THE RICHARD NETTER CONFERENCE

Conference on Criminal Records and Employment

Thursday, December 8, 2011
8:00am – 5:00 pm
Cornell ILR NYC Conference Center

PROGRAM AGENDA

8:00 am  CHECK-IN AND CONTINENTAL BREAKFAST

8:30 am  WELCOME AND INTRODUCTIONS

Harry C. Katz, The Kenneth F. Kahn Dean and Jack Sheinkman Professor, Cornell University ILR

Pamela S. Tolbert, Lois S. Gray Professor of Industrial and Labor Relations, Cornell University ILR

8:35 am  PLENARY ADDRESS: "THE BELOVED COMMUNITY BEHIND BARS: CITIES WITH RAP SHEETS, PEOPLE WITH CRIMINAL RECORDS, AND TITLE VII"
Cornell William Brooks, Esq., President and Chief Executive Officer, The New Jersey Institute for Social Justice

9:00 am  WHAT ARE THE ISSUES OF UNIFORMITY/INACCURACY IN THE REPORTING OF CRIMINAL RECORDS? HOW DO CONSUMER REPORTING AGENCIES (CRAS) OPERATE?

Moderator: Judy Whiting, General Counsel, The Community Service Society

Speakers:
- Montserrat Miller, Partner, Arnall Golden Gregory LLP, and Counsel, National Association of Professional Background Screeners
- Sharon Dietrich, Managing Attorney for Public Benefits and Employment, Community Legal Services of Philadelphia
- Matt Visser, President and CEO, VICTIG
- Shawn Bushway, Professor of Criminal Justice and Professor of Public Administration and Policy, University at Albany, SUNY

10:30 am  BREAK
10:45 am  **TITLE VII, ADVERSE IMPACT AND CRIMINAL RECORDS AS A SELECTION DEVICE MATRIX APPROACHES, AND THE UNIFORM SELECTION GUIDELINES**

**Moderator:** Esta R. Bigler, Esq., Director, Labor & Employment Law Program, Cornell University ILR

**Speakers:**
- P. David Lopez, General Counsel, Equal Employment Opportunity Commission
- Adam Klein, Partner, Outten & Golden LLP
- Barry Hartstein, Shareholder, Littler Mendelson P.C.
- John Hausknecht, Associate Professor (I/O Psychologist), Cornell University ILR

12:15 pm  **LUNCH ADDRESS:** “MASS INCARCERATION AND THE LABOR MARKET”

**Jeremy Travis,** President, John Jay College of Criminal Justice, CUNY

1:30 pm  **WHAT DO EMPLOYERS NEED TO KNOW WHEN USING CRIMINAL RECORDS? WHAT IS RELEVANT TO HIRING? EMPLOYER FEAR OF NEGLIGENCE IN HIRING SUITS**

**Moderator:** Mary Fainsod Katzenstein, Stephen and Evalyn Milman Professor of American Studies, and Professor, Government Department, Cornell University Arts & Sciences

**Speakers:**
- Katharine H. Parker, Co-Chair, Employment Counseling Practice Group, Proskauer Rose LLP
- Frederick G. Giles, CPP, Senior Vice President, Research Division, CARCO Group, Inc., and Incoming Chair, National Association of Professional Background Screeners
- Alfred Blumstein, University Professor and J. Erik Jonsson University Professor of Urban Systems and Operations Research, Heinz College, Carnegie Mellon University
- Kiminori Nakamura, Assistant Professor of Criminology and Criminal Justice, University of Maryland

3:00 pm  **BREAK**

3:15 pm  **RESTORATION ISSUES: WHAT EMPLOYMENT MODELS WORK? IS BAN THE BOX AN ANSWER TO REFUSAL TO HIRE?**

**Moderator:** Devah Pager, Associate Professor, Department of Sociology, Princeton University

**Speakers:**
- Jessica Henry, Associate Professor of Justice Studies, Montclair State University
- Margaret Colgate Love, Esq., The Law Office of Margaret Love
- Lyell Ritchie, Vice President for Strategic Business Development, Fedcap
- Anthony Cardenales, Manager of Supply Chain, WeRecycle!, and Graduate of the Bard Prison Initiative

4:45 pm  **CLOSING AND NEXT STEPS**

5:00 pm  **RECEPTION**