

**CITY OF CHICAGO**

# **2023 DEPARTMENTAL RE-ENTRY GOALS**

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## LETTER FROM THE DIRECTOR OF RE-ENTRY



Each year, over 11,000 people return home to Chicago and Cook County from Cook County Jail and the Illinois Department of Corrections. One in three Americans has prior contact with the criminal legal system—these are our neighbors, family members, parents, children, and friends who have paid the debt they owed to society and now look to re-establish their lives in Chicago. Despite having paid their debts, society continues to perpetuate permanent punishments and barriers that make it harder for returning residents to access the basic building blocks of a prosperous life, like housing, healthcare, and economic opportunity. Through its policies and programs, the City of Chicago plays a vital role in supporting returning residents

as they overcome those barriers to rejoin our city.

When I participated in the Returning Residents Working Group (RRWG) in 2021 to work with the City to identify challenges faced by returning residents like me and outline ways that the City can do better—I had no idea that I would become the City’s Director of Re-Entry. As I began to connect with different City departments and sister agencies through our Interagency Re-Entry Council, I found that there was a consistent theme that many of us shared: a desire to eliminate the silos that pervade large organizations like the City government and work together to do better to support this population.

I am immensely proud of how we have mobilized during the first 10 months in my role to ensure that we employ a whole-of-government approach—that every department and sister agency is doing what they can. While the goals you will find outlined in this report represent a giant step forward, they are by no means all that is needed. We will continue to take action to ensure people can successfully reenter Chicago after incarceration.

Onward!

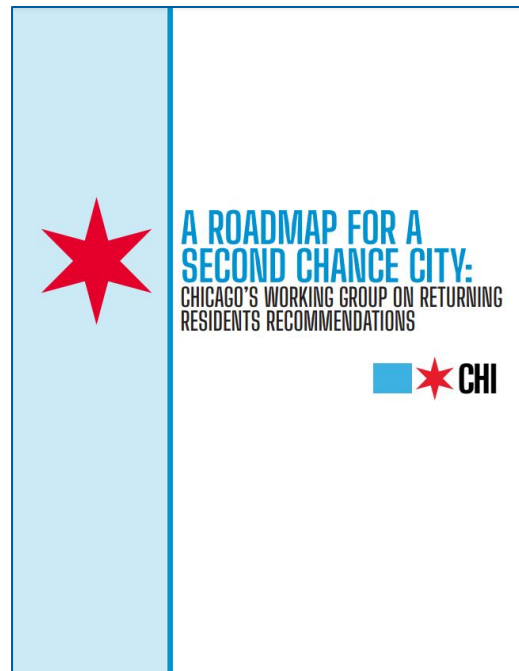
Willette Benford, Director of Re-Entry

A handwritten signature in cursive script that reads "Willette Benford". The ink is dark and the signature is fluid and legible.

## INTRODUCTION

In early 2021, the Mayor’s Office convened the Returning Residents Working Group (RRWG) to discuss the challenges faced by Chicagoans returning from jail or prison, and to propose recommendations for how the City could address them. This work brought together experts in the re-entry space including direct service providers, government representatives from the City, County, and State, policy advocates and researchers, along with people with a history of legal system involvement to share their expertise and lived experience.

The City of Chicago and the RRWG released [the Roadmap for a Second Chance City Report](#) in November 2021, the culmination of months of work by the RRWG. The report represents the Working Group’s blueprint for how the City of Chicago can work across departments and sister agencies—and with other governments and social service providers—to enable better outcomes for Chicago’s returning residents. One of the primary recommendations outlined in the report was to improve City leadership and coordination across departments and agencies to better serve returning residents.



Acting on this recommendation, Mayor Lori E. Lightfoot hired Willette Benford as the Director of Re-Entry in May 2022 and signed an Executive Order creating the Interagency Re-Entry Council made up of leaders from each City department and sister agency. Meeting bi-monthly, the Interagency Re-Entry Council collaborated to identify linkages to re-entry in their work and set goals to take action to better serve returning residents in 2023. This document outlines the goals set by each department or agency on the Interagency Re-Entry Council.

