



April 25, 2016

President Barack Obama  
The White House  
1600 Pennsylvania Ave., N.W.  
Washington, D.C. 20500

Dear Mr. President:

On behalf of the 136 organizations and 64 individuals listed below, we are writing to commend your administration’s demonstrated commitment to reducing barriers to employment for people with arrest and conviction records and to renew our call for additional action that extends “ban the box” and fair chance hiring to the nation’s government contractors.

On March 25, 2015, many of our organizations first wrote to you making the case for an executive order leveraging the federal government’s significant resources to expand employment opportunities for people with records by requiring federal contractors to adopt fair chance hiring. The administration’s November 2, 2015, initiative applying “ban the box” to the federal hiring process and the White House Fair Chance Business Pledge announced on April 11 have set the baseline standards for the nation’s private employers to follow. While more private employers are voluntarily embracing fair chance hiring, there is no adequate substitute for requiring the 170,000 federal contractors that employ nearly 25 percent of the nation’s workforce to adopt ban-the-box in return for the \$700 billion they receive to provide taxpayer-subsidized goods and services.

Moreover, because most of the nation’s largest federal contractors operate across state lines, they are already subject to multiple state and local ban-the-box laws. Indeed, seven states (Hawaii, Illinois, Massachusetts, Minnesota, New Jersey, Oregon, and Rhode Island) and many of the nation’s largest cities (including Baltimore, Chicago, New York City, Philadelphia, Seattle, San Francisco, and Washington, D.C.) have fair hiring mandates in place covering private sector employers. As a result, roughly 25 percent of the nation’s civilian workforce (or over 40 million workers) are employed in a state or locality where private sector employers are obligated to

comply with a ban-the-box law. Thus, abundant precedent exists to help pave the way for a federal executive order regulating the nation’s private contractors.

On November 2, 2015, the White House expressed support for extending ban-the-box to federal contractors but withheld executive action because it was “encouraged that Congress is considering bi-partisan legislation that would ‘ban the box’ for federal hiring and federal contractors.” Unfortunately, since that time, the prospects for timely passage of the Fair Chance Act (S. 2021/H.R. 3470) have remained elusive. Thus, given the limited window of opportunity remaining before the current presidential term ends, we urge the administration to build on its significant record of accomplishments and take the critical next step at its disposal to help achieve full participation of people with records in the workplace.

Seizing on the momentum across the country and the expanding job market, we urge you to immediately issue an Executive Order leveraging federal taxpayer dollars to ensure that federal contractors do their part to eliminate unnecessary and discriminatory barriers to employment for the 70 million people in this country with criminal records. For more information, please contact Maurice Emsellem at the National Employment Law Project ([510-663-5700/ emsellem@nelp.org](tel:510-663-5700)) or Sakira Cook at the Leadership Conference on Civil and Human Rights ([202-263-2894/ cook@civilrights.org](tel:202-263-2894)). Thank you.

Sincerely,

**National Organizations**

- |   |   |
|---|---|
| #cut50  | NAACP   |
| 9to5, National Association of Working Women                           | NAACP Legal Defense and Educational Fund, Inc.      |
| AFL-CIO   | National Association of Criminal Defense Lawyers    |
| American Civil Liberties Union  | National Center for Lesbian Rights                  |
| American Federation of State, County and Municipal Employees (AFSCME) | National Center for Transgender Equality            |
| AIDS United   | National Council of Asian Pacific Americans (NCAPA) |
| All Eyes On Africa Communications                                     | National Council of Jewish Women                    |
| All of Us or None   | National Employment Law Project                     |
| Asian Pacific American Labor Alliance, AFL-CIO (APALA)                | National H.I.R.E. Network                           |
| Brennan Center for Justice at NYU School of Law                       | National Housing Law Project                        |
| Center for Community Change   | National LGBTQ Task Force                           |
| Center for Popular Democracy  | National People's Action                            |
| Central Conference of American Rabbis                                 | National Urban League                               |
| Church of Scientology National Affairs Office                         | National Women's Law Center                         |
| Citizens United for Rehabilitation of Errants, CURE                   | National Workrights Institute                       |
| Center for Law and Social Policy (CLASP)                              | Partnership for Working Families                    |

