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*Source: Pager, D., Western, B., & Sugie, N. (2009, May). Sequencing Disadvantage: Barriers to Employment Facing Young Black and White Men with Criminal Records. The ANNALS of the American Academy of Political and Social Science, 623, 195-213. 10.1177/0002716208330793*



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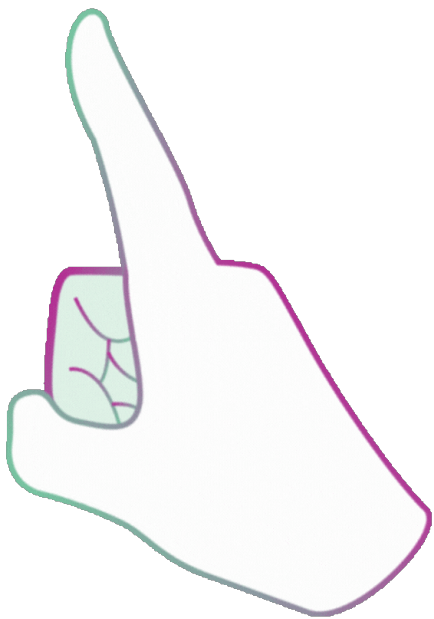




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An arrest or conviction record reduces a job seeker's chance of getting a callback or job offer by nearly 50 percent.

Source: Pager, D., Western, B., & Sugie, N. (2009, May). Sequencing Disadvantage: Barriers to Employment Facing Young Black and White Men with Criminal Records. *The ANNALS of the American Academy of Political and Social Science*, 623, 195-213. 10.1177/0002716208330793