## 2023 DEPARTMENTAL RE-ENTRY GOALS

### Business Affairs and Consumer Protection (BACP)

#### Current Work

BACP ensures a fair and vibrant marketplace for businesses, workers and consumers in the City of Chicago by licensing businesses and public vehicles, regulating business activity, protecting consumers from fraud, enforcing Chicago's labor laws, partnering with business service organizations and providing education and resources for businesses. Through the business licensing process, BACP currently administers Rehabilitation Hearings for individuals with prior conviction histories who are applying for a business license. See more information on this process in #1 below.

#### 2023 Goals

BACP will work with the Mayor's Office and members of City Council to pursue reforms to the business licensing process to increase transparency and reduce barriers for returning residents. This will include two steps:

1. Work with Re-Entry stakeholders to enact an ordinance in April that would allow for the rehabilitation of license applicants across some license types that don't currently allow for rehabilitation who are disqualified from licensure pursuant to fingerprint-based background check disqualifiers as part of the license application process. Rehabilitation is a formal process by which individuals can seek a Rehabilitation Hearing conducted by a BACP hearing officer in which they present certain prescribed types of evidence, such as recommendation letters and a personal statement, and subsequently be deemed rehabilitated and eligible for licenses. Official BACP rules on Rehabilitation Hearings can be found [here](#).
2. Streamline and standardize codified language specifying the criminal background disqualifiers for license applicants for licenses requiring a fingerprint-based background check. Some of the existing disqualifiers (e.g., "poor moral character") are vague. Establishing clear and precise criteria for licensing approval and rejection and standardizing such language to the greatest extent possible across disparate license types has the potential to make the background check process clearer and fairer for applicants and easier to administer by BACP. Given the legal, strategic, and operational complexities of this effort, it will require a longer time horizon to accomplish.

## City Colleges of Chicago (CCC)

### *Current Work*

CCC currently serves returning residents through a variety of programs and efforts, including:

- The Office of Enrollment Management has helped support the Illinois Department of Juvenile Justice (IDJJ) by providing educational opportunities to youth who are in a correctional facility in the city of Chicago. The partnership provides access to online college courses to students housed in the facility. To kick start the program, four students registered for English courses at Malcolm X College in Spring 2022 to begin their path towards educational success. Plans are in place to increase this partnership and offer more youth the opportunity to pursue their academics despite their current situation.
- Olive Harvey College is host to the “Still I Rise” program offered specifically to those who have been justice-involved as a result of violent cannabis offenses. Students are provided wraparound support services, transportation assistance and tuition waivers to cover the completion of the BC in Dispensary Operations. This program is funded by the Mayor’s Office Violence Prevention Program/Fund.
- CCC partners with the Chicago Transit Authority’s Second Chance Program to enroll participants of CTA’s program in CCC’s CDL B program at Olive Harvey College. Participants complete the program and can become bus operators and/or bus cleaners.
- Weekend Warriors program at Daley College: The goal of this program is to enroll 12-15 men of color and to engage them productively during 12 weekends over the summer, from June 7–August 24, when the city experiences its highest incidences of violence. The men in this program will take 9 credit hours of college coursework at Daley College and earn their Basic Certificate in Industrial Welding.
- Metropolitan Peace Academy at Kennedy King College: A free Violence Prevention Program is being offered under Continuing Education and all students will be enrolled in CCC. MPA is a partner with Communities Partnering for Peace, CP4P, with the mission to engage and build trusting relationships with individuals and groups most vulnerable to gun violence and to mobilize and provide them with a comprehensive set of services that lead to their healing and the healing of

our communities. The core of CP4P's implementation model is to engage residents to participate in the solution to gun violence while forging closer partnerships with public agencies and the police department.

### 2023 Goals

During 2023, CCC hopes to increase partnership with IDJJ and offer more students the opportunity to pursue their academics despite their current situation (e.g., enroll in CCC courses virtually). The hope is that these students will continue pursuing their education with the City Colleges of Chicago once they are released by the Illinois Department of Juvenile Justice.

