



# JUSTLEADERSHIPUSA'S 2021-2024 ROADMAP

## INTRODUCTION

Many advocacy organizations are making recommendations to the new Administration and the 117<sup>th</sup> Congress to create a more fair, humane, and just criminal justice system that will lead to an end to mass incarceration.

The recommendations made by JustLeadershipUSA (JLUSA), however, are unique in that they reflect the experiences and expertise of those who have been directly impacted. We believe that there are bold, positive steps that can be taken, relatively rapidly, that can unlock access to basic human needs for the 70 million individuals living in communities across the United States with a criminal history, and provide pathways to opportunities for those currently incarcerated. We have organized our recommendations accordingly. Some of them can be acted upon immediately by the executive branch. Others will require more time through the reform of administrative rules and regulations. A series of legislative recommendations will require more time and effort. And finally, the removal of the Thirteenth Amendment's exception to the end of involuntary servitude if it is punishment for those convicted of a crime, will be a multi-year effort involving both Congress and the state legislatures.

JLUSA is a national organization led by directly impacted people. This Roadmap, the first of its kind, is informed by the expertise of the organization's growing, nationwide network of directly impacted leaders, grassroots organizations and institutional knowledge of the inner operations of governmental entities.

## EXECUTIVE ORDERS/ACTIONS – Short Term

- Revitalization of an expanded version of the Justice Department's **Federal Interagency Reentry Council**, [originally established in 2011](#).
- Appointment of a directly impacted individual as the **Criminal Justice/Reentry Czar** to serve in the White House Domestic Policy Council and lead the Interagency Reentry Council.
- Order directing the use of [humanizing language](#) across all federal agencies, e.g., "formerly incarcerated people," "people who committed a crime," and "people with felony convictions."
- Reinstatement of the Department of Justice [Second Chance Fellowship](#)
- **Public awareness campaign** showcasing the contributions to society of directly impacted people utilizing programs such as the Obama-era [White House Champions of Change](#) and the [Fair Chance Business Pledge](#).
- Reinstatement of the Department of Justice's [Smart on Crime Initiative](#).

## ADMINISTRATIVE REFORMS – Mid-Term

### Federal Bureau of Prisons

- Significant improvements in the BOP's **emergency preparedness** in case of future pandemics and natural disasters.

- **Abolition of Special Housing Units** (solitary confinement) in federal facilities.
- **[Ban on use of biased discriminatory risk assessment tools](#)** for access to recidivism reduction and education programs.
- **Improved hiring and retention of medical and mental health staff**; expansion of medical and mental health treatment.

## Department of Justice

- **Reversal of former Attorney General [Jeff Sessions' directive](#)** instructing federal prosecutors to increase their reliance on mandatory minimum sentences for low-level drug convictions and to more actively pursue criminal convictions for immigration law violations.
- Restore rigorous monitoring and enforcement of **police department consent decrees**.
- End the setting of **pre-trial cash bail**.
- **Redirect Edward Byrne Memorial Justice Assistance Grants** (JAG) to community reinvestment rather than law enforcement enhancements.
- **Replace the Office of Pardon** with a clemency/pardon review panel that includes directly impacted individuals.
- **Establish a Second Look Sentencing Unit** to review and reevaluate federal sentences.
- **Impose a death penalty moratorium**.
- **Establish a Conviction Integrity Unit** and prioritize cases of those sentenced to life without parole.
- **Reopen the Office for Access to Justice** to improve civil and criminal justice.

## Office of Personnel Management

- **Establish regulations for fair chance hiring** pursuant to the Fair Chance to Compete for Jobs Act of 2019.
- **Establish a process for increasing federal employment opportunities** for directly impacted individuals.
- **Issue a mandate pursuant to the Fair Chance to Compete for Jobs Act of 2019 for vendors competing for federal contracts** must follow Office of Personnel Management guidelines for the hiring of directly impacted individuals.

## Small Business Administration

- **Repeal exclusions on justice-involved individuals in the [SBA 7\(a\) loan program](#) rules and regulations**
- **Reestablish and expand [Small Business Administration grants](#) for [formerly incarcerated entrepreneurs](#)**.

## Department of Labor

- **Issue guidelines** defining **discriminatory hiring and posting practices** and establishing processes for reporting violations.
- **Remove discretion from Workforce Investment Act funding** that allows states to exclude directly impacted individuals from access to training opportunities.
- **Raise awareness about the availability of Work Opportunity Tax Credits** for the hiring of directly impacted individuals.

## Department of Education

- **Establish guidelines** for quality implementation and technical assistance of Pell Grant.
- **Establish guidelines and regulations** for higher education institutions to ensure post transfer of academic credits.

## Housing and Urban Development

- [Redefine “homeless”](#) so that people leaving prison are eligible for HUD homeless programs.
- [Remove the discretionary bans on public housing](#) for people with criminal legal convictions.

## LEGISLATION - Long Term

- Passage of the Correctional Facility Disaster Preparedness Act of 2020 ([S.4748](#)) sponsored by Sen. Tammy Duckworth (D-IL).
- Repeal of ban on public assistance - SNAP/TANF via the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 ([H.R. 3734](#))
- Passage of Medicaid Reentry Act ([H.R. 955/S. 285](#)).
- Passage of the Humane Correctional Health Care Act. ([H.R. 4141](#)).
- Passage of the MORE Act ([H.R. 3884](#)) and legislation to address the disproportionate impact of marijuana criminalization on people of color, including community reinvestment, etc.
- Amend the Civil Rights Act of 1964 (H.R. 7152) to include people with criminal background as a protected class.
- Abolish the [federal death penalty](#).
- Repeal and reverse impact of the 1994 Crime Bill ([H.R. 3355](#))

## CONSTITUTIONAL REFORM

- Repeal of the [Thirteenth Amendment](#)'s allowance of involuntary servitude for incarcerated people.
- Abolish [Felony Disenfranchisement](#)