



POLICY PLAY

SECOND CHANCES

Knowing the facts paired with meaningful action creates real change.

AWARENESS + ACTION = IMPACT

AWARENESS

April is *Second Chance Month*, an opportunity to highlight second chance efforts that support meaningful reentry and eliminate justice system barriers. In 2024, the NBA joined 50 other large private-sector employers in the *Second Chance Business Coalition*.

FAST FACTS

40K

Barriers limiting access to education, employment, and housing.

70M

Americans with a conviction record facing barriers to opportunity

50%

Reduction in employer callbacks or job offers with past conviction

10X

More likely to be unhoused with a conviction record



SECOND CHANCE POLICY ROUNDUP

Learn more about bipartisan federal and state measures below.

FEDERAL

**Second Chance
Reauthorization Act**
(Reentry Support)

Federal Clean Slate Act
(Record Relief)

Fresh Start Act
(Record Relief)

STATE

Record Relief
AZ, GA, IL, IN, MA, MN, NY, OK, OR, TN, TX, UT

Fines & Fees
NY, OK, PA, TN, TX

Housing & Hiring
GA, MI, MN, OK

Reentry Supports
CA, UT

ACTION

SJC IMPACT STATS

The Coalition has supported a dozen second chance efforts