## Chicago Commission on Human Relations (CCHR)

### Current Work

CCHR currently creates and distributes educational materials and hosts "Know Your Rights" presentations to educate Chicago residents about their right to live free of discrimination and retaliation. CCHR enforces title 6-10 of the code, or Chicago's "Ban the Box" ordinance, which protects individuals with a prior conviction from discrimination due to their background during employment hiring processes.

### 2023 Goals

During 2023, CCHR aims to take several actions to better serve returning residents. These include:

1. Collaborate with the Mayor's Office and City Council to make policy changes, including aligning title 6-10 with the 2021 updates to the Illinois Human Rights Act. A part of the Economic Opportunities for Returning Residents ordinance, this change will expand CCHR's jurisdiction, allowing the Commission to investigate discrimination complaints made by returning residents not just during hiring, but also across the full spectrum of employment.
2. Review Know Your Rights materials to ensure they are up to date with the latest information and create materials (pamphlets, palm cards, etc.) specifically tailored to returning residents.
3. Explore distributing materials at IDOC, Cook County Jail, and via the DFSS-funded Re-Entry Hubs to raise awareness of rights among returning residents.

## Chicago Department of Transportation (CDOT)

### *Current Work*

CDOT's [Greencorps Chicago](#) green industry job training program provides paid training and a career path in green industries and sustainable technology to individuals with barriers to employment, including returning residents.

### *2023 Goals*

Greencorps Chicago will hire and train at least 50 individuals with barriers to employment and provide them with enhanced social service access, resulting in increased retention, higher graduation rates and improved employment prospects for program participants.

As of April 2023, CDOT has engaged 59 individuals in the 2023 Greencorps cohort, and training is underway.

## Chicago Department of Public Health (CDPH)

### *Current Work*

CDPH serves returning residents through a wide array of services and programs via its Healthy Chicago Equity Zones, Substance use and overdose prevention, Mental Health, and Violence Prevention programs.

### *2023 Goals*

During 2023, CDPH aims to expand services and support to returning across four CDPH bureaus:

- Healthy Chicago Equity Zones: Support hyper-local CBOs in implementing equitable strategies to address the top priority areas in their region. These strategies include community activations, focus groups, and collaboration with community stakeholders. Through our support, HCEZ hopes to create a more equitable environment for the communities, including those where returning residents reside in.
- Office of Substance Use (SU): Building on the program that aims to increase harm reduction resources for people with opioid use disorder leaving Cook County Jail which launched in fall 2022, CDPH SU will:



- Establish a partnership and foundation with Cook County Sheriff's Office (CCSO) to enhance overdose prevention support for everyone leaving Cook County Jail.
- Reduce the risk of fatal overdose for people leaving Cook County Jail. SU will achieve this goal by distributing harm reduction materials, which directly lowers risk of fatal overdose - naloxone (Narcan) reverses an opioid overdose, and fentanyl test strips allow people to test their drugs for fentanyl and change use patterns to be safer, reducing overdose risk. Additionally, connecting people to medication assisted recovery (MAR) reduces fatal overdose risk significantly - engagement in buprenorphine or methadone treatment can lower fatal overdose risk by up to 80% compared to behavioral therapies alone.
- SU aims to serve 300 individuals per month through our partnership with CCSO.
- Office of Mental Health (MH): MH plans to support multi-tiered systems coordination in partnership with the Mayor's Office and within CDPH's behavioral health bureau. They also plan to activate a W.R.A.P. (Wellness Recovery Action Plan) pilot.
- Office of Violence Prevention (OVP): CDPH and partners will support deeper collaboration with law enforcement and other community partners to ensure that reentering residents and other persons who are vulnerable to violence involvement are reached by the Street Outreach and other OVP programs. OVP will explore and develop, as needed, training for all violence prevention delegates to ensure awareness of unique concerns and best practices, and to engage and retain reentering residents in effective services.

