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FAIR CHANCE ORDINANCE OVERVIEW

- Approximately 33% of the U.S. population has a criminal record of some kind. Of these individuals, 25% of African-American adults have felony records compared with only 6% of non-African-Americans. **An estimated 101,668 (15% of Detroiters) adult African-American Detroiters have felony records.**
- People with felony records have such difficulty obtaining employment and housing many stop searching. This substantially contributes to the City's unemployment and homelessness rates.
- More than a third of non-working men 25 to 54 have criminal records. **Unemployment among blacks** in Michigan in 2014 was at an astonishing **15.8%**—three times higher than the state and the national rate.
- The City of Detroit enacted a “Ban the Box” ordinance in 2010 which limited questioning applicants about criminal convictions until after they are determined to be qualified for hiring. In 2012, the City also asked its vendors and contractors to remove the conviction history question from job applications.
- While Ban the Box policies are helpful, they do not apply to private employers or housing providers, which means many returning citizens in Detroit continue to face barriers to self-sufficiency.
 - Major employers in Detroit have “felony exclusion” hiring policies and 80% of housing providers conduct criminal background checks that often exclude felons -- even though research indicates a criminal record is not an accurate predictor of success as a tenant. This leaves many returning citizens in Detroit without a job or housing.
 - Many employers and housing providers receive tax credits, abatements, and/or grants (“development incentives”) from the City as incentives for doing business here. However, this indirectly contributes to policies and practices that result in many residents being excluded from the economic revitalization.
- A **Fair Chance ordinance** will regulate private employers and housing providers that apply to receive development incentives from the City as to when and how they may consider an individual's criminal record in making hiring or tenancy determinations.
- The enforcement provisions would authorize the City to ensure compliance and create penalties for violations.

It Is Time For A #FairChanceinDetroit