



Untapped Talent

Illinois Center for Specialized
Professional Support
Workshop #3

GET Ready, GET Set, GET Out!

Preparing individuals and employers for their next step

Presented by Jeffrey Abramowitz, JD
& Andrea Lopez, PhD

Check In

IN CHAT BOX PLEASE TELL US

Your name?

If you could start your career all over, what would you do?

How hard would it be to reach that goal today without any support?



Ketchup!

Workshop #2 – The Intersection of Education & Justice

1- Project Overview

2- Rules of Engagement

3- The Intersection of Education & Justice

- Education Behind & Beyond the Walls
- The Education & Skills Gap

4- Building the Career Pathway Highway

Workshop #3

Get Ready, Get Set, Get Out

- 1- Project Overview
- 2- Rules of Engagement
- 3- Get Ready, Get Set, Get Out
 - Preparing individuals for their next chapter in life
- 4- Get Ready, Get Set, Go
 - Preparing employers for hiring and retaining talented justice impacted individuals
- 5- What's next?



Project Overview and Rules of Engagement



Series of 6 Workshops both live and virtual

Assistance with the development of Get Ready, Get Set, Get Out Program behind and beyond the prison walls

Employer Convening (Date?)

Handbook with best practices of hiring and retaining justice impacted individuals

Rules of Engagement:

Please try to stay on camera, mute yourself when not in the conversation, ask questions at anytime.

Untapped Talent – Workshop Series

Workshop #1 - Let's Start with "Why"? - A look at our justice and labor systems today

Workshop #2 - The Intersection of Justice & Education - Building skills inside & outside the walls

Workshop #3 - Get Ready, Get Set, Get Out - Preparing individuals & employers for their next step

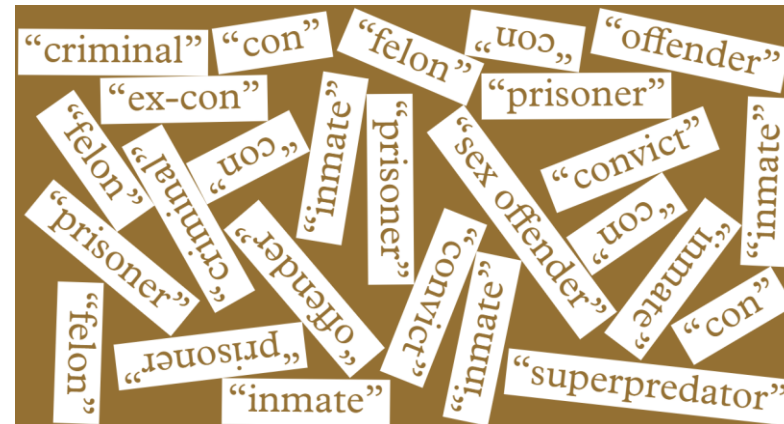
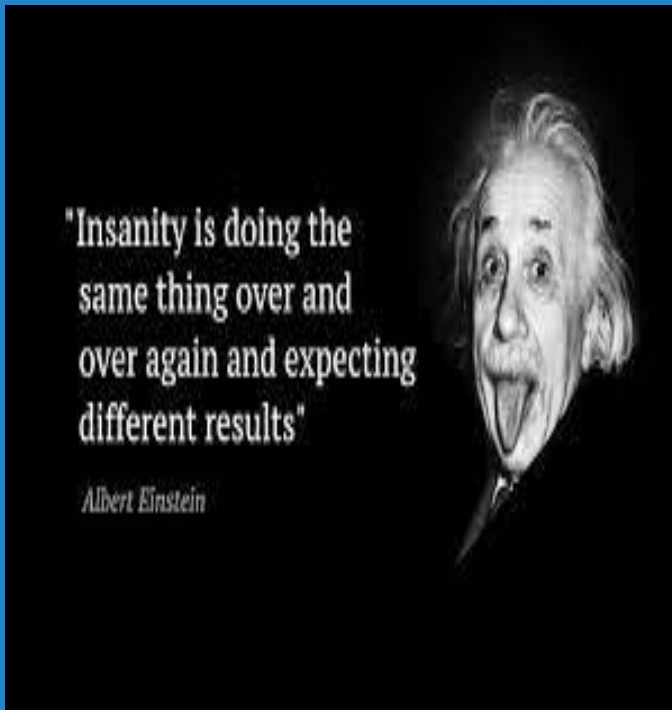
Workshop #4 - The Right Fit - Navigating career placement behind & beyond the walls
(The Hiring Process)

Workshop #5 - It's Not About Finding the Best & the Brightest, It's About Keeping Them
(The retention secrets)

Workshop #6 - Making Change Happen - Transforming our Justice Systems to Workforce Systems

Rules of Engagement

1. Be curious, not judgmental
2. Please put your cell phones on vibrate or off
3. Ask questions when they strike you
4. Be present (on screen) & engaged
5. Be respectful of others
6. Remember words really matter
7. What happens in Illinois, stays in Illinois





Jeffrey Abramowitz, JD



Andrea Lopez, PhD

Meet Your Facilitators

Get Ready,
Get Set,
Get Out

1

Preparing individuals that are justice impacted for their next chapter in life.



