

Employment Experiences and Opportunities for Recently Released Women After Incarceration in Durham, NC

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RESEARCH METHODS

- Literature review

- Employment-related experiences of and barriers for women recently released from incarceration

- Program review (Durham)

- Mission statement included an explicit mention of services for justice-involved individuals
 - Annual reports, program goals, employment services

Her Story





226

**Women entered community corrections in
Durham County – 2019**

Employment Necessity Post Incarceration

Financial Obligations

- Criminal justice system (probation, lawyer and/or restoration fees)
- As caregivers for children or other family members

\$1,000

*Fees, Services, and Fines

\$14,181

*Annual Cost to Care for a Child

Employment Benefits Post Incarceration

Gainful Employment (Consistent Work and Pay)

- Improves successful reentry
- Reduces the likelihood of returning to criminal activity
- Connected to identity when navigating a “new life”

Barriers to Overcome

Education

**Gender
&
Race**

**Gender
Inequalities**

**Working
Conditions**

Gender & Race

44%

Unemployment rate for previously incarcerated African American women vs **6%** for African American women who have not been incarcerated

Education

44%

Lower recidivism rate when education begins prior to release

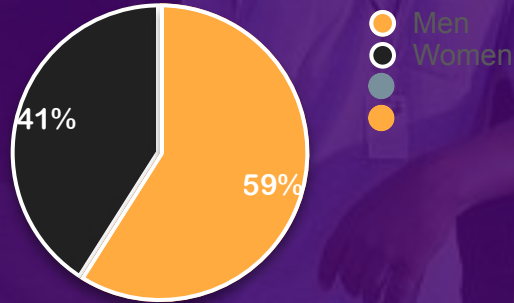
Enhance public safety, reestablish families, restores dignity to the incarcerated
and fiscally accountable

Gender Inequalities

< 10%

Women employed in
construction and
extraction occupations

Buildings and
grounds
cleaning and
maintenance



Pay gap:
\$0.79 vs. \$1

Sexualized



Criminalized

OVERCOMING

Community among women (of color)
Education programs in correctional facilities
Social service type jobs (mentor)

SERVICES/SUPPORT IN DURHAM

- Durham Criminal Justice Resource Center
- Durham Local Reentry Council
- City Of Durham, Transitional Jobs Program
- STEP Up Durham

A grayscale photograph of two women sitting at a table, looking at documents. The woman on the left has blonde hair and is wearing a dark top. The woman on the right has dark hair and is wearing a light-colored top. They appear to be in a professional or educational setting.

Advocating for Change

- Include **intersectional and gender-specific services** for justice-involved women to address their unique experiences and barriers seeking employment.
- Expand **educational opportunities** for incarcerated women to include greater access to postsecondary education and competitive programs.