



## Creating vibrant communities through empowered women

### Spotlight News



Dec 13th Ban the Box Rally  
Photo by Ajamu Dillahunt

### Ban the Box Comes to Durham

Ban the Box, a grassroots mobilization campaign, has been making its way across our nation over the past several years. This campaign is about the fair hiring of the many individuals in our country with criminal records. Here in NC, there are over 1.5 million people with a criminal record. In Durham County, that number reaches into the thousands. Justice-involved individuals face roadblocks in almost every aspect of their lives, but especially in the area of employment. On

December 13<sup>th</sup> at a rally in front of city hall, the Durham Second Chance Alliance asked local city leaders to remove the criminal conviction question from Durham city job applications as a first step to increasing employment opportunities for individuals with a conviction history. [Read more.](#)

### Other News

#### ERA: 2010 Year in Review

by Nicole Beatty and Gilda Womble

2010 was quite a year for our Employment Reentry Assistance (ERA) Program for Women. We began the year with new staff, new partners and a new client base that not only set the stage for multiple challenges but also created opportunities for creativity and innovation. We'd like to take a step back to review our accomplishments over the past year and to acknowledge the support of the many volunteers who contributed to our success. [Read more.](#)



Dec 2010 ERA Employment Skills Training Class

#### Client Success Story: How InStepp Empowers Women to Succeed

Although it has been 15 years since her last arrest and conviction, Tiffany\* was still having difficulty finding a job. At one point, she had applied for over 50 jobs during a single year. When Tiffany connected with InStepp, Inc. earlier this year, she had little hope of getting a job that would provide adequate support for herself and her 8 year old son. Within a couple of months of joining the company's employment program for women and working with both her mentor and career counselor, however, Tiffany's outlook for her future began to improve. [Read more.](#)

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### HISPANIC CORNER

by Martha Morales

Welcome back! "Came in December with his joy" ... this is part of a song that is very popular in Colombia. We are happy not only because it is December, but also because many things have filled us with joy since I wrote our first "Hispanic Corner" in September. [Read More.](#)

### PROGRAM METRICS

#### Employment Re-entry Assistance (ERA) Program

# New Client Intakes during 2010	<b>79</b>
# Clients Completing Employability Skills Training during 2010	<b>61 (77%)</b>
# of Job Placements During 2010	<b>33</b>
Cumulative Job Placement Rate	<b>59%</b>

#### Adult Mentoring Program

# Mentors Trained During 2010	<b>33</b>
Total # Current Active Mentors	<b>32</b>

Many thanks to all of our volunteers!

Visit the [Ambassador of the Month](#) page at [www.instepp.org](http://www.instepp.org) to read about our featured ambassadors in 2010

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