Reentry Spring Training Camp Begins Day 1 (Think back to Workshop #2)

Adult Education



Career & Technical Training



Digital Literacy



Education
behind the
walls!



2 X More likely to be unemployed

3X More likely to be in poverty

4x More likely to be in poor health

8X more likely to be incarcerated

43% CHANCE OF NOT GOING BACK TO JAIL/PRISON



What things should we be doing at Spring Training Camp to give players a shot at succeeding in the game of life on the outside and who are your partners?

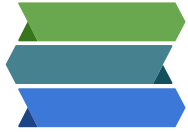
You will have 10 minutes to generate a list:

Please select 1 person who will take notes and will be reporting out.

Please make sure that every person has a chance to participate.

Please be mindful of the clock.





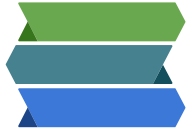
Training Camp Workout List:

1- Adult education & literacy activities

2- Career exploration/preparedness

3- Practice for what's to come on the outside

4- Reality check – Tough competition ahead



Training Camp Essentials List:

1- Resume, Applying, Interviewing skills, Preparing for the big leagues (Uniform, transportation to the game...)

2- Identification & basic needs

3- Direction on where to head when leaving camp

4- Encouragement & support during the game

Resume (ing) Play – After a Foul Ball

Resume Basics:

- 1- Look at prior occupational skills
- 2- Prior training
- 3- Jobs and training in prison/jail
- 4- Baseball Card: Tell the player's story



Application 101 – The Basics

Identification

Social security

Driver's license

Birth certificate

Address (No home?)

Phone

Email address

Historical record of life



Application 102 – The Not So Basics

Transportation

Clothing

Banking information

Credit history

Work restrictions

Halfway House/Parole

Clearance

Food Insecurity



Things not in the game plan?

Applying for a job on-line –
Access to internet/Downloading resume

Asking the “felony” question?

Consequences of transparency



It's a team sport!



Transitional
Housing



Education



Skill Training &
Employment



Medical & Addiction
Support



Identification,
clothing,
transportation



Legal Support

Possibly more training: Individual Training Account (ITA)



<https://www.ecfr.gov/current/title-20/chapter-V/part-680/subpart-C>

Get Ready,
Get Set,
Get Go

2

Preparing employers and stakeholders for hiring and retaining justice impacted individuals.



The League Stakeholders

CareerLink/One
Stops/American
Job Centers

Reentry
Programs

Occupational
Training
Partners

Education
Partners

Community
Partners

Employers

It's all about the team!

Partnering up is the key!

- Employers, community-based organizations, workforce development and training organizations can work together to identify, place, and support previously undiscovered talent even after the candidate is hired.
- Work together to help job seekers with interview prep such as discussing skill-based interviews
- LinkedIn Course for Returning Citizens
- National Search Firm Kelly33 for Fair Chance job seekers
- SHRM Chapters in Illinois

See the Resource Guides for Links!

What should employers and stakeholders be doing to prepare for the new season?

You will have 10 minutes to generate a list.

Please select 1 person who will take notes and will be reporting out.

Please make sure that every person has a chance to participate.

Please be mindful of the clock.



EMPLOYERS

The HR Picture!

Hiring Policies & Practices

Licensing

Federal & State Laws (Pardons/Expungements)

Local Laws (Ban the Box, Clean Slate)

Background Checks & Drug Screens

Is the language in your job descriptions consistent with your inclusive hiring goals?

Modify recruitment documents

- *We encourage you to apply if you come from a marginalized community, if you're LGBTQ if you have a criminal conviction; we encourage all people to apply regardless of gender, age, ethnicity, sexual orientation, criminal history*
- *_____ is committed to hiring talented and qualified individuals with diverse backgrounds for all roles. _____ believes that the gathering and celebration of unique backgrounds, qualities, and cultures enriches the workplace. We value diverse experiences, including prior contact with the criminal legal system.*

Remove questions about criminal records on application forms and delay inquiries about background until conditional offers have been made

Create an inclusive selection process

Enhance

Enhance transparency of the hiring process and fairness of the interview.