## Chicago Police Department (CPD)

### *Current Work*

CPD conducts a program called Intervention Connection. Through the program, CPD District Commanders identify youth residing in five target areas who have been involved in focus-area crimes, like carjacking. After an individual is identified, CPD visits the homes of identified youth and provides them the opportunity to access programming through Chicago BUILD, a partner community-based organization that provides direct services including youth, leadership, and violence prevention programs.

The individual is followed up with after 30, 60, and 90 days to encourage them to take up the services offered. In 2022, CPD implemented an additional step, in which they connect with the parent or care giver of the individual and link them to the service provider directly.

CPD measures success by receiving reports from BUILD about the number of individuals who have accepted or participated in services. In the past, the vast majority of individuals have participated.

### 2023 Goals

In 2023, CPD aims to increase the number of home visits conducted via the Intervention Connection program:

- 457 visits were conducted in 2021.
- 717 visits were conducted in 2022.
- This year (2023), CPD aims to conduct at least 800 home visits.

## Chicago Public Library (CPL)

### Current Work

CPL supports returning residents through a variety of programs and efforts, including:

- Outreach and community engagement events:
  - Federal Bureau of Prisons, Metropolitan Correctional Center (MCC) “Release day” events at MCC, where community partners provide info on their services to returning residents. The library has provided on-the-spot library cards, location maps and contact information. 5 library cards were processed in 2020.
  - U.S. Probation Office Resource Fair: CPL participates in the annual outreach event for returning residents that is held at the Greater West Town Community Development Project (GWTCDP), which serves the Humboldt Park, North Lawndale, East/West Garfield Park, and Austin communities. CPL engages in one-on-one conversations about “the power of a free library card,” shares information and provides on-the-spot library cards. In 2020, 12 library cards were issued. In 2022, 15 were issued.

- Collaboration and engagement with other stakeholders: Community Relations Board (CRB) member, where community organization meet monthly at their training facility to learn about new processes and programs that affect currently incarcerated individuals, to network with other stakeholders, and share information about our services. Through this network, CPL has built partnership with Salvation Army, GWTCDP and other organizations.

## 2023 Goals

In 2023, CPL aims to:

1. Build capacity within the library organization to do intentional work:
  - CPL will form working group of librarians from within the top communities to which residents return, with one focus being on assessing library collections in the subject areas of carceral institutions, current and formerly incarcerated individuals, as well as resources for returning residents and their families. Another focus of the group will be branch-level engagement to provide outreach and library services to returning residents (i.e., library card registrations, one-on-one reference assistance, connections to social service resources, job-related information events, etc.).
2. Build and strengthen internal and interagency collaborative partnerships:
  - Expand collaborative work across CPL divisions, i.e., Adult Services, Library Operations and Patron Experience (LOPE), and Technology, Content and Innovation (TCI) in coordination with the Chicago Park District to leverage our spaces and technologies to create and co-host a suite of job preparedness computer classes for returning residents (i.e., writing resumes, creating email accounts, searching for jobs online, etc.).
  - Collaborate with CPL's Archives & Special Collections (ASC), through grant funding, to possibly provide job opportunities for returning residents to work on digitizing the archives of artwork and materials by formerly incarcerated individuals.
  - Strengthen ongoing partnerships with MCC, GWTCDP and Salvation Army.
3. Build new relationships across the City and country to see what ideas can be brought to CPL:

- For example, the Mayor’s Office and CPL recently met with the Enoch Pratt Free Library system to learn about their new initiative to hire justice-impacted women with library experience into designated roles within the Pratt Library system. Follow-up meetings are scheduled to continue to investigate how a similar model may be possible in Chicago.

## Chicago Public Schools (CPS)

### Current Work

CPS engages in a variety of actions to support justice-impacted students:

- Transition planning and Individualized support for all returning students enrolled at Nancy B Jefferson (NBJ) school.
- Policies and practices to guarantee returning student rights.
- Resources, training, and coaching to build restorative re-entry procedures in high need CPS schools.
- Connection of returning NBJ students to intensive mentoring and wraparound services.
- Testing evidence-based interventions to reduce recidivism.
- Systems of collaboration, record-sharing, and interagency planning with Court stakeholders.

