



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

October 31, 2011

MEMORANDUM TO THE COMMISSIONERS

FROM: Sergio Paz, President

SUBJECT: Commission Meeting of Monday, November 7, 2011

Our Commission will meet on **Monday, November 7, 2011**, from **12:30-2:00 p.m.**, at 3175 W. Sixth Street, Third Floor, Room 304 (Team Room) Los Angeles, California.

Enclosed is the Agenda and Draft Minutes of October 3, 2011 meeting for your review and approval.

If you are unable to attend the meeting, please call Grace Löwenberg at (213) 738-2792 no later than 9:00 a.m., Monday, November 7th.

Please ensure you have your Photo ID to enter the premises or you will need to sign in the reception area/security guard. Thanks.

See you **Monday!**

(Parking is available on 523 Shatto Street, 4th and Shatto. Park on Level 3 and above.)

The following Committees will meet prior to Commission Meeting: JAF Committee will meet @ 11:45 am, **Vision Room Rm. 300**. Members: Susanne Cumming, Chair, Lea Ann King, Co-Chair. Staff: Riku Matsuda, Elena Halpert-Schilt.

Racialized Gang Violence Prevention Initiative Committee scheduled to meet to meet @ 11:00 am, **Teamwork Room, Room 304**. Members: Eleanor Montaña, Chair, Sergio Paz (Vice-Chair), Vito Cannella, Adrian Dove. Staff: Anthony Massengale and Cherylynn Hoff

Human Relations Commissioners

Sergio Paz
President

Kathay Feng, Esq.
Vice President
William Lambert
Vice President

Susanne L. Cumming, Esq.
Vice President/Secretary
Dr. Sandra E. Thomas
Vice President

Donna Bojarsky
Rev. Zedar E. Broadous
Vito Cannella
Mario Ceballos
Tong Suk Chun
Michael Gi-Hao Cheung
Adrian Dove
Lea Ann King
Eleanor Montaña

Honorary Members

Ray W. Bartlett (1917-2008)
John Anson Ford (1883-1983)
Morris Kight (1920-2003)
Catherine G. Stern (1909-2010)
Philip R. Valera
Rabbi Alfred Wolf (1915-2004)

Human Relations Staff

Robin S. Toma, Esq.
Executive Director

Elena Halpert-Schilt
Assistant Executive Director

Intergroup Relations Specialists

Gustavo Guerra Vasquez
Cherylynn Hoff
Sikivu Hutchinson
Juan Carlos Martinez
Riku Matsuda
Josh Parr
Gustavo Partida
Ray Regalado
Fidel Rodriguez
Anthony Massengale, Sr.
Robert Sowell
Marshall Wong

Administrative Staff

Anahit Damlamanyan
Grace Löwenberg
Sharon Williams

Dispute Resolution Program
Lynette Monroe

Community and Senior Services

Cynthia Banks
Director

Otto Solorzano
Chief Deputy Director

Board of Supervisors

Gloria Molina
First District

Mark Ridley-Thomas
Second District

Zev Yaroslavsky
Third District

Don Knabe
Fourth District

Michael D. Antonovich
Fifth District

William T Fujioka
Chief Executive Officer



A G E N D A
MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE
Monday, November 7, 2011

12:00 p.m.
3rd Floor Teamwork Room – Ray Bartlett Conference Room
Community and Senior Services Building
3175 W. Sixth Street, Los Angeles, CA 90020

Our mission is to foster harmonious and equitable intergroup relations, to empower communities and institutions to engage in non-violent conflict resolution, and to promote an informed and inclusive multicultural society.