Extend

Extend a conditional job offer in writing, making clear upon what the offer is conditioned.

Avoid

Avoid overly strict resume verification and make clear how requested information may be used to disqualify applicants.

Inform

Clearly inform candidates about the criminal background check process and require only necessary information.

Share

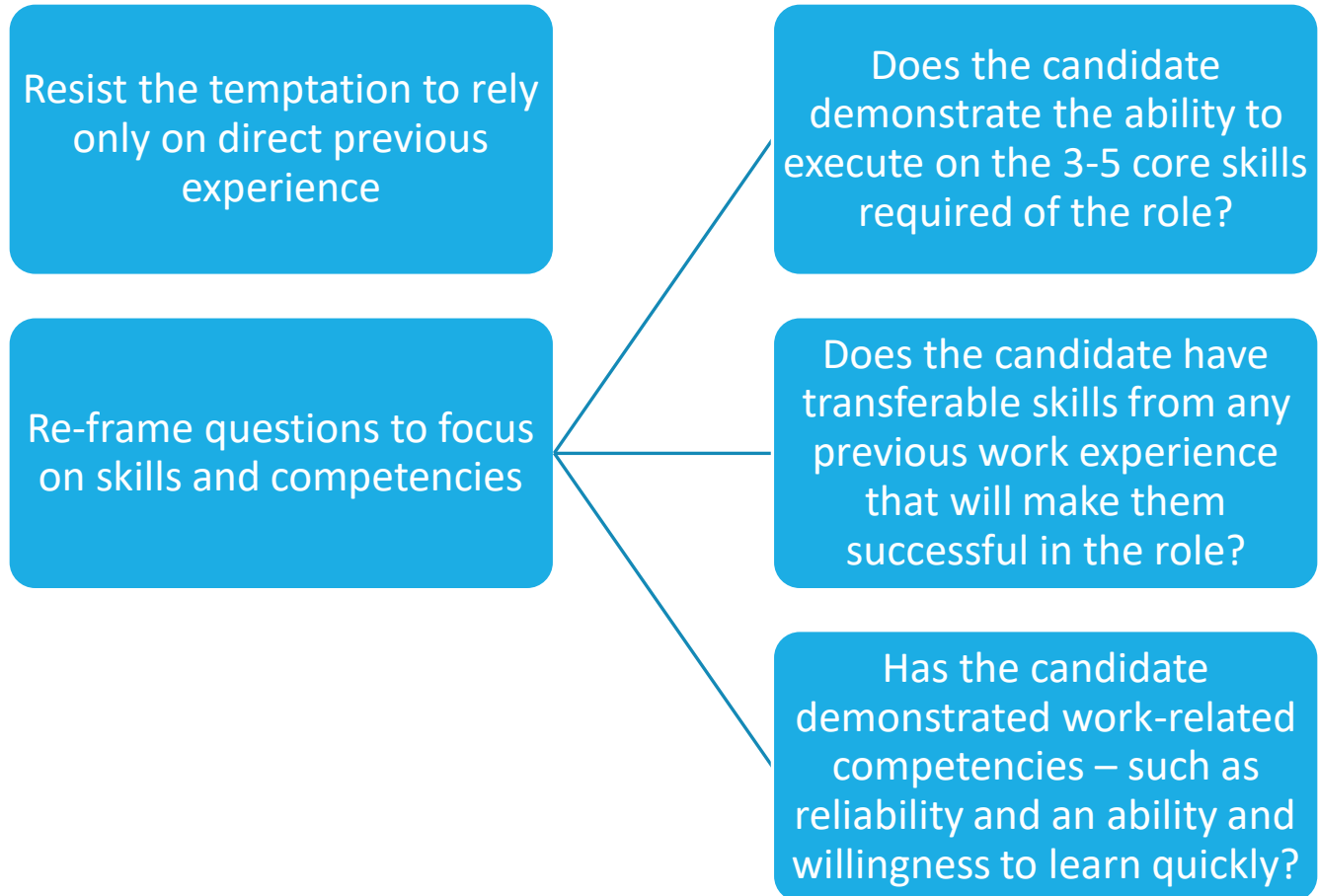
Share background check information on a need-to-know basis only



Selecting
the right
player to
put in...

THE INTERVIEW

The interview: Identify primary skills and core competencies for the role



You've extended an offer!

Partner with a reputable agency for the background check!

