



Meeting Summary February 13th, 2020

Attending: Millie Dee Stevens, John Flemming, Ben Goldman, Alex White, Jessie Halladay, and Jeremy Byard

Staff: Miranda Deaton

The meeting began at 11:00am and was held in the training room on the first floor of the Jefferson County Judicial Center. Jessie opened the meeting with having everyone introduce themselves and provided an overview of the Workforce and Education Workgroup.

Here is the meeting agenda for reference:

- II. Workforce & Education Workgroup Overview
- III. “Human Library” Event
- IV. Occupational Labor Reg Change Update
- V. Employer Survey Questions / Revisit
- VI. Partner Updates
- VII. Next Steps
- VIII. 2020 Meeting Dates
- IX. Reentry Workplan Initiative
- X. Adjourn

“Human Library” Event

Most of the meeting was spent discussing the first event that the Opportunity Network will host. This event is based off a “human library” event that focuses on people connecting over a topic. For our event the topic will be: Transformational Employment.

This event will include people “books” and employers who are hesitant or would like more information about hiring people with a criminal background. There will be one on one conversations where the books or storytellers will talk with the story-listeners.

Event Plan: 2.5 hours

Location: TBD *The Table or an ON-member organization

Format: 30 min mingle arrive, 1 hour – 5 min intros + thank you, 2-20 min sessions of checking out the books + 1:1 conversation, 15 min break in between, 30 min debrief, 30 min networking / overflow time

Dates: Between May 11- May 21st

WHAT WE NEED FROM YOU: We are asking that you think about employers who are on the fence about being a transformational employer (aka hiring people with backgrounds) and employers that have had success as a transformational employer.

FOR EXAMPLE:

Company A has hired 4 people with criminal backgrounds, and they changed their HR policy to make each hiring decision on a case by case basis.

Company B has a “blanket ban” on hiring people with criminal backgrounds but no actual policy on the books.

Company C needs a broader applicant pool and is interested in transformational employment but isn't sold on the idea.

Company B + C would be great to invite as story-listeners and Company A would be a great storyteller “aka book”. Other good storytellers would be people who have been hired that have criminal backgrounds, people in recovery, HR reps that have changed company policies to be background friendly and more!

This is NOT a hiring event or an employment fair. This is an opportunity for two strangers to get to know each other and hear about the impact and experience that policies have on a person's life.

This event is aligned with the Opportunity Networks strategic plan to enhance public awareness of Reentry, build communication between an array of people committed to criminal justice, and develop relationships with change agents.

We are hopeful that an outcome of this event is that we begin a conversation around transformational employment and at least one company or person is more open to the idea.

There will be a part 2 to this event, on a different day, where the story-listeners will be able to debrief, share their experiences, ask questions to their specific circumstance, and talk with HR reps and lawyers about how to change their company policies.

Please let Miranda know what dates would work best for you / employers / storytellers + listeners that you would like to invite to this event. Miranda has an invitation that will be sent out as soon as a date and location are selected. Date options are between May 11 – May 21st.

Reentry Workplan Initiative

Miranda updated the group on the Reentry workplan initiative that the larger body of the Opportunity Network is working on. Please see the attached PDF: A Case For a Reentry Workplan to see more information.

Due to time the following items will be on the next meeting agenda.

Occupational Labor Reg Change Update
Employer Survey Questions

The meeting was adjourned at 12:08pm.

Miranda Deaton
Staff – Opportunity Network