- 1. Call to Order/Flag Salute and Moment of Silence (12:00)**
- 2. Speaker: Mr. Peter Eliasberg, Esq., ACLU/SC, “Report on the Violence in the Jails.” (12:02)**
- 3. Approval of Minutes of previous meetings* (12:32)**
- 4. Public Comment (12:40)**
- 5. President’s Report (12:45)**
 - 5.1. Highlight on a Commissioner
 - 5.2. Project for Consideration: Movies that Matter
 - 5.3. Article VIII of the Commission Bylaws
 - 5.4. “Take a Stand Against Bullying” Candlelight Vigil (October 20th)
- 6. Executive Director’s Report (1:00)**
 - 6.1. Calendar of meetings of Commission and Committees
 - 6.2. Strategic Plan Updates – annual report on hate crimes
 - 6.3. Racial Reconciliation Institute strategic retreat
 - 6.4. Sunset Review update
- 7. For Discussion/Action (1:10)**
 - 7.1. Movies that Matter proposal (first in a series) [Options: teach your children well, light in the darkness, etc.]
 - 7.2. International Human Rights Day Proclamation for December 10th
 - 7.3. Annual Report on Hate Crime
 - 7.4. Recap of John Anson Ford Award Event on October 11, 2011
 - 7.5. Ratification of Ad Hoc Committee on Movies that Matter
- 8. Committee Reports** (1:45) (3 minutes per item, except where noted)**
 - 8.1 Ad Hoc Leadership Committee (Paz)
 - 8.2 Youth Committee (King)
 - 8.3 Racialized Gang Violence Prevention Committee (Montaño/Paz)
 - 8.4 Crisis Response Committee (Feng)
 - 8.5 JAF Human Relations Awards Committee (Cumming)
 - 8.6 Ad Hoc Committee on Movies that Matter
- 9. Commissioner’s Comments/Announcements (1:56) (2 minutes per item)**
- 10. Adjournment (2:00)**

Note: Dr. Sandra Thomas will be participating by conference telephone communication from the following location: 3544 Canon Blvd., Altadena, CA 91001; (626) 399-5007.

Para mas información en español, favor de comunicarse al (213) 738-2788.

* Denotes that this or previous agenda packets include written material regarding this agenda item.

** All committee reports are to be submitted in writing in advance for the agenda packet. Meetings are held in English. If interpretation in other languages or accommodations for persons with disabilities are needed, please contact the Commission at (213) 738-2788 at least 72 hours before the meeting. The meetings of the Human Relations Commission are accessible to persons with disabilities. Access to the facility is via the Sixth Street entrance.



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Fifth District

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Chief Executive Officer

Racialized Gang Violence Prevention Initiative Committee

11:00 AM-12:00 PM, Monday, November 7, 2011

3175 W. 6th Street, Los Angeles, CA 90020

CSS 3rd Floor Teamwork Room #304

AGENDA

1. Call to Order/Review and Approve Agenda
2. RGVPI Update (Staff)
 - AB 109 State Parole Realignment
 - Youth/Young Adult Re-Entry Planning Follow-up
 - Countywide Regional Gang Violence Reduction Initiative
 - Harbor Gateway GRACE Sustainability Strategy (Campaign)
 - Pasadena-Altadena Vision 20/20 Initiative
 - South LA Community Violence Intervention-Prevention Pre-Proposal
 - Other Projects and Activities
3. Commissioner Concerns, Questions, and Recommendations
4. Next Steps/Adjourn
 - Assignments
 - Next Meeting: December 5, 2011
 - Public Evaluation of this Meeting

Human Relations Staff

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Executive Director

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Assistant Executive Director

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JOHN ANSON FORD AWARDS COMMITTEE

of the Los Angeles County Human Relations Commission

Meeting

Monday, November 7, 2011
11:45am-12:30pm
Vision Room (Room 300), 3rd Floor
3175 West Sixth Street
Los Angeles, CA 90020

Members:

Susanne Cumming (Chair)
Lea Ann King
Sergio Paz (Ex-Officio)
Elena Halpert-Schilt, riKu Matsuda, Robert Sowell, Staff Liaisons

A G E N D A

New Business

- JAF Awards debrief/evaluation
- Budget Review
- Other

Para mas información, favor de comunicarse al (213) 738-2788.