The background check – Questions to ask in choosing a credit reporting agency

- Are you certified by the National Association of Professional Background Screeners?
- Do you verify all information with the original criminal justice source?
- Do you require the full name and at least one other identifier to match before reporting a criminal record?
- Do you require all identifiers in your possession to match?
- Do you report all charges from a single incident as a single entry?
- Do you remove expunged or dismissed dispositions?
- Do you provide regularly updated information on the disposition of relevant cases?

<https://www.forbes.com/sites/walterpavlo/2021/08/31/high-tech-firm-checkr-solving-criminal-record-discrimination-on-background-checks/?sh=7eb1a89f3ca9>

Best Practices – Individualized Assessments

Green Factors: Nature/Time/Nature Test

- The nature of the charge, the time that's passed, and the nature of the role

- Acknowledge and openly discuss any biases or “moral judgments”
- Consider evidence of rehabilitation in the form of completed courses or counseling, personal references, etc.
- Ask for context around the circumstances leading up to the conviction

Finalize your decision after a transparent conversation with the candidate

- Consider exclusion only if the exclusion is job related for the position in question and consistent with business necessity

COMPLIANCE WITH FCRA

1

Provide notice to the applicant of the background check

2

Get consent of the candidate to complete the check

3

Provide a “pre-adverse action” copy to applicant

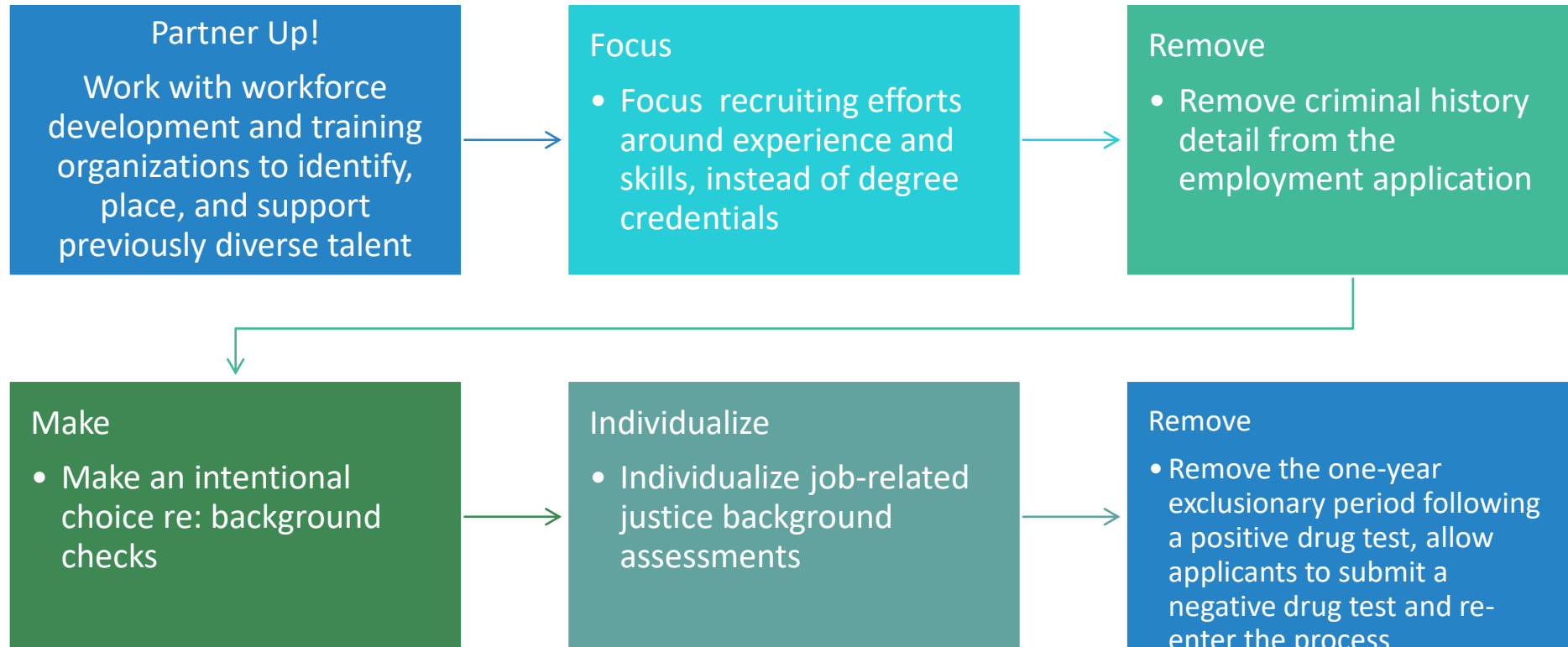
4

Provide the applicant with a copy of the Summary of Consumer Rights under FCRA

5

Provide applicant with the name, address, and phone of the reporting agency

Best practices for an inclusive talent acquisition



COMMUNITY
&
REENTRY PROVIDERS



Community & Reentry Partners

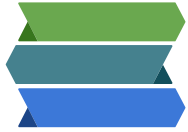
Warm welcome to the big leagues (HOME)

Be patient

Be curious (What do you need?)

