



A conversation on

RACE REDEMPTION RESTORATION

Public Welfare
Foundation

Race

Race and racial disparities are central to the work of advancing justice in the U.S. We want to promote more frank discussion about racial inequalities in America; to put more of a spotlight on facts and figures; and to talk more openly about what's working and what's not. In the fields of criminal and youth justice, we need candid assessments of why racial disparities persist. We must recognize that confronting mass incarceration and closing youth prisons are racial justice issues. Despite its good intentions, philanthropy should also address its own shortcomings—in leadership and staff diversity as well as disparities it creates in the field of social justice—as we call for others to do the same.

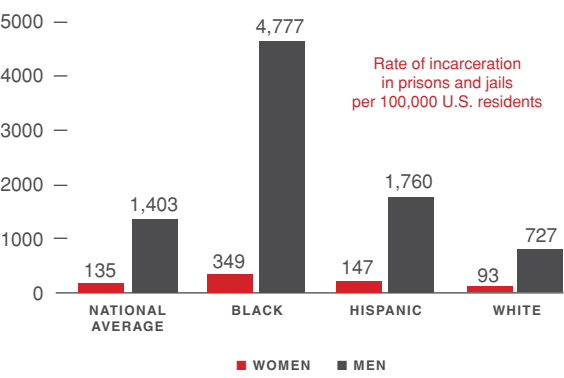
Question:

What would a vision of justice, rooted in racial equity, look like?



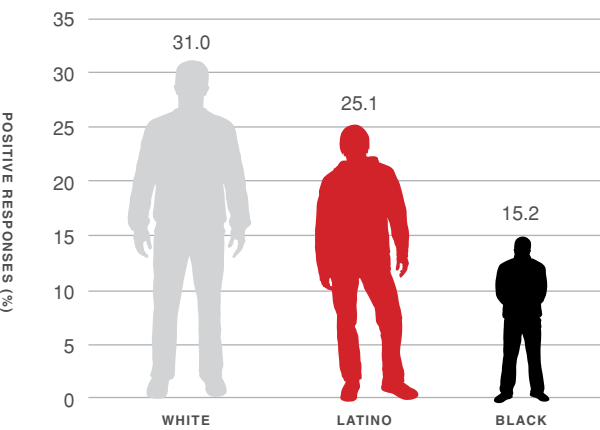
➤ We want to promote more frank discussion about racial disparities.

Incarceration Rates by Race and Ethnicity, 2008¹



Racial Disparities in Hiring Decisions²

A black applicant has to search twice as long as an equally qualified white applicant before receiving a callback or job offer from an employer.



¹ Source: West and Sabol, *Prison Inmates at Midyear 2008 - Statistical Tables*. (Washington, DC: Bureau of Justice Statistics, 2009) NCJ 225619.

² Source: *Discrimination in a Low-Wage Labor Market*, 2009

RACE
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REDEEMPTION

Redemption

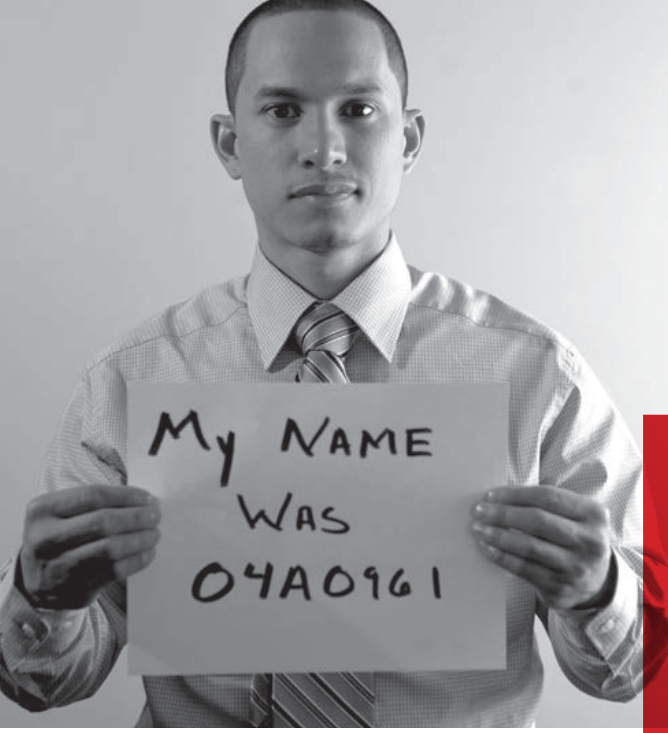
While 2.2 million Americans are locked up in prisons and jails, the collateral consequences are even more widespread. The ripple effects of justice system involvement—on individuals and on society—are staggering:

- 19 million people with felony records in 2010 compared to about 5 million in 1980;
- 2.7 million to 5 million children with at least one parent who is incarcerated or has been incarcerated;
- ex-offenders accounted for the loss of an estimated 1.5 million to 1.7 million workers from the U.S. economy in 2008, resulting in less income for those individuals and their families; and
- an estimated \$57 billion to \$65 billion in lost output of goods and services for the country.

