



To: House Business and Labor Committee
From: Oregon Health Equity Alliance
Date: May 18, 2015
Re: HB 3025

Chair Dembrow and Members of the Committee:

The Oregon Health Equity Alliance (OHEA) would like to express our support for HB 3025. OHEA represents a collective effort of 37 member organizations who work together to make Oregon a more equitable place for all. Our coalition believes every Oregonian should have an equal chance to achieve their full health potential, and that is why we are supporting HB 3025.

Oregonians who are struggling to overcome a past criminal history suffer from added discrimination that makes it difficult to find gainful employment. Black youth in particular are disproportionately arrested from crimes that are common to all youth. In Oregon, 11% of incarcerated people are African-American, yet only 2% of Oregon's population is African-American.

Studies show that having a criminal record reduces the likelihood of a job callback by 50%. HB 3025 - Ban the Box will remove questions about arrests, convictions and incarceration from job applications. It will *not* prevent employers from asking for a criminal background check. Removing this question will simply allow applicants to get a proverbial foot in the door, so they can explain their past history in face-to-face interactions with potential employers. This will help build a more equitable Oregon that supports a fair chance for all.

OHEA urges your full support of HB 3025. Thank you for your commitment to our communities.

Joseph Santos-Lyons, APANO, OHEA co-Chair
Midge Purcell, Urban League of Portland, OHEA co-Chair