**Don't give up – There is an awesome players in everyone.
Sometimes they just need to find the right position.**

WORKFORCE DEVELOPMENT PARTNERS



Workforce Development Partners

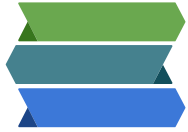
Listen

Be the coach and guide the player to success

Be respectful and aware of the challenges

Assume nothing!

EDUCATION
&
TRAINING
PARTNERS



Education & Training Partners

Welcome and assess the players strengths

Guide to a career pathway

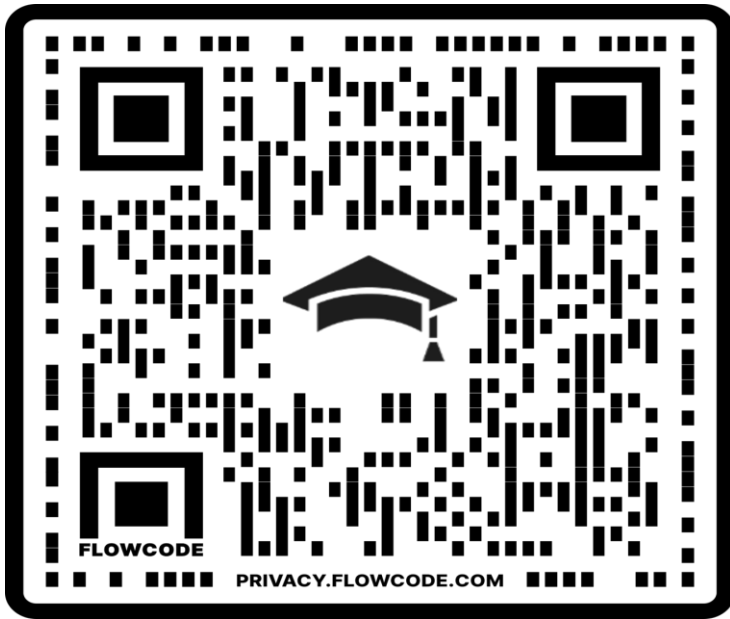
**Be aware of the reentry challenges in the league
(occupational licensing laws etc....)**

Be a fan!!

THANKS!

Any questions?

**Please share your questions
or thoughts you have or were
raised in your Breakout Session**



Jeffrey Abramowitz, JD
CEO
Petey Greene Program

215-510-4895 or
267-908-4445

Jabramowitz@peteygreene.org
www.jeffrey-Abramowitz.com

Andrea Lopez
andrea.lopez@temple.edu



Jeffrey Abramowitz is inviting you to a scheduled Zoom meeting.

Topic: Jeffrey Abramowitz's Personal Meeting Room

Join Zoom Meeting

<https://us02web.zoom.us/j/6522004157>

Meeting ID: 652 200 4157

OFFICE HOURS

THURSDAY MORNINGS

8:00-9:00 CST

Resources

www.jeffrey-Abramowitz.com

LINCS Correctional & Reentry Community of Practice <https://lincs.ed.gov/>
Career Pathways Sample (PA)

<https://www.paadultedresources.org/sector-strategies/>

Barriers to Employment Liptak, John J., Ed.D. Barriers to Employment Success Inventory (BESI). 5th Ed. Jist Publishing.

https://www.career-lifeskills.com/pdf/jst-323209_guide.pdf

Steve Steurer

["How to Unlock the Power of Prison Education"](#)

["Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison"](#)

["U.S. Skills Map: State and County Indicators of Adult Literacy and Numeracy"](#)

["Laying the Groundwork: How States Can Improve Access to Continued Education for People in the Criminal Justice System"](#)

["Reconnecting Justice: Pathways to Effective Reentry through Education and Training"](#)

["Reentry Education Framework: Guidelines for Providing High-Quality Education for Adults Involved in the Criminal Justice System"](#)

https://ies.ed.gov/ncee/wwc/Docs/ReferenceResources/WWC_CTE_Protocol_4.0_08-02-19_sxf.pdf