### 2023 Goals

In 2023, CPS aims to improve the cumulative post-detention attendance of students who attended Nancy B. Jefferson (NBJ) by 5 percentage points:

- Cumulative post-NBJ attendance measures the school attendance rate of students once they have re-enrolled in a CPS school after they reenter their community. This is an indicator of their engagement and connectedness in school and is obviously a leading indicator of retention and eventual graduation.
- One of the ways CPS tries to improve post-NBJ attendance is by connecting students to intensive wraparound services that can address out-of-school barriers to engagement. So, CPS has made it a goal to ensure that a greater percentage of students are enrolled in support programs that can offer high dosage mentoring, family services, housing, and transportation assistance, etc.

- CPS works closely with the City, County, and other partners (like CRED) to connect students to those programs. Much of this involves cross-agency collaboration on referral loops, progress-monitoring, coordination of services, visitation in detention and court appearances, and connection of services to school-based support teams. There are of course also limits to this due to confidentiality and data-sharing, as well as differing systems, communication platforms, incentives, and interests.

## Chicago Transit Authority (CTA)

### *Current Work*

The Chicago Transit Authority currently offers a holistic workforce development program, the Second Chance Program, designed to assist those with barriers to employment, including returning residents. The CTA Second Chance Program provides participants with professional development, work experience, and career coaching to assist in achieving their career goals of viable permanent employment.

### *2023 Goals*

CTA aims to take action in three areas to better serve returning residents:

1. Recruit, hire, interview, make conditional job offers for the CTA Second Chance Program to candidates prior to release from IDOC:
  - In 2023, CTA seeks to advance its recruitment efforts and widen its reach to engage returning residents prior to their re-entry into the community. It is the goal of the Authority to engage potential Second Chance Program candidates before their transition out of Illinois correctional centers. Our goal is to recruit, interview, and make conditional job offers (where achieved) to individuals returning to the Chicagoland area prior to release from Illinois Correctional Centers.
2. Increase program awareness by implementing new outreach efforts, including developing a strategic communication plan and conducting an employment fair targeted at returning residents:
  - CTA intends to advance its outreach efforts to create a larger presence of the program to help returning residents become connected to the

program. The outreach efforts will include a strategic communication plan and an employment fair specific to the program's population.

3. Identify opportunities to partner with City sister agencies and departments to create a pipeline through with CTA Second Chance Program alumni can be connected to other City permanent employment opportunities:
  - The CTA Second Chance Program would also like to explore the possibility of its successful program completers to be hiring pipeline for other City of Chicago sister agencies that want to explore developing similar programs or have employment opportunities for returning residents. Our program prepares returning residents and others for permanent employment by upskilling them with technical and transferrable skills. After completing our program, some participants earn permanent employment with CTA, while others seek employment in other industries/organizations. Having a strategic plan that allows professionally developed, skilled, and work-ready returning residents to enter a citywide pipeline for permanent employment would be a great initiative to explore and CTA is willing to help lead the exploratory work with the working group. This goal's feasibility will be contingent on partnerships and citywide agreements.

## Department of Cultural Affairs and Special Events (DCASE)

### *Current Work*

The City of Chicago Department of Cultural Affairs and Special Events (DCASE) supports artists and cultural organizations, invests in the creative economy, and expands access and participation in the arts throughout Chicago's 77 neighborhoods. To support this overarching mission, the Cultural Grants Program's goal is to play an active role in the development of Chicago's arts and culture community by funding artists and arts organizations that have the potential to meaningfully contribute to the City's cultural vitality. Through DCASE's Cultural Grants Program, DCASE supports organizations and individuals who work in, with, and for Chicago's justice-impacted communities, including Returning Residents.

### *2023 Goals*

In 2023, DCASE will work across divisions to identify opportunities to support Returning Residents:

- Through DCASE’s Cultural Grants and Resources Division:
  - Develop an assessment of the grantees in our portfolio that are working with people/in communities that are justice system-impacted, or who are returning residents.
  - Work with the Cultural Grants and Resources Division, Director of Re-Entry, and city partners to promote the Neighborhood Access Program and other grants/opportunities to individuals and organizations connected with returning residents.
- Through DCASE’s management of the Maxwell Street Market:
  - Work with the Director of Re-Entry and City Council to revise the ordinance to eliminate language limiting access for returning residents.
- Through DCASE’s efforts to support the creative workforce:
  - Articulate explicit strategies to engage and reflect the needs of returning residents in creative workforce policy and program development.

