



**Center for
Employment
Opportunities**

CEO'S POLICY AGENDA

Eliminate supervision policies that keep people from success.

In order for people to be successful when they come home, we must reform legal systems that have significant negative impacts on employment, perpetuate racial disparities, and serve no public safety purpose.

The imprisonment rate for Black men is 5.8 percent times that of white men. Nationally, 1 in 81 white individuals vs. 1 in 23 Black individuals are on supervision.

Numerous policy changes are needed to address high rates of incarceration and over-supervision that interfere with employment.

**Change
that works.**
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Alternatives to incarceration and sentencing reform are urgently needed.

It is necessary to reduce incarceration and supervision terms that remove individuals from the workforce for long periods of time, creating income and training gaps that are impossible to overcome.

Supervision conditions should be minimal and focused on employment goals rather than sanctions.

Individuals should earn at least 30 days off of their supervision terms for every month of complying with supervision, and earn additional time off for participating in employment training.

Stop incarceration for technical violations of supervision.

These are common, such as missing appointments with a supervision officer or a failed drug test. If an individual is incarcerated even for a day or two, they may lose their job. At the same time, research shows that incarceration terms for technical violations do not improve public safety, and actually increase recidivism in some cases.

Structure supervision so that it does not interfere with work obligations and goals.

Mandatory check ins with supervision officers during work hours and curfew requirements remove an individual's focus from work tasks, reduce wages, and further stigma in the workplace for individuals with past convictions.