SHRM- Getting Talent Back to Work

www.gettingtalentbacktowork.org

Whole Pie 2022 – Prison/Jail Data

<https://www.prisonpolicy.org/reports/pie2022.html#:~:text=Together%2C%20these%20systems%20hold%20almost,centers%2C%20state%20psychiatric%20hospitals%2C%20and>

IET In Correction Toolkit – January 2023

<https://lincs.ed.gov/sites/default/files/iet-corrections-guide.pdf>

["Laying the Groundwork for Education"](#) - The Council of State Governments Justice Center 2/2020

["Cost Calculator"](#) - The Council of State Governments Justice Center 1/2021

["After the Sentence - Collateral Consequences"](#) - The Council of State Governments' Justice Center 1/2021

"Reducing Homelessness for People with Behavioral Health Needs Leaving Prisons and Jails" - The Council of State Governments Justice Center 2/2021

"No Access to Justice: Breaking the Cycle of Homelessness and Jail" - Vera Institute of Justice 8/2020

Building the Technology Ecosystem for Correctional Education: Brief and Discussion Guide

Resource URL

<https://lincs.ed.gov/sites/default/files/tech-ecosystem-correctional-ed.pdf>

Integrated Education and Training Design Toolkit and Train-the-Trainer Resources

Resource URL

<https://lincs.ed.gov/sites/default/files/2023-01/IET-Toolkit.pdf>

<https://store.shrm.org/Getting-Talent-Back-to-Work-Certificate>

https://www.gettingtalentbacktowork.org/learn-more/?_ga=2.37364770.366187060.1633010062-1306431289.1626110002

<https://www.shrm.org/resourcesandtools/tools-and-samples/quiz/pages/quiz-hiring-individuals-with-criminal-records.aspx>

<https://www.70millionjobs.com/>

<https://dkbfoundation.org/about-2/>

<https://www.daveskillerbread.com/secondchances>

<https://secondchancebusinesscoalition.org/get-started>

<https://www.nelp.org/campaign/ensuring-fair-chance-to-work/>

https://www.aclu.org/sites/default/files/field_document/060917-trone-reportweb_0.pdf

https://obamawhitehouse.archives.gov/sites/default/files/docs/cj_fairchancepledge_2page.pdf

Apprenticeships and Job Training Resources

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Apprentices.aspx>

- <https://apprenticeship.workforcegps.org/resources/2017/03/10/14/07/Expanding-Apprenticeship-for-Ex-Offenders>

- <https://dceo.illinois.gov/illinoisworks/preapprenticeship.html>

<https://www.nextchapterproject.org/>

<https://cccareers.org/>

<https://cccareers.org/pre-apprenticeship/>

<https://jailstojobs.org/study-shows-how-business-apprenticeship-programs-can-benefit-companies-and-increase-job-opportunities/>

<https://www.envoy.us/post/ceo-releases-their-new-linkedin-learning-course-to-aid-justice-impacted-job-seekers>

<https://jailstojobs.org/the-national-restaurant-association-educational-foundations-hopes-program-offers-job-opportunities-to-those-in-reentry/>

www.growinghomeinc.org

<https://www.growinghomeinc.org/opportunities/>

<https://grow.google/justice-impacted/>

<https://www.illinoisworknet.com/Training/Pages/TrainingGuide.aspx>

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Apprentices.aspx#returning>

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/ILInitiatives.aspx>

<https://www.apprenticeship.gov/apprenticeship-job-finder>

Grow with Google Career Readiness <https://grow.google/justice-impacted/>

Jails to Jobs <https://jailstojobs.org/free-online-courses-can-help-you-improve-your-basic-knowledge-and-skills/>

Honest Jobs <https://www.honestjobs.com/partners>

Creating Coding Careers <https://cccareers.org/>
◦ <https://cccareers.org/pre-apprenticeship/>

Next Chapter <https://www.nextchapterproject.org/>

Chicago

A Hire Calling <https://chicookworks.org/hirecalling/>

IcStars <https://icstars.breezy.hr/p/ecbccdcc61a5-i-c-stars-chicago?source=program>

Scalelit <https://www.scalelit.org/programs>

LINCS Correctional & Reentry Community of Practice

◦ <https://lincs.ed.gov/>

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"Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison"

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"Reconnecting Justice: Pathways to Effective Reentry through Education and Training"

"Reentry Education Framework: Guidelines for Providing High-Quality Education for Adults Involved in the Criminal Justice System"

SHRM- Getting Talent Back to Work

www.gettingtalentbacktowork.org

Initiatives and Resources

National Restaurant Association Educational Foundation and HOPES

- https://www.illinoisrestaurants.org/page/HOPES_Program
 - Jessica Blomquist jblomquist@illinoisrestaurants.org

- Establishing Credit – First Step Alliance

- <https://www.divergecu.org/>

- Employer Partnerships

- https://secondchancebusinesscoalition.org/find-partners?production_partnerOrganization%5Bquery%5D=ill&production_partnerOrganization%5Bmenu%5D%5Blocation.state%5D=Illinois

- Jails to Jobs

- <https://jailstojobs.org/articles-by-topic/>
- <https://jailstojobs.org/second-chance-employers-network/>
- <https://nationalreentryresourcecenter.org/sites/default/files/NRRC-State-Reentry-Supports-Illinois.pdf>

Award to recognize Returning Citizens!