## Department of Family and Social Services (DFSS)

### *Current Work*

The DFSS Workforce Division has an annual budget of \$11,772,546. With this funding, DFSS supports 53 delegate agencies for workforce programming, including transitional jobs, employment preparation and placement, and industry-specific job training. The target population for these programs is homeless individuals, returning residents, and those who speak English as a second language. In 2022 41% of participants enrolled were returning residents. DFSS also supports four community re-entry support centers (CRSC). CRSCs provide the following services:

- Education and Training
- Mentoring and support groups
- Linkage to counseling for substance use and mental health issues.
- Linkage to housing assistance, emergency housing and food assistance
- Employment assistance
- Strategies for presenting criminal backgrounds to employers.

- Information on sealing or expunging criminal records.
- Family reunification and child-support assistance.

### 2023 Goals

DFSS's primary goal is to increase the number of returning residents enrolled in job skills training programs and employed in quality job opportunities via the implementation of the CRP funded Spring Forward program pilot. This pilot program will integrate workforce training and wrap-around supportive services with housing navigation services and a 12-month rental subsidy. Through the program, 300 individuals will participate in paid workforce training for 6 months. 140 individuals will receive a housing rental subsidy for 12 months.

DFSS will report on the success metrics outlined in the Spring Forward RFPs when evaluating the success of this program. The RFPs were released in February 2023 and closed in early April 2023. The delegate agencies will be selected to implement the program imminently.

## Department of Human Resources (DHR)

### Current Work

DHR was a part of the coalition that passed Chicago's initial "ban the box" ordinance in 2015. Since that time, DHR has implemented the law, utilizing individualized assessments in the event that an applicant background check returns a prior conviction. The practice is highly effective; DHR clears the vast majority of background flags for hire based on the initialized assessment results.

### 2023 Goals

In 2023 DHR aims to adopt and implement a reformed Background Check Policy, applicable to most City jobs. The new policy will update the City's policy to reflect recent changes to Illinois state law, as well as implement provisions adopted by progressive peer jurisdictions. These reforms will clarify the process and further reduce barriers to City employment for returning residents. *Note: As early 2023, DHR has accomplished this goal. [Mayor Lightfoot announced the changes](#) on February 16, 2023.*



## Department of Housing (DOH)

### Current Work

In 2022, the Department of Housing (DOH) created a re-entry housing framework to embed support for returning residents across DOH policies, programs, departmental work, and new funding opportunities. The re-entry framework is in direct alignment with the Mayor's Office Roadmap for a Second Chance City, the Racial Equity Impact Assessment on the Qualified Plan, and the Blueprint for Fair Housing.

As a result of this framework, DOH has:

- Developed an equitable language guide to remove stigmatizing language in favor of equitable, person first language.
- Launched a 3-year citywide Right to Counsel Pilot Program for low-income tenants facing eviction accompanied by a formal cost benefit evaluation.
- Increased access to housing through the Chicago Low Income Housing Trust Fund (30% AMI or below) for individuals who are part of the informal economy.
- Placed value in partnering with Delegate Agencies that serve returning residents and have brought on St. Leonard's Ministries, Cabrini Green Legal Aid, and Back of the Yard Neighborhood Council.

### 2023 Goals

Initiatives such as the Chicago Recovery Plan and the HOME-ARP Program allow for DOH, alongside DFSS and CDPH, to increase the resources DOH can put forth to develop new units for returning residents. DOH has been allocated \$35M from CRP to fund permanent supportive housing and expects to receive another \$27M from HOME-ARP, with \$62M in sum for the effort. The majority of this funding will be allocated in the new permanent supportive housing (PSH) track in the DOH 2023 QAP draft, which will be available for public comment this week. Additionally, DOH is looking to increase the requirements for PSH set asides from 5% in opportunity and transitioning affordable developments to 5% within all affordable developments.

