Ban the Box Timeline

We are sharing this history of our Ban the Box campaign to publicize our victories, and to move forward together to ending all forms of discrimination based on conviction history. Formerly-incarcerated and convicted people, family members, and allies of All of Us or None joined together nationally to win phenomenal success throughout the United States.

We are the people who identified this campaign and named it. We are experts in how this discrimination affects our lives and families. We have dared to speak in our own voices, and to be innovative and visionary with our demands. We have educated our communities and won their support – otherwise, the broad changes our families need would not be possible.

This fight to end the structural discrimination represented by that box may be long, but we are making great progress – and ultimately we will win full restoration of our human and civil rights.

2003
Statewide convening of formerly-incarcerated organizers in Oakland, CA in March; Agreement to organize to end discrimination based on past convictions and to unite our efforts under the name All of Us or None

National convening of formerly incarcerated organizers at Critical Resistance South conference in New Orleans in April; Agreement to organize nationally to end discrimination based on past convictions under the name All of Us or None

All of Us or None (AOUON) organizes nationally for a Summit at the Congressional Black Caucus Legislative Weekend in September, mobilizing formerly-incarcerated people from 18 states to attend; Discussion of voting rights, employment rights, and a variety of issues affecting people in prison and after their release

2004
AOUON organizes Peace and Justice Community Summits in Oakland, San Francisco, and East Palo Alto to call for community organizing to:
1) Ban the Box on applications for public employment
2) End all forms of discrimination against people with criminal records

2005
AOUON initiates campaign to Ban the Box in San Francisco city/county hiring, and organizes Peace and Justice Community Summits in Los Angeles and San Bernardino

Jan. 2006
The San Francisco Board of Supervisors unanimously passes AOUON resolution to Ban the Box on public employment applications

Apr. 2006
Compton Peace and Justice Community Summit held by AOUON

June, 2006
San Francisco implements Ban the Box policies, with a new application and hiring process
All of Us or None, LA submits a Ban the Box resolution to the Los Angeles City Council and the Los Angeles County Board of Supervisors

Oct. 2006  Alameda County Board of Supervisors unanimously adopts a resolution, urging the Civil Service Commission and Department of Human Resources to implement a Ban the Box pilot program for county hiring

Nov. 2006  AOUON organizes a breakfast discussion with Bay Area Directors of Human Resources. (In collaboration with NELP and East Bay Community Law Center)

Dec. 2006  At AOUON’s request, Oakland City Council Member Nancy Nadel initiates discussions of Ban the Box in December with the Office of Personnel Resource Management (OPRM)

Jan. 2007  Oakland Mayor Ron Dellums inaugurated, promising to implement AOUON’s Ban the Box policy in Oakland

Mar. 2007  AOUON initiates Ban the Box campaign at City College of San Francisco, the result of a CCSF graduate of a drug counseling program being denied employment based on his past convictions. In collaboration with Women’s Employment Rights Clinic at Golden Gate Law School

       Alameda County removes the conviction history question from its application, as a direct result of AOUON advocacy

June, 2007  AOUON organizes Bay Area convening of public defenders, clean slate legal service providers, and foundations to discuss results of the Peace and Justice Community Summits regarding voting rights, Ban the Box initiatives, and expansion of clean slate services. In collaboration with NELP, East Bay Community Law Clinic, and Women’s Employment Rights Clinic at Golden Gate Law School

       Berkeley City Council passes a resolution to Ban the Box for city hiring, after urging by AOUON in meetings with the city of Berkeley’s Department of Human Resources (DHR)

       All of Us or None attends the first U.S. Social Forum in Atlanta, participating in the formation of the Excluded Workers Congress (later re-named United Workers Congress)

July, 2007  National organizing conference in Philadelphia, convened by National Employment Law Project and Legal Aid Services of Philadelphia. First national distribution of AOUON’s Ban the Box campaign toolkits

Nov. 2007  Berkeley DHR Director implements AOUON’s Ban the Box policy
April 2008  Oakland SpeakOut to Ban the Box in front of Oakland City Hall, co-sponsored by AOUON and Plan for a Safer Oakland

June 2010  AOUON attends the U.S. Social Forum in Detroit, advocating for Ban the Box and civil and human rights for currently and formerly incarcerated people

Sept. 2010  California Governor Arnold Schwarzenegger orders the State Personnel Board to remove conviction history questions from employment applications for state agencies, as a result of AOUON advocacy

Dec. 2010  Final directive to Ban the Box in Oakland public hiring signed by Dan Lindheim, Oakland City Manager, after years of AOUON advocacy with city council members and the Oakland DHR

Feb. 2011  Inaugural meeting of Formerly Incarcerated and Convicted Peoples’ Movement (FICPM), Alabama, formed to advance a national agenda defined by formerly incarcerated and convicted people, including a unified campaign to Ban the Box nationally

Apr. 2011  City of Compton City Council passes Ban the Box resolution, as a result of a campaign by All of Us or None, Los Angeles

Oct. 2011  Legal Action Center and HIRE Network present All of Us or None with an award for national work on Ban the Box

Oct. 2011  AOUON organizes Long Beach Peace and Justice Community Summit

Nov. 2011  National convening of the Formerly Incarcerated and Convicted Peoples’ Movement in Los Angeles; FICPM National Program adopted, including a pledge to organize in our local areas to Ban the Box

Feb. 2012  All of Us or None co-sponsors AB 1831, which would apply Ban the Box provisions to all city and county hiring in California. Stalled in the California Senate

Jan. 2013  Launch of bantheboxcampaign.org, an All of Us or None website where non-profit employers can learn about Ban the Box policies and pledge to implement them

Feb. 2013  AB 218 introduced by Assembly Member Roger Dickinson (D-Sacramento). The bill is co-sponsored by Legal Services for Prisoners with Children, All of Us or None, NELP, and PICO-California
Oct. 2014  California Governor Jerry Brown signs AB 218, the Fair Chance Act sponsored by Assembly Member Roger Dickinson (D-Sacramento). Requires all state agencies, cities, counties, and special districts to Ban the Box on their public employment applications. Co-sponsored by AOUON in collaboration with over 100 community-based organizations statewide.

Feb. 2014  San Francisco Fair Chance Ordinance unanimously passed by San Francisco Board of Supervisors. Expands SF Ban the Box policies to include private employers with more than 20 employees, and bans the box for all affordable housing providers. Co-sponsored by AOUON in collaboration with NELP, Lawyers’ Committee for Civil Rights of the Bay Area (LCCR), and Community Housing Partnership (CHP-SF).

June, 2014  All of Us or None and LSPC receive Human Rights Hero award from the San Francisco Human Rights Commission for work on the Fair Chance Ordinance, banning the box on private and public employment and affordable housing in San Francisco. In collaboration with Community Housing Project, NELP, and LCCR.

Sept. 2014  Formerly-incarcerated activists from around the country meet with representatives of the White House, discussing Ban the Box, among other topics.

Oct. 2014  The Federal Interagency Reentry Council, representing over 20 federal agencies, hosts a meeting with formerly-incarcerated leaders who discuss discrimination in Education, Employment, Voting Rights, and other arenas and propose solutions, including Ban the Box.

Jan. 2015  All of Us or None, NELP, and PICO National Network formally launch an initiative urging President Obama to issue an Executive Order to Ban the Box in hiring for all Federal contractors. The initiative has been supported by over 200 national, state, and local organizations, by 27 U.S. Senators and over 70 US Congresspeople.

Aug. 2015  Our Ban the Box campaign has resulted in over 100 cities and counties, and 18 states, removing the question about conviction history from applications for public employment.