedicated and streamlined funding mechanisms for its production. To read this report, go to [http://documents.csh.org/documents/pubs/full\\_new\\_beginnings.pdf](http://documents.csh.org/documents/pubs/full_new_beginnings.pdf)

**Reforming California's Youth and Adult Correctional System**, by the Independent Review Panel on Corrections. The Independent Review Panel on Corrections, chaired by former California Governor George Deukmejian, released this report containing recommended reforms to the existing organizational structure and operations, and when implemented, will return California to a national leadership role in youth and adult correctional systems. To view this report, go to <http://www.report.cpr.ca.gov/corr/index.htm>.

**State Prison Expenditures, 2001**, by James J. Stephan of the Bureau of Justice Statistics (June 2004). This report presents comparative data on the cost of operating the Nation's State prisons including State-level spending on prison employee salaries and wages, supplies, food, inmate medical care, utilities, contractual services, and capital expenditures, e.g. building construction, renovations, major repairs, and land purchases. To view this report, go to <http://www.ojp.usdoj.gov/bjs/abstract/spe01.htm>

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Oct. 15-17, 2004

Transition of Prisoners, Inc.

“Ministry in Motion: A National Prison Aftercare Conference”

Marriott Detroit Renaissance Center

Detroit, MI

Contact: Latitia Watkins

Tel: 313-875-3883 Ext. 27

<http://www.topinc.net>

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**State Prison-Building Boom May Be Over, But Spending on Prison Operations Continues to Grow**, by Lucy Dadayan of the Nelson A. Rockefeller Institute of Government (July 2004). This report addresses the fact that states increased per capita prison expenditures by 10 percent from 1996 to 2001. This growth was the result of operating spending increases offset by capital spending declines, driven by an 18.1 percent rise in the number of prisoners. To read this report, go to [http://stateandlocalgateway.rockinst.org/fiscal\\_pub/state\\_news/sn\\_reports/SFNV4N6.pdf](http://stateandlocalgateway.rockinst.org/fiscal_pub/state_news/sn_reports/SFNV4N6.pdf)

**Painting the Current Picture: A National Report Card on Drug Courts and Other Problem Solving Court Programs in the United States**, by C. West Huddleston, III, Judge Karen Freeman-Wilson, and Donna L. Boone for the National Drug Court Institute (May 2004). This report represents, for the first time, data, results, and outcomes compiled from numerous sources providing the current state of drug court research as well as results from the National Survey on Problem Solving Courts, conducted by the National Drug Court Institute in the last quarter of 2003. To view this report, go to <http://www.ndci.org/publications/paintingcurrentpicture.pdf>

**The Future of Drug Courts: How States Are Mainstreaming the Drug Court Model**, by Aubrey Fox and Robert Victor Wolf of the Center for Court Innovation (2004). This report examines how several states (including Louisiana, Missouri, New York and Ohio) are creating statewide plans to support the ongoing implementation of drug courts and the broad dissemination of drug court principles. The paper offers valuable lessons for anyone interested in how to move from small-scale experiments to system-wide reform. To read this report, go to [http://www.courtinnovation.org/pdf/future\\_of\\_drug\\_courts.pdf](http://www.courtinnovation.org/pdf/future_of_drug_courts.pdf)

**Juveniles in Corrections**, by Melissa Sickmund of the Office of Juvenile Justice and Delinquency Prevention. This report presents national and state-level data from the Census of Juveniles in Residential Placement (CJRP). The CJRP surveys public and private facilities and gives a detailed picture of juveniles in custody-age, race, gender, offenses, and adjudication status. To view this report, go to <http://ojjdp.ncjrs.org/publications/PubAbstract.asp?pubi=11641>

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## FUNDING OPPORTUNITIES!



### **Peter F. Drucker Award for Nonprofit Innovation:**

The Drucker Award is given each November to three non-profit organizations in recognition of an innovative, existing program that has made a difference in the lives of the people it serves. Peter Drucker's definition of innovation – change that creates a new dimension of performance – is key to consideration for the Award. *The deadline is August 3, 2004.* For more information, go to <http://www.drucker.cgu.edu/InnovationAward/>. ❖

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### **From Incarceration to Community: A Roadmap to Improving Prisoner Reentry and System**

**Accountability in Massachusetts**, by Ginger Martin and Cheryl Roberts of the Crime and Justice Institute (June 2004). This report addresses policy areas related to reentry (from sentencing through post-release follow-up), with a specific focus on the Massachusetts state prison system, houses of correction, and parole. To read this report, go to <http://crjustice.org/reentryrpt.pdf>

### **From Jobs to Careers: How California Community College Credentials Pay Off for Welfare Participants**

by Anita Mathur, with Judy Reichle, Julie Strawn, and Chuck Wiseley of CLASP (May 2004). This report, a joint venture of CLASP and the California Community Colleges Chancellor's Office, tracks the employment rates and median annual earnings of female welfare participants who exited the California community college system in 1999–2000. The report shows that women receiving welfare in California who complete an Associate degree or certificate work more and earn substantially more in the two years after college than they did before college. In addition, while attending school, the women welfare participants were more likely to be employed than the general California welfare population. To download this report, go to [http://www.clasp.org/DMS/Documents/1084454956.97/Jobs\\_Careers.pdf](http://www.clasp.org/DMS/Documents/1084454956.97/Jobs_Careers.pdf)

### **Guides for the Journey: Supporting High-Risk Youth with Paid Mentors and Counselors**

by Thomas J. Smith of Public/Private Ventures (June 2004). This report explores the use of paid counselors who work with high-risk youth over extended periods of time. The report profiles three programs now using this strategy and examines how public funding to support paid mentors and counselors may be mobilized. To read this report, go to [http://www.ppv.org/ppv/publications/assets/173\\_publication.pdf](http://www.ppv.org/ppv/publications/assets/173_publication.pdf). ❖