Based on community feedback, DOH and DFSS determined qualifying populations for HOME-ARP, which resulted in expanded populations served in PSH, including new pilots for returning residents, people living doubled up or staying temporarily with others due to economic hardship, and survivors of gender-based violence and human trafficking. As a result, DOH is committing 85 units of permanent supportive housing for returning

residents through the 2023 QAP. In addition, DOH is partnering with CDPH to acquire and rehabilitate a building within Chicago to be used as a non-congregate shelter. CDPH in partnership with DOH will pilot a 60-bed high-utilizer stabilization pilot to stabilize cycling high utilizers of Cook County Jail, the homelessness system, and emergency room services.

## Department of Procurement Services (DPS)

### *Current Work*

Currently, DPS administers a [bid incentive program](#) for construction projects valued at \$100,000 or more that is designed to encourage the City construction contractors to hire returning residents and provide training via an apprenticeship model. Passed by City Council in 2016, the program works to provide job opportunities for returning residents.

### *2023 Goals*

During 2023, DPS aims to achieve two goals to better support returning residents:

- DPS will invite Director Willette Benford to speak at the annual Vendor Fair during the summer of 2023. The goal is to inform the vendor community about the city's cross-agency reentry work, the barriers that returning residents can face and how the vendor community can play a part in ensuring a successful path to re-entry.
- DPS aims to work with the Mayor's Office and City Council to officially change the name of what is now titled the "Ex-Offenders Apprentice Utilization Bid Incentive Program" to a name that centers equitable language (e.g., "Returning Residents Apprentice Utilization Bid Incentive Program"). This action is included in the Economic Opportunities for Returning Residents ordinance, which was introduced to City Council by Alderman Burnett in March 2023.

## Department of Streets and Sanitation (DSS)

### *Current Work*

DSS has an existing partnership with Safer Foundation to employ returning residents each year between March and November to clean up blighted areas throughout the city. DSS currently employs approximately 100 returning residents through this program.

### *2023 Goals*

In 2023, DSS hopes to explore two improvements to its second chance program implemented with re-entry crews and in agreement with the laborer's union - Local 1001:

1. Allow for long-term employment opportunities for alumni of the re-entry program by creating a pathway to permanent City Employment.
2. Collaborate with DHR to allow time spent on the job with DSS via the re-entry initiative to count towards months served, city employment experience or tenure.

## Mayor's Office for People with Disabilities (MOPD)

### *Current Work*

MOPD is currently engaged in learning more about programs and support for returning residents by meeting with staff members from Chicago CRED and Safer Foundation. MOPD is also intentionally identifying employers and opportunities for returning residents to support job seekers. Finally, MOPD is working as a convener and a connector, but want to do more of this work in 2023—for example, MOPD will be collaborating with Safer to discuss strategies to collaborate and support job seekers who are returning residents and also have a disability.

### *2023 Goals*

In 2023, MOPD aims to:

- Establish partnerships with organizations that work with returning residents to provide a mechanism to refer returning resident job seekers to MOPD to receive services.
- Conduct training for partner organizations in the re-entry space around disability awareness and disability-related services that exist, as well as

provide them recommendations on how to make their existing re-entry services more accessible through both physical locations and communication.

## Chicago Parks District (Parks)

### *Current Work*

Providing access to more than 8,800 acres of green space, Parks oversees more than 600 parks and offers thousands of sports and physical activities as well as cultural and environmental programs for youth, adults, and seniors.

### *2023 Goals*

In 2023, Parks will:

- Explore implementing a training for human resources staff and hiring managers throughout the district on how to equitably conduct interview to promote access to employment for returning residents.
- Evaluate the permitting procedures for vendors at Parks to ensure there are not disparate impacts or unnecessary process barriers for returning residents.
- Cultivate relationships across City departments and sister agencies to promote Parks as a partner in engaging community, spreading awareness about programs and efforts offered by other departments and external organizations that support returning residents.