

BAN THE BOX INITIATIVE

What is Ban the Box?

- *Ban the Box* is a national campaign aimed at persuading employers to remove the criminal history question from their hiring applications. Its purpose is to enable ex-offenders to display their qualifications in the hiring process before being asked about their criminal records, giving the applicant a fair chance at potential employment and possibly reducing recidivism.
- US Attorney for the Northern District of Alabama, Joyce White Vance, met with several corporate leaders in Birmingham to introduce Ban the Box.
- US Attorney Vance reached out to UAB in late 2015.
- City of Birmingham announced their adoption of *Ban the Box* in February 2016.
- Ban the Box has been presented to the President's Cabinet and the Cabinet is supportive of looking into how this can work at UAB.
- The work of this task force will be presented back to the Cabinet for further direction.

For Your Information:

- In Jefferson County, ~2,000 people return from prison annually.
- Data shows that employed ex-offenders have better retention rates, better performance metrics, and pose no greater risk within the workplace than those without a conviction history.
- Nineteen states and more than 100 cities and counties have some variation of *Ban the Box* laws or policies.

Task Force Charge:

- To determine how we can best implement Ban the Box across the UAB enterprise. Provide our recommendation to the President's cabinet. ***Special Note:*** *HR will share recommendation with HR Partners in advance of presenting to President's Cabinet.*

Ban The Box Task Force Members:

- **Josephine Jackson Banks**, UAB HR (Chair)
- **Anita Bonasera**, UAB HR
- **Karen Burleson**, Callahan Eye Hospital HR
- **Danielle Coteat**, Temporary Services
- **Daron Drew**, School of Medicine
- **Bryan Flores**, UAB Employment
- **Sharon George**, Facilities Administration
- **Deborah Grimes**, Hospital Regulatory Affairs
- **Linda Gunter**, Public Relations
- **Joe Jacobs**, UAB Health System/HSF HR
- **Audrey McClinton**, Hospital Human Resources
- **Cindy Ryland-Holmes**, VIVA HR
- **Earlisha Williams**, Office of Counsel
- **Ed Crump**, Hospital EVS