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SC:rM



Los Angeles County Commission on Human Relations

3175 W. Sixth Street, 4th Floor
Los Angeles, California, 90020

(213) 738-2788
<http://www.lahumanrelations.org>

[DRAFT] MINUTES
HUMAN RELATIONS COMMISSION
Meeting of October 3, 2011
Community and Senior Services (CSS)
3175 W. Sixth Street, Room 304 – Ray Bartlett Conference Room/Teamwork Room
Los Angeles, California 90020

PRESENT: Susanne Cumming William Lambert
Adrian Dove Eleanor Montañó
Kathay Feng Sergio Paz
Lea Ann King Sandra E. Thomas

ABSENT: Donna Bojarsky Mario Ceballos
Rev. Zedar E. Broadous Michael Gi-Hao Cheung
Vito Cannella Grandmaster Tong Suk Chun

STAFF: Anahit Damlamanyan Robert Sowell
Grace Löwenberg Robin S. Toma

1. **Call to Order/Flag Salute and Moment of Silence:** The Executive Committee meeting was called to order by President Paz at 12:09 p.m. The flag salute and moment of silence were led by Commissioner Lambert.
2. **“Light in the Darkness:”** President Paz introduced and then showed off the first 20 minutes of a powerful new 1 hour film that aired on PBS called “Light in the Darkness” by Not In Our Town, re: a community’s response to an anti-immigrant hate murder.
3. **Approval of Minutes:** It was moved by Commissioner Cumming and seconded by Commissioner Thomas, to approve the minutes of the meetings of August 1, 2011 and September 6, 2011. The motion carried unanimously.
4. **Public Comment:** None offered.
5. **President’s Report:** President Paz reported on the following:

- 5.1 Highlight on a Commissioner:** Commissioner Montaña shared a great wealth of information about herself and lifetime of community volunteer service. She has served 28 years on the Commission, over 38 years of volunteer work for the LAPD that include the Crisis Response team and hearing examiner on the Board of Rights, a disciplinary panel, and many years on the Los Angeles County Sybil Brand Commission for Institutional Inspections, of which she has been its Chairperson for the past six years.
- 5.2 Special Presentation:** Commission President Paz and Executive Director Toma presented a five-signature scroll from the Board of Supervisors to Commissioner Dr. Sandra E. Thomas for her two years of service as President from July 2009 to June 2011.
- 5.3 Project for Consideration:** President Paz presented a PowerPoint presentation for a new proposal "Movies That Matter" to introduce sensitive subjects to create dialogue using films that highlights important human/civil rights issues. President Paz asked for all commissioners to take the lead on the proposed project to work together as a group to present a series of films for all five supervisorial districts to build awareness and create a sense of understanding of the various issues. President Paz asked Commissioners to refer to pages 13-16 of the material in their agenda packet to get a better understanding of the proposal. The PowerPoint will be available for Commissioners to view as a template to move forward with the project.
- 5.4 Article IX of the Commission Bylaws:** President Paz asked all Commissioners to refer to their agenda packets, page 17 articles on Bylaws, which refers to absences on the Commission meetings. President Paz instructed the Vice President/Secretary to send a letter to all affected Commissioners reminding them of their absenteeism.
- 6. Executive Director's Report:** Executive Director Toma reported that Elena Halpert-Schilt will be off from work due to a family illness. He also stated that she thanks everyone and appreciates those who have communicated and supported her and her family during this difficult time.

 - 6.1 Calendar of Meetings of Commission and Committees:** Executive Director Toma called attention to the calendar of events and highlighted upcoming events of interest to Commissioners.
 - 6.2 Strategic Plan Updates:** Executive Director Toma reported that the Hate Crime report is calendared for November 17, 2011 as our release date, which we anticipate having significant findings that will be discussed at our next Commission meeting. Executive Director Toma shared that a new state law, SB 48, was passed that would seek to prevent sexual orientation discrimination in public school textbooks, and that there is now a campaign to repeal it which is seeking to qualify for the elections ballot.
 - 6.3 AB 109 and Reentry Efforts:** Executive Director Toma asked Commissioners to refer to the memo on page 29 of their agenda packets for CSS recommendations on County's plan for the AB 109 Realignment. The memo's major points identified how to increase employment opportunities and reviewed best practices in re-entry employment strategies. He shared that CSS's Human Relations Branch and Workforce and Community Services Branch have been working on this. He has asked that the Probation Department alert us to the release of inmates from gangs

that are involved in racial targeting so we can contact our community stakeholders regarding their re-entry into the neighborhood. He stated that he will continue to report on the re-entry issue as our goal is to support county investment in helping formerly incarcerated secure jobs and education, to give them a second chance, reduce recidivism, and as a primary way of systematically reducing and preventing racialized gang violence.

