

**RES12-086**

Wilmington, Delaware  
December 6, 2012

**#3768**

**Sponsor:**

**Council  
Member  
Wright**

**Co-Sponsors:**

**Council  
President  
Griffiths**

**Council  
Members  
Shabazz  
Kelley  
Walsh  
M. Brown  
D. Brown  
Cabrera**

**WHEREAS**, the release each year of thousands of people from prison has established reentry as a high profile issue on national, state and local policy agendas; and

**WHEREAS**, the ability of an ex-offender to transition to the community as a law abiding citizen is in the interest of public safety; and

**WHEREAS**, Wilmington City Council and the Administration are supportive of efforts that facilitate the successful re-integration into society of individuals with criminal backgrounds; and

**WHEREAS**, ex-offenders, particularly those recently released from prison, face significant barriers to many types of legal employment; and

**WHEREAS**, studies indicate that stable employment is one of the best predictors of post-release success; and

**WHEREAS**, introduced July 26, 2012, H. R. 6220: Ban the Box Act, is federal legislation aimed to prohibit an employer from inquiring whether an applicant for employment has been convicted of a criminal offense, except in certain circumstances; and

**WHEREAS**, several major U. S. cities and counties including Atlanta, Baltimore, Chicago, Philadelphia, Richmond and Seattle, have adopted their own "Ban the Box" fair

hiring policies, to remove unfair barriers to employment for people with criminal records;  
and

**WHEREAS**, many of the policies do not preclude, but rather delay the point at which criminal inquiries are made and background checks are conducted on potential employees, providing the employer with an unbiased assessment of the candidate.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON**, that the City Council encourages the Administration to immediately "Ban the Box" on City of Wilmington employment applications and supports their efforts to restore hope and opportunity to a disenfranchised population.

Passed by City Council,  
December 6, 2012

Attest:

Mairebel Seijo  
City Clerk

Approved as to form this 3<sup>rd</sup>  
day of December, 2012.

John R. Mericle  
City Solicitor