



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.