- 6.4 Human Relations impact of 10th Anniversary of 9/11 Attacks:** Executive Director Toma reported on an incident that occurred during the Anniversary of 9/11, when an Arab-American family arrived home on September 12th to find a brick thrown through their window. He noted that it was under investigation. Executive Director Toma stated that happily the Southern Asian Network and the Muslim Public Affairs Council had yet to receive reports of acts of hate.
- 6.5 Sunset Review update:** Executive Director Toma reported that Sunset Review is to be on the Board of Supervisors Agenda for October 11, 2011. The CEO supports the Audit Committee's recommendation that the Human Relations Commission continue until its next Sunset Review in September 2015.

7. For Discussion/Action:

- 7.1 HRC adoption of IAOHRA Resolutions 1, 2, 4 and 5:** After review and discussion, it was moved by Commissioner Cumming seconded by Commissioner Lambert, and unanimously approved to adopt IAOHRA Resolutions 1, 2, 4 and 5.
- 7.2 CSS Recommendations for LA County's Implementation of AB 109 (County Probation replacing State Parole).** After review and discussion, it was moved by Commissioner Dove, seconded by Commissioner Lambert, and unanimously approved to move forward with the CSS' recommendations for LA County's Implementation of AB 109.
- 7.3 Renewal of LAUSD Contract with CSS/HRC for Human Relations elements for Safe Schools/Healthy Students "W.I.N." Project at Washington Prep High School:** After review and discussion by Commissioners, it was moved by Commissioner King, seconded by Commissioner Cumming, and passed unanimously to approve the renewal of LAUSD contract with CSS/HRC.

8. Committee Reports:

- 8.1 Ad Hoc Leadership Committee:** No Report
- 8.2 Youth Committee:** No Report
- 8.3 Racialized Gang Violence Prevention Committee:** President Paz reported that the countywide Regional Gang Violence Reduction Initiative grant was not funded.
- 8.4 Crisis Response Committee:** No Report

8.5 John Anson Ford (JAF) Human Relations Award Committee: Commissioner Cumming announced the JAF event on October 11, 2011 and asked all Commissioners to arrive by 10:45 a.m. to welcome our guests and awardees. She also announced that Bricks will be the Emcees for this year's event, and discussed the Program. Lastly, President Paz thanked Commissioner Cumming and the committee for their hard work in making this event successful.

9. Commissioner's Comments/Announcements: No Report

10. Adjournment: It was moved by Commissioner Thomas, seconded by Commissioner King, and approved unanimously to adjourn the meeting at 2:02 p.m.

Respectfully submitted,

Susanne L. Cumming, Esq.
Vice-President/Secretary

5. The Secretary shall advise appointing Supervisors when vacancies in Commission membership occur.

ARTICLE VIII - COMMISSION MEMBERS

- A. The Commission shall have a general supervision of all matters pertaining to the Commission, and through the Executive Director to its staff.
- B. It shall be the duty of all Commission members to attend all meetings of the Commission except in case of illness or other emergencies. If a member of the Commission shall fail to attend three (3) consecutive regular meetings (Ordinance 4099, Sec. 395, 3/22/63) or fifty percent of regular meetings in any half of a calendar year without being excused by said Commission, such absences shall be reported to the appointing supervisor by the Secretary.
- C. The Secretary shall advise the appointing Supervisor when vacancies in Commission membership occur.

ARTICLE IX - COMMITTEES

The Commission may establish standing or ad hoc committees at its discretion, and define their area of operation and concern. As provided by ordinance, such committees may be composed of persons not holding membership on the Commission except that the chairman of each such committee shall be a Commission member. Committee members shall be appointed annually and ratified by the Commission.

Absence, except for illness, from more than twenty-five percent of committee meetings during any twelve month period shall constitute automatic resignation from the Committee, subject to Commission action.

ARTICLE X - EXECUTIVE DIRECTOR

The Executive Director of the Commission shall serve as head of the Commission staff. Subject to the supervision of the Commission and the Board of Supervisors, the Executive Director of the Commission is responsible, as the department head and the administrative head of the Commission staff, for implementing and executing the policy and program of the Commission.

