

# CRPS Criminal Records and Socio-Economic Outcomes Bibliography

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This bibliography is generated for the CRPS project at Cornell University. It is a curated selection of privacy-related articles. Articles are in alphabetical order of the first author's last name.

## Articles

**Agan et al.: Ban the Box, Criminal Records, and Racial Discrimination**  
**agan'ban'2018**

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Amanda Agan and Sonja Starr. "Ban the Box, Criminal Records, and Racial Discrimination: A Field Experiment". en. In: *The Quarterly Journal of Economics* 133.1 (Feb. 2018), pp. 191–235. ISSN: 0033-5533. DOI: 10.1093/qje/qjx028. URL: <https://academic.oup.com/qje/article/133/1/191/4060073>.

Abstract: Abstract. Ban the Box (BTB) policies restrict employers from asking about applicants criminal histories on job applications and are often presented as a mea.

**Agan et al.: The Effect of Criminal Records on Access to Employment**  
**agan'effect'2017**

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Amanda Agan and Sonja Starr. "The Effect of Criminal Records on Access to Employment". en. In: *American Economic Review* 107.5 (May 2017), pp. 560–564. ISSN: 0002-8282. DOI: 10.1257/aer.p20171003. URL: <https://www.aeaweb.org/articles?id=10.1257/aer.p20171003>.

Abstract: This paper adds to the empirical evidence that criminal records are a barrier to employment. Using data from 2,655 online applications sent on behalf of fictitious male applicants, we show that employers are 60 percent more likely to call applicants that do not have a felony conviction. We further investigate whether this effect varies based on applicant race (black versus white), crime type (drug versus property crime), industry (restaurants versus retail), jurisdiction (New Jersey versus New York City), local crime rate, and local racial composition. Although magnitudes vary somewhat, in every subsample the conviction effect is large, significant, and negative.

**Center: Michigan Set-Asides Found to Increase Wages and Reduce Recidivism**  
**center'michigan'2018**

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Collateral Consequences Resource Center. "Michigan Set-Asides Found to Increase Wages and Reduce Recidivism". en. In: *Federal Sentencing Reporter* 30.4-5 (Apr. 2018), pp. 361–362. ISSN: 1053-9867, 1533-8363. DOI: 10.1525/fsr.2018.30.4-5.361. URL: <http://fsr.ucpress.edu/content/30/4-5/361>.

**Jennifer L Doleac: Increasing Employment for Individuals with Criminal Records — The Hamilton Project**  
**doleac'increasing'2016**

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Jennifer L Doleac. *Increasing Employment for Individuals with Criminal Records — The Hamilton Project*. Policy Memo 2016-02. The Hamilton Project, 2016. URL: [http://www.hamiltonproject.org/papers/increasing\\_employment\\_for\\_individuals\\_with\\_criminal\\_records](http://www.hamiltonproject.org/papers/increasing_employment_for_individuals_with_criminal_records).

Abstract: Problem Low-skilled workers, particularly those with criminal records, have been most adversely affected by labor market changes in the last few decades. Many policymakers recognize the urgency of increasing opportunity for these workers. However, recent legislative initiatives aimed at doing so have produced mixed results. Proposal To better help individuals with criminal records successfully navigate the low-skill labor market, the author offers five guiding principles for policymakers. These are: (1) increase availability of jobs for low-skill workers, through effective jobs programs, licensing reform, and tighter labor markets; (2) focus on building work readiness, by providing wrap-around services and effective job-training programs; (3) communicate work readiness to employers, by issuing high-quality certification for comple-

tion of training programs and apprenticeships; (4) reduce the cost of hiring people with criminal records; and (5) weigh the impact of employer regulations that might have unintended consequences. Abstract Workers with criminal records, in particular black and Hispanic males with criminal records, face many labor market challenges over and above the challenges faced by the larger population of low-skilled workers. Finding ways to improve employment outcomes for individuals with criminal records is an urgent priority with implications for public safety, the economy, and families of those with records. New evidence documenting unintended negative consequences of one recent attempt to address this concern Ban the Box laws that delay employer access to information about applicants should be considered as the policy discussion moves forward. As policymakers continue efforts to address employment among workers with criminal records, it is imperative that they begin with an understanding of how employers interact with job applicants who have criminal records. Accordingly, a multi-pronged approach inclusive of effective policies aimed at building workers skills, communicating their work-readiness to employers, and promoting robust labor markets for low-skilled workers is necessary for improving employment outcomes for workers with criminal records.

**Jennifer L Doleac et al.: Does Ban the Box Help or Hurt Low-Skilled Workers?**  
**doleac'does'2016**

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Jennifer L Doleac and Benjamin Hansen. *Does "Ban the Box" Help or Hurt Low-Skilled Workers? Statistical Discrimination and Employment Outcomes When Criminal Histories are Hidden*. Working Paper 22469. National Bureau of Economic Research, 2016. DOI: 10.3386/w22469. URL: <http://www.nber.org/papers/w22469>.

Abstract: Jurisdictions across the United States have adopted "ban the box" (BTB) policies preventing employers from conducting criminal background checks until late in the job application process. Their goal is to improve employment outcomes for those with criminal records, with a secondary goal of reducing racial disparities in employment. However, removing information about job applicants' criminal histories could lead employers who don't want to hire ex-offenders to try to guess who the ex-offenders are, and avoid interviewing them. In particular, employers might avoid interviewing young, low-skilled, black and Hispanic men when criminal records are not observable.