We must work to help individuals returning from incarceration to overcome the steep barriers they face and provide more opportunities for them to redeem themselves. We should pave the way for them to regain a place in society through workforce training, small business development, and expanded access to education.

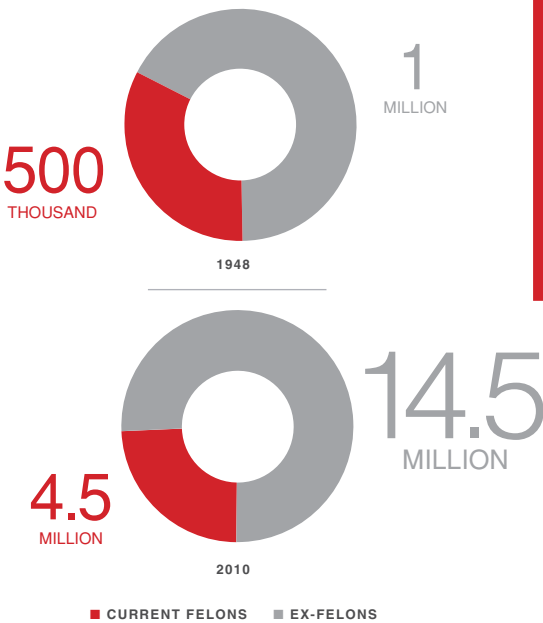
Question:

How can we provide helpful systems on a scale comparable to the challenge of so many returning citizens?



Returning citizens need more opportunities.

Growth of U.S. Ex-Felons, 1948–2010



Source: The Growth, Scope, and Spatial Distribution of People With Felony Records in the United States, 2016

RESTITUTION RESTORATION

A majority of voters support shifting funding from prisons to community based public safety programs. ↘



Restoration

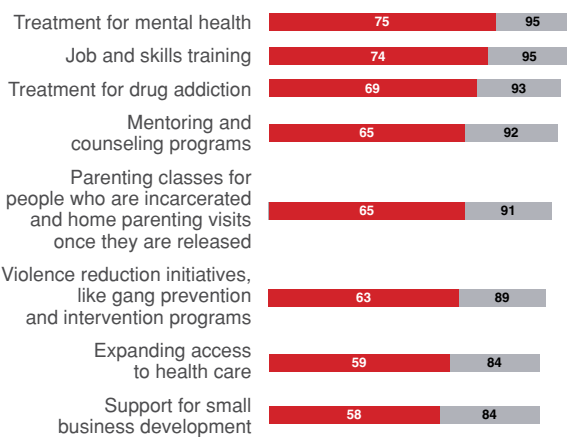
Communities have been left hanging in the balance in our nation's failed criminal justice experiment. With all the resources spent on criminal justice, we still need to develop appropriate and necessary strategies to heal and restore communities that suffer from the effects of crime, violence, and incarceration.

Despite deep anxiety among voters about a perceived rise in violent crime across the U.S., more than 75 percent of voters support shifting funding from incarceration to community-based public safety programs. Voters see the lack of prevention and reentry programs, along with high unemployment, as major barriers to improving public safety.

Question:

How can we provide communities what they need to heal and move forward when violence occurs?

Local Level Steps to Improve Public Safety



■ STRONGLY FAVOR ■ TOTAL FAVOR

Source: Lake Research Partners

The **Public Welfare Foundation** supports efforts to advance justice and opportunity for people in need. These efforts honor the Foundation's core values of racial equity, economic well-being, and fundamental fairness for all.

The Foundation invites interested organizations to submit a Letter of Inquiry for funding consideration in the areas of race, redemption, and restoration through strategic, short-term Special Opportunity grants. These grants can serve as catalysts to improve lives through policy and system reform that results in transformative change.

FOR MORE INFORMATION:

<http://www.publicwelfare.org/grants-process/submit-a-letter-of-inquiry/>.



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- ◀ We need to develop strategies to heal and restore individuals and communities harmed by racism, violence, and incarceration.
- ◀ Cover: After incarceration, we must provide communities and returning citizens help moving forward.

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