No later than September of each year, the President of the Commission, in consultation with the Executive Director, will set annual performance goals for the Executive Director, based on the program plan approved by the Commission. To coordinate with the annual department head evaluation process of the Board of Supervisors, the Executive Director's annual performance goals shall be submitted to the Chief Administrative Officer on the first day of October of each year.

August 17, 2011

To: L.A. County Community Corrections Partnership Committee
Antonia Jimenez, Deputy Chief Executive Officer

From: Cynthia Banks, Director, Community and Senior Services (CSS)

Subject: CSS Input to the County's Realignment Plan

As you know, CSS has participated in the Community Corrections Partnership Committee that is planning for the implementation of AB 109. CSS' role on the committee involves the identification of CSS services and expertise that can be brought to the table. One of those services is Workforce Development.

Attached for your consideration are CSS's recommended additions regarding employment for inclusion in the County's Plan for the AB 109 Realignment.

If you have questions or need additional information, you may contact Josie Marquez at jmarquez@css.lacounty.gov or Robin Toma at rtoma@css.lacounty.gov.

RECOMMENDATIONS FROM COMMUNITY AND SENIOR SERVICES

ON REENTRY EMPLOYMENT SERVICES

FOR THE L.A. COUNTY AB 109 IMPLEMENTATION PLAN

A review of over 400 studies found that “employment is the single most critical element in reducing recidivism, particularly for adults,” (*emphasis added*) according to The *County of Los Angeles Young Offender Reentry Blueprint*. (2011) (“Reentry Blueprint”), p. 60) CSS produced the Reentry Blueprint through a series of community summits in all five supervisory districts, in partnership with UCLA School of Public Affairs, and through a grant by the U.S. Department of Labor.

In this document, we provide language that can be included in the implementation plan as it relates to CSS programming. The following provides proposed language that broadly describes how the Workforce Investment Act (WIA) system and services can be included in the overall County plan.

This is not intended to be a comprehensive list of all the plan elements. Rather, we identify some basic elements related to employment and training that would strengthen the County plan. Successful implementation of many of these elements will require inter-agency cooperation and collaboration, as well as adequate resources.

Attachment A provides a list of best practices in providing effective employment opportunities for the formerly incarcerated. While some are strategies that are already in progress, others are important longer term goals and strategies essential for developing the most effective reentry employment system for our county.

We propose that Employment and Training resources be made available as follows:

1. Fund existing WIA contractors with a track record of serving reentry populations to conduct a pilot project designed to provide formerly incarcerated persons with employment and training services. The local Workforce Investment Board has already approved \$500,000 for this effort.
2. Develop an outreach and marketing plan focused on the targeted populations that is a collaborative effort of the Probation Department, Local Workforce Investment Areas, the Sheriff’s Department and other stakeholders. This plan would include:
 - Tailored marketing and outreach of job programs to the target population.
 - Enhancement of WIA’s existing linkages with, and support the continuation of, the PACT (Parole And Community Team, a network of reentry service providers convened previously by the state’s parole agency) and other programs for recently released

ex-offenders. Currently, CSS WIA contractors attend PACT meetings to expose reentry populations to resources, particularly employment and training services.

- Partnerships with Probation (i.e., AB109 HUBs and Probation offices), LA Sheriff's Department (i.e., Community Transition Unit), and other County departments, as well as the L.A. Regional Reentry Partnership and other community based organizations and partnerships that have access to the catchment population, to establish a stronger referral system to the WorkSource Centers.
3. Research best practices (see Attachment A: Best Practices in Reentry Employment) to build capacity within the WorkSource Centers, probation institutions, county jails, state prisons and other relevant institutions to better address the unique workforce readiness and employment needs of reentry populations. This would entail having key community partners who have a track record of success in providing employment services for the formerly incarcerated train our WorkSource Centers on strategies for success with reentry clients.
 4. Establish baseline information on how the WIA system currently reaches and serves reentry populations. This would require an impact analysis of the effectiveness of specific outreach and marketing to parolees to address factors such as the number enrolled, number trained, number placed, the reasons for success or failure of job placements, etc.