This would worsen employment outcomes for these already-disadvantaged groups. In this paper, we use variation in the details and timing of state and local BTB policies to test BTB's effects on employment for various demographic groups. We find that BTB policies decrease the probability of being employed by 3.4 percentage points (5.1%) for young, low-skilled black men, and by 2.3 percentage points (2.9%) for young, low-skilled Hispanic men. These findings support the hypothesis that when an applicant's criminal history is unavailable, employers statistically discriminate against demographic groups that are likely to have a criminal record.

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**Jennifer L. Doleac et al.: The Visible Hand      doleac'visible'2013**

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Jennifer L. Doleac and Luke C. D. Stein. "The Visible Hand: Race and Online Market Outcomes". en. In: *The Economic Journal* 123.572 (Nov. 2013), F469–F492. ISSN: 1468-0297. DOI: 10.1111/ecoj.12082. URL: <https://onlinelibrary.wiley.com/doi/abs/10.1111/ecoj.12082>.

Abstract: We examine the effect of race on market outcomes by selling iPods through local online classified advertisements throughout the US. Each advertisement features a photograph including a dark or light-skinned hand, or one with a wrist tattoo. Black sellers receive fewer and lower offers than white sellers, and the correspondence with black sellers indicates lower levels of trust. Black sellers' outcomes are particularly poor in thin markets (suggesting that discrimination may not survive competition among buyers) and those with the most racial isolation and property crime (consistent with channels through which statistical discrimination might operate).

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**Lageson: Found Out and Opting Out      lageson'found'2016**

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Sarah Esther Lageson. "Found Out and Opting Out: The Consequences of Online Criminal Records for Families". en. In: *The ANNALS of the American Academy of Political and Social Science* 665.1 (2016), pp. 127–141. ISSN: 0002-7162. DOI: 10.1177/0002716215625053. URL: <https://doi.org/10.1177/0002716215625053>.

Abstract: Online criminal histories document and publicize even minor brushes with the law and represent people who may not even be guilty of any crime. This has dramatically changed the relationship that millions of Americans have with the criminal justice system and may affect their social and pri-

vate lives. Drawing on interviews and fieldwork with people attempting to expunge and legally seal their criminal records, I explore how online versions of these records impact family relationships. Many who appear on mug shot and criminal history websites are arrestees who are never formally charged or convicted of a crime. The indiscriminate posting of all types of justice contact on websites may impact those who, for the most part, desist from crime and are core contributors to their family and community. I find that many of those who are affected by the stigma of online records did not know that records existed until they popped up unexpectedly, and that this experience leads them to self-select out of family duties that contribute to child well-being.

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**Neighly et al.: Wanted** **neighly'wanted:'2013**

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Madeline Neighly and Maurice Emsellem. *Wanted: Accurate FBI Background Checks for Employment*. Tech. rep. National Employment Law Project, 2013. URL: <https://www.nelp.org/publication/wanted-accurate-fbi-background-checks-for-employment/>.

Abstract: FBI background checks for employment are found to be inaccurate.

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**NLSY79: Sample Design & Screening Process — National Longitudinal Surveys** **nlsy79'sample'nodate**

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NLSY79. *Sample Design & Screening Process — National Longitudinal Surveys*. URL: <https://www.nlsinfo.org/content/cohorts/nlsy79/intro-to-the-sample/sample-design-screening-process>.

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**Pager et al.: Sequencing Disadvantage** **pager'sequencing'2009**

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Devah Pager, Bruce Western, and Naomi Sugie. “Sequencing Disadvantage: Barriers to Employment Facing Young Black and White Men with Criminal Records”. In: *The Annals of the American Academy of Political and Social Science* 623 (2009), pp. 195–213. ISSN: 0002-7162. URL: <https://www.jstor.org/stable/40375896>.

Abstract: [In this article, the authors report the results of a largescale field experiment conducted in New York City investigating the effects of race and a prison record on employment. Teams of black and white men were matched and sent to apply for low-wage jobs throughout the city, presenting equivalent

resumes and differing only in their race and criminal background. The authors find a significant negative effect of a criminal record on employment outcomes that appears substantially larger for African Americans. The sequence of interactions preceding hiring decisions suggests that black applicants are less often invited to interview, thereby providing fewer opportunities to establish rapport with the employer. Furthermore, employers' general reluctance to discuss the criminal record of an applicant appears especially harmful for black ex-offenders. Overall, these results point to the importance of rapport-building for finding work, something that the stigmatizing characteristics of minority and criminal status make more difficult to achieve.]

**U.S. Census Bureau: 2010 American Community Survey Questionnaire**  
**u.s.'census'bureau'2010'2010**

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U.S. Census Bureau. *2010 American Community Survey Questionnaire*. Tech. rep. U.S. Census Bureau, 2010. URL: <https://www2.census.gov/programs-surveys/acs/methodology/questionnaires/2010/quest10.pdf?#>.

**Yu et al.: Broken Records: How Errors by Criminal Background Checking Companies Harm Workers and Businesses**  
**yu'broken'2012**

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Persis S. Yu and Sharon M. Dietrich. *Broken Records: How Errors by Criminal Background Checking Companies Harm Workers and Businesses*. Tech. rep. National Consumer Law Center, 2012. URL: <https://www.nclc.org/issues/broken-records.html>.