



Dear Friends and Colleagues—

We are writing to ask for your organization's endorsement of a ground-breaking civil rights campaign that will prohibit discrimination based on arrest or conviction records in San Francisco. The San Francisco Human Rights Commission, the San Francisco Reentry Council, and several community organizations have partnered to propose changes in San Francisco's Administrative and Police Codes. As amended, the law will require fair hiring practices of all employers and prohibit unfair discrimination based on arrest or conviction record when providing services, including housing. The laws apply to all contractors with the City/County (both vendors and renters), and to private employers, landlords, and in all public accommodations (hotels, restaurants, etc.). The amendments will add “or on the basis of arrest or conviction record” to categories of people protected against discrimination under these City codes.

Several organizations are collaborating to advance these amendments: The **Lawyers' Committee for Civil Rights of the Bay Area** champions the legal rights of people of color, poor people, immigrants and refugees, with a special commitment to African-Americans. **All of Us or None**, a project of **Legal Services for Prisoners with Children**, is a civil rights organizing initiative of formerly-incarcerated people and our families, determined to win full restoration of our civil and human rights after release from prison. The **National Employment Law Project** is dedicated to improving conditions for workers across America and to protecting working families from the vagaries of the global economy. The **National Housing Law Project** is advancing housing justice for the poor by expanding and enforcing low-income tenants' and homeowners' rights and increasing opportunities for racial and ethnic minorities.

We are calling on our civil rights and social justice allies to join this effort to **prohibit unfair discrimination based on arrest or conviction record.** In 2006, All of Us or None/LSPC introduced a resolution to ban the box – eliminate questions regarding conviction history – from applications for public employment. In 2011, we are campaigning to expand the protections available, to counter the widespread discrimination still faced by people with an arrest or conviction record.

As part of our campaign, we are seeking endorsements for prohibiting discrimination based on arrest or conviction records from individuals and community allies. If you or your organization decides to endorse the resolutions, these are the actions we hope you will take:

- 1) Write a letter on your agency's letterhead endorsing the expanded campaign. (A sample letter is attached.) Please fax the it to Linda Evans at 415-552-3150.
- 2) Allow us to use your name as an endorser in front of the Human Rights Commission and Board of Supervisors in San Francisco, and statewide as we build the campaign for human rights for people after prison.
- 3) Send a representative or allow us to read a statement at public hearings.

Please call us if you have questions or would like more details about this anti-discrimination campaign. If you know other community organizations that might endorse, PLEASE send us their contact information. Contact Linda Evans at 510-219-0297 (Linda@prisonerswithchildren.org) or Matthew Martenyi at 415-516-7754 (mmartenyi@gmail.com).

Thank you very much for your ongoing support, and for endorsing this campaign.
For justice,

**All of Us or None/Legal Service for Prisoners with Children
Lawyer's Committee for Civil Rights
National Employment Law Project
National Housing Law Project**



The sponsoring organizations hope that community endorsers will be actively involved in the campaign to pass amendments prohibiting discrimination based on arrest or conviction records to the San Francisco Administrative and Police Codes. Reaching this goal will require discussion and agreements between your staff and/or board members regarding your endorsement. We respect that each organization functions differently, so we ask that you send us the information below so we can communicate effectively with your organization.

Our organization supports amending the San Francisco Administrative and Police Codes to prohibit discrimination based on arrest or conviction record.

Organization Name:	_____
Address:	_____
Phone:	_____
Website/Email:	_____

The following person will serve as contact person on behalf of our organization, to coordinate support for this campaign.

Authorized Contact Person:

Name: _____ Position: _____

Email: _____ Phone: _____

THANK YOU SO MUCH FOR YOUR SUPPORT!!

Please fax this form to Linda Evans (All of Us or None/LSPC) at 415-552-3150.

(Sample Endorsers' Letter -- On your Organization's Letterhead)

(Your letter will be included as we seek support from the Mayor and San Francisco Board of Supervisors, as well as in hearings before the Reentry Council of the City/County of San Francisco, and the San Francisco Human Rights Commission. Thanks so much for your support.)

Dear Mayor Lee, President Chiu, and Members of the Board of Supervisors:

(Name of your organization) enthusiastically endorses changes in San Francisco's Administrative and Police codes that will prohibit discrimination against people with past criminal histories in public employment and housing. **(Name of your organization)** is an organization dedicated to racial and social justice. We believe that people coming out of the criminal court system, or prison, immigration detention, county jails, or juvenile hall should not continue to be punished for their whole lives. These are our families, our neighbors, members of our community. They should not be shut out from jobs and health care, housing, and a chance for education and job training. Yet jobs, public benefits, and housing are routinely denied to them because of a past criminal record. Stopping the discrimination they face because of past convictions will improve the quality of life for the whole community.

Prohibiting discrimination based on arrest or conviction records will contribute to public safety in the City/County of San Francisco because it will promote stable housing and employment. **(Name of your organization)** believes that vendors and private employers in San Francisco should be held to recognized standards of non-discrimination, outlined in the City's Police and Administrative Codes. We need to adopt non-discrimination standards city-wide, because people with jobs, housing, and stable community lives are much less likely to return to crime in order to survive.

Eliminating discrimination based on past criminal records is the only way to ensure equal opportunity in employment and housing. Because the criminal justice system disproportionately targets people of color and poor people for arrest, prosecution and imprisonment, discrimination based on past criminal records is a cover for racism and racial discrimination. Equal opportunity in housing and employment will help our society focus on rehabilitation and support for people convicted of crimes, rather than stigmatization and permanent denial of basic civil and human rights.

(Name of Organization) fully supports amending the Administrative and Police Codes of the City and County of San Francisco to prohibit discrimination based on an arrest or conviction records.

Sincerely,

(Please send All of Us or None a copy of your support letter.

By email: linda@prisonerswithchildren.org

By fax: 415-552-3150

By U.S. mail:

Linda Evans c/o All of Us or None

LSPC, 1540 Market Street #490

San Francisco, CA 94102