Racial Equity Lens on "Ban-the-Box"

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What is the Racial Equity Lens Approach?

- A 6-step process that evaluates the racial equitability of any given policy in an attempt to end structural, institutional and individual racism
- The approach looks at a policy early to see that it aligns with racial equity goals
- The ideal outcome is to find a path to a policy that is racially equitable
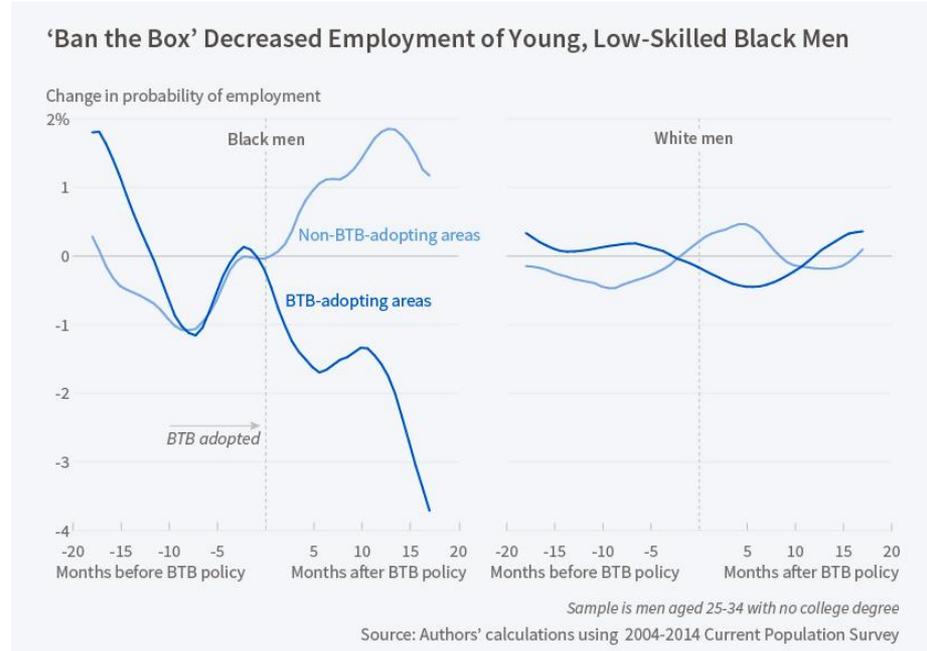
Policy Background

- In 2012, the Town of Chapel Hill passed the "ban-the-box" policy based on a petition from the Orange County Partnership to End Homelessness.
- Roughly 1 in 4 adults in the U.S. has a criminal record, so banning the box would assist a large portion of the population, allowing people the chance to apply and interview before being labeled as criminals.
- African-American men in the U.S. criminal justice system are the most likely to have a criminal record due primarily to institutional racism.

Results

- After talking to stakeholders we realized there is not much data

- The policy may be more detrimental than it is helpful

'Ban the Box' Decreased Employment of Young, Low-Skilled Black Men

Change in probability of employment

Black men
Non-BTB-adopting areas
BTB-adopting areas
BTB adopted

Months before BTB policy   Months after BTB policy

White men

Months before BTB policy   Months after BTB policy

Sample is men aged 25-34 with no college degree
Source: Authors' calculations using 2004-2014 Current Population Survey

Suggestions

- Collect data
- Ensure that Human Resources and hiring employees are aware of the policy
- Facilitate partnerships with community outreach organizations (CEF)
- Address root causes and listen to those who are most impacted

Questions/Comments/Concerns?

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