- <https://jailstojobs.org/citizens-awards-to-recognize-successful-ex-offenders/>
- <https://www.envoy.us/fair-chance-employers>

HR Related Resources

For companies that are just getting started

→ SHRM's Getting Talent Back to Work Toolkit offers resources to identify a diverse pool of applicants

<https://www.gettingtalentbacktowork.org/learn-more/>

→ The Dave's Killer Bread Foundation Playbook offers free video content designed for business leaders and HR professionals looking to adopt this talent philosophy <https://dkbfoundation.org/playbook-3/>

→ The National Employment Law Project has a variety of resources, publications and campaigns that focus on second chance employment through a legal lens <https://www.nelp.org/>

Implementing a Fair Chance Initiative

This toolkit contains some information that is specific to the Financial Services Industry, but most of the information is applicable to any industry

https://s27147.pcdn.co/wp-content/uploads/NELP_Fair_Chance_Toolkit.pdf

The Manufacturing Institute is working to grow the modern manufacturing workforce by promoting and educating companies about Second Chance Hiring. These videos are essential for HR Departments

<https://www.themanufacturinginstitute.org/workers/second-chance/video-resources/>

<https://www.themanufacturinginstitute.org/search/?s=second+chance+>

Talent Sourcing

Kelly 33 <https://www.kellyservices.com/global/about-us/equity-at-work/kelly-33/>

BACKGROUND CHECKS

CHECKR <https://checkr.com/blog/an-introduction-to-fair-chance-hiring>

STERLING <https://www.sterlingcheck.com/about/news-article/fair-chance-hiring-practices/>

<https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/conductingbackgroundinvestigations.aspx>

<https://www.businessnewsdaily.com/7638-best-background-check-services.html>

<https://www.accurate.com/blog/understanding-criminal-record-checks-for-employers/>

On-Boarding and Retention

Check-ins <https://www.15five.com/products/manager-enablement/check-ins/>

Mentoring programs <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/best-practices-second-chance-hiring.aspx>

On-demand-Pay (ODP); Early Wage Access (EWA)

<https://www.usatoday.com/story/sponsor-story/dailypay/2021/06/01/employees-less-likely-quit-when-they-can-access-their-wages-daily/7449942002/>

Resources for Job Seekers

LinkedIn Learning for Justice-Impacted Job Seekers

<https://www.envoy.us/post/ceo-releases-their-new-linkedin-learning-course-to-aid-justice-impacted-job-seekers>

<https://services.google.com/fh/files/misc/career-readiness-for-reentry.pdf>

<https://ollieinitiative.org/grow-with-google#:~:text=The%20Grow%20with%20Google%20Career%20Readiness%20for%20Reentry,spreadsheets%20to%20make%20a%20budget%20for%20your%20business.>

Community Partners Scorecard

The community partnership scorecard was created by the MI (Manufacturing Institute) is designed to help employers identify high-quality partners to refer and support candidates with past convictions. While every company will have different needs and priorities, this tool provides baseline criteria to explore with prospective referral partners as companies make Second Chance hiring a more significant part of their talent strategy.

<https://www.themanufacturinginstitute.org/workers/second-chance/community-partnership-scorecard/>

Growing Home, Inc. www.growinghomeinc.org

825 West 69th Street, Englewood, Greater Grand Crossing
Chicago, Illinois, 60636

Amelia Nawn anawn@growinghomeinc.org

[\(847\) 453-4575](tel:(847)453-4575)

Metropolitan Family Services/CP4P metroeap.com/

1 North Dearborn Street, Loop
Chicago, Illinois, 60602

Merrick Neish NeishMe@metrofamily.org

[\(312\) 244-9017](tel:(312)244-9017)

Safer Foundation saferfoundation.org

571 West Jackson Boulevard, Near West Side
Chicago, Illinois, 60661

Ruby Dorsey ruby.dorsey@saferfoundation.org

[\(773\) 533-3096](tel:(773)533-3096)