If you have questions or need additional information, you may contact Josie Marquez at jmarquez@css.lacounty.gov or Robin Toma at rtoma@css.lacounty.gov.

Attachment A: Best Practices in Reentry Employment

The most effective practices and strategies for moving formerly incarcerated persons to employment have been studied and identified in a number of places, including:

- *County of Los Angeles Young Offender Reentry Blueprint*. (2011) (“Reentry Blueprint”)
- *From Prison to Work: The Employment Dimensions of Prisoner Reentry*, The Urban Institute’s Justice Policy Center (2004) (“Urban Institute Report”)
- LA County Probation’s *Advancing a Strategic Plan for the Implementation of AB 109 – Community Supervision Program Countywide*(2011)(“Probation’s AB 109 Strategic Plan”)
- *21st Century Project: Recidivism Prevention and Reduction in Los Angeles County* (2009)(“21st Century report”)

Listed below are a number of best practices in reentry employment that would be critical for inclusion in the County Realignment Plan, as goals, objectives and strategies. Some are already being implemented by Probation, the Sheriff’s Department, or Worksource Centers. Many still need to be fully operationalized, integrated, or made countywide.

1. **Provide in-custody access** to counseling, training, education, vocational programs, and jobs to remediate existing deficits in these areas. (Urban Institute Report) The Sheriff’s Department is pursuing this strategy through their Community Transition Unit (CTU).
 2. **Increase the presence of CBO’s** providing career assessment and skills-training programs within state and county facilities. (Reentry Blueprint) This could include the placement of a reentry specialist at those WorkSource centers serving the larger reentry populations, as has been done in the City of L.A.
 3. **Prepare for release by assembling needed documents** (social security cards, copies of GED or high school diplomas, transcripts, vocational training certificates, etc.), polishing interview skills, and providing guidance on how to present criminal justice history and instruction on how to use job search resources. (Urban Institute Report)
 4. **Offer support during critical days** following release and immediate access to income. (Urban Institute Report)
 5. **Expand the array of resource centers** providing job skills and work experience or employment placement services for returnees. (Reentry Blueprint)
-

6. **Focus on motivation, envisioning new roles and self-concepts**, identifying signals of readiness that can be used to demonstrate commitment to a job, and nurturing the commitment to change. (Urban Institute Report)
7. **Provide for a gradual transition** from the “total institution” structure of the prison environment to an open schedule that depends on self-direction and self-discipline. (Urban Institute Report)
8. **Attend to compatibility between former prisoners’ temperament and skills and the requirements of available jobs.** (Urban Institute Report)
9. **Supplement criminal justice (post-release) supervision** with non-punitive, problem-solving assistance. (Urban Institute Report)
10. **Develop resources for concrete supports** such as transportation, interview clothes and work clothes, childcare, housing, and food. (Urban Institute Report)
11. **Create a well-developed network of potential employers** in a diversity of job markets; emphasize those that are convenient to former prisoners’ places of residence and easily accessible by public transportation. (Urban Institute Report)
12. **Expand employment programs** that build relationships with companies offering longer-term career paths for returnees. (Reentry Blueprint)
13. **Cultivate employer satisfaction through frequent contact** and willingness to mediate conflicts and solve problems related to the offender’s ability to report to work consistently and on time, to work as a team, to take direction and constructive criticism, etc. (Urban Institute Report)
14. **Work to increase positive media coverage** of successfully employed ex-offenders. (Reentry Blueprint)
15. **Increase partially paid job training opportunities** and expand employers’ knowledge of available tax incentives for hiring formerly incarcerated individuals (Reentry Blueprint). These would include such programs as Temporary Subsidized Employment (TSE) provided through WorkSource centers, which Probation’s Adult Day Reporting Centers paired with Alternative Treatment Caseloads.
16. **Coordinate job and criminal justice commitments** to minimize interference with job responsibilities while maintaining the benefits of supervision. (Urban Institute Report)
17. **Focus on job retention** so that ex-offenders build a solid work history that can be used to attract future opportunities. (Urban Institute Report)

18. **Set aside a certain percentage** (e.g., 10%) of contracts for employers hiring the
“at risk” target population including the formerly incarcerated.