Coalition for Juvenile Justice  
Coalition on Human Needs  
ColorofChange  
Collateral Consequences Resource Center  
Drug Policy Alliance  
Friends Committee on National Legislation  
Give Something Back Office Supplies, Inc.  
Global Citizens Fight Corruption in America  
In the Public Interest  
Insight Center for Community Economic  
Development  
Institute for Science and Human Values  
Interfaith Center on Corporate Responsibility  
Interfaith Worker Justice  
JustLeadershipUSA  
Justice Policy Institute  
LatinoJustice PRLDEF  
Leadership Conference on Civil and Human Rights  
Legal Action Center  
Legal Services for Prisoners with Children  
Main Street Alliance  
MoveOn.org Civic Action  
Multidisciplinary Association for Psychedelic  
Studies

PICO National Network  
PolicyLink  
Pride at Work  
Rosenberg Foundation  
Sargent Shriver National Center on Poverty Law  
Service Employees International Union (SEIU)  
Southeast Asia Resource Action Center (SEARAC)  
Sugar Law Center for Economic & Social Justice  
The Dream Corps  
The Ella Baker Center for Human Rights  
The Sentencing Project  
Transport Workers Union  
Transportation Trades Department, AFL-CIO  
T'ruah: The Rabbinic Call for Human Rights  
Union for Reform Judaism  
United Church of Christ Justice and Witness  
Ministries  
United States Student Association  
V.O.T.E.  
W. Haywood Burns Institute  
We Are All Criminals  
Women Donors Network  
Working Families Party  
Working Narratives  
Zevin Asset Management

### **State and Local Organizations**

9to5 California  
9to5 Colorado  
9to5 Georgia  
9to5 Wisconsin  
A New PATH (Parents for Addiction Treatment &  
Healing)  
A New Way of Life Reentry Project  
Alliance of Communities Transforming Syracuse  
Anti-Recidivism Coalition  
Asian Americans Advancing Justice-Los Angeles  
Because Black is Still Beautiful  
California Coalition for Women Prisoners  
Californians for Safety and Justice  
Californians United for a Responsible Budget  
(CURB)

Los Angeles Alliance for a New Economy  
Lawyers' Committee for Civil Rights of the San  
Francisco Bay Area  
LifeLine to Success  
Madison Organizing in Strength Equality and  
Solidarity  
North Carolina Justice Center  
New Mexico Voices for Children  
Ohio Poverty Law Center  
Park View Mennonite Church  
Public Justice Center  
Reconnections  
Resilient Wellness  
Root & Rebound  
Safe Return

Center for Community Alternatives  
Chevy Chase Presbyterian Church, Earth Stewards  
Chicago Jobs Council  
Coleman Advocates for Children and Youth  
Coleman Group, LLC  
Colorado Center on Law and Policy  
Community Service Society of New York  
Criminal Justice Initiative  
Criminal Justice Reform Institute, LLC  
DC Fiscal Policy Institute  
East Bay Community Law Center  
Essie Justice Group  
Grace Apostolic Church  
Greater Boston Legal Services  
Hands Across the Bridge  
Human Rights Pen Pals  
Jesuit Social Research Institute  
Just Schools Project

Safer Foundation  
San Francisco Bay View National Black  
Newspaper  
San Francisco Children of Incarcerated Parents  
Partnership  
SCALE, Inc.  
Sex Workers Project  
Smart Technologies Consulting  
Social Action Linking Together (SALT)  
Southern Coalition for Social Justice  
Southern Poverty Law Center  
Spanish Apostolate of the North Fork  
SunflowerLife, LLC  
Virginia CURE  
Voices of Community Activists & Leaders (VOCAL-  
NY)  
WayPass, City College of San Francisco  
William E. Morris Institute for Justice

### **Individuals**

Van Jones, President and Founder, The Dream Corps  
Monique W. Morris, Ed.D., Author & Co-Founder of the National Black Women's Justice Institute  
Chris Redlitz, Co-Founder, The Last Mile

### **Members of All of Us or None**

Andres Abarra  
Moala Alipate  
Amir Amma Varick  
Miguel Avila  
Basil Awwad  
Octave Baker  
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Sheila Blake  
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Jerome Carlross  
Michael Cole

AmberRose Howard  
Vanessa Jackson  
Solar Jenkins  
Sandra Johnson  
Edmond Juicy  
Tynan Krakoff  
Arthur League  
Ruben Leal  
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Steve Martinot  
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Danny Murillo  
Michael Muscadine  
Misty Rojo  
Jared Rudolph  
Tahtanerriah Sessoms-Howell  
Hannibal Shakur  
Decarla Smith  
Sundiata Tate  
Karen Vanpelt  
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Martin Vela-Sanchez  
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