RiseKit www.risekit.co/

1639 West Walnut Street, Near West Side, Near West Side
Chicago, Illinois, 60612

Matt Strauss matt@risekit.co

[\(312\) 310-7400](tel:(312)310-7400)

Defy Ventures Illinois www.defyventures.org

Chicago, Illinois,
Melissa O'Dell

Chicago CRED www.chicagocred.org/workforce-development

300 East Randolph Street, New East Side, Loop
Chicago, Illinois, 60601

Life Skills Reentry Center Roosevelt University

18 South Michigan Avenue, Loop
Chicago, Illinois, 60603

www.roosevelt.edu/colleges/arts-sciences/human-community-renewal

Brandon Glynn bglynn@roosevelt.edu

[\(312\) 281-3370](tel:(312)281-3370)

IDES ides.illinois.gov/jobs-workforce/programs/re-entry.html

33 South State Street, Loop
Chicago, Illinois, 60605

Antoinette Golden antoinette.golden@illinois.gov

[\(312\) 793-5834](tel:(312)793-5834)

Heartland Alliance www.heartlandalliance.org/heartland-alliance/

208 South LaSalle Street, Printer's Row, Loop

Chicago, Illinois, 60604

Sophia Manuel smanuel@heartlandalliance.org

[\(312\) 660-1300](tel:(312)660-1300)

Cara Collective caracollective.org/about/

237 South Desplaines Street, Near West Side

Chicago, Illinois, 60661

Sara Wasserteil swasserteil@carachicago.org

[\(312\) 628-7908](tel:(312)628-7908)

Saint Leonards/Michael Barlow Center slministries.org/employment-education/about/

2100 West Warren Boulevard, Near West Side

Chicago, Illinois, 60612

Eric Courts eric.courts@slministries.org

[\(312\) 738-1414](tel:(312)738-1414)

Thresholds Justice Program www.thresholds.org/programs-services/justice-program

4101 North Ravenswood Avenue, North Center, Lake View

Chicago, Illinois, 60613

Brent Peterson brent.peterson@thresholds.org

[\(773\) 572-5500](tel:(773)572-5500)

Westside Health Authority healthauthority.org/programs/community-reentry/

5417 West Division Street, Austin

Chicago, Illinois, 60651

Quiwana Bell qbell@healthauthority.org

[\(733\) 378-1878](tel:(733)378-1878)

Woodlawn Community Reentry Project Chicago www.woodlawncommunityreentryprojectchicago.com/

6200 South Drexel Avenue, Woodlawn

Chicago, Illinois, 60637

[\(773\) 301-0291](tel:(773)301-0291)

ggaither@illinoisalumni.org

Transforming Reentry Services transformingreentry.org/about-us/

10 West 35th Street, Bronzeville, Douglas

Chicago, Illinois, 60616

[\(312\) 328-9610](tel:(312)328-9610)

info@transformingreentry.org

Teamwork Englewood www.teamworkenglewood.org/

815 West 63rd Street, Englewood

Chicago, Illinois, 60636

[\(773\) 488-6600](tel:(773)488-6600)

info@teamworkenglewood.org

TASC www.tasc.org/tascweb/our_work.aspx#Caring

700 South Clinton Street, Near West Side

Chicago, Illinois, 60607

TASC works to reduce the number of people in the justice system by offering a variety of

Amber Bridgman abridgman@tasc.org

[\(312\) 787-0208](tel:(312)787-0208)

Breakthrough Employment Center (Economic Opportunity Center Program)

3330 West Carroll Avenue, East Garfield Park

Chicago, Illinois, 60624

breakthrough.org/programs/economic-opportunity-center/

Wilonda Cannon wcannon@breakthrough.org

[\(773\) 346-1745](tel:(773)346-1745)

Greater West Town Community Development Project

500 North Sacramento Boulevard, East Garfield Park

Chicago, Illinois, 60612

gwtp.org/

Rebecca Salkeld rsalkeld@gwtp.edu

[\(312\) 563-9570 x281](tel:(312)563-9570x281)

Cabrini Green Legal Aid

<https://www.cgla.net/>

Lutheran Social Services of Illinois Prison and Family Ministry

1001 East Touhy Avenue

Des Plaines, Illinois, 60018

www.lssi.org/about.php

Barb Hailey

[\(618\) 997-9196 ext. 821](tel:(618)997-9196ext.821)

Lessie Bates Davis Neighborhood House Inc. lessiebatesdavis.org/

1200 North 13th Street

East Saint Louis, Illinois, 62205

Lisa Graves lgraves@lbdnh.org

[\(618\) 874-0777](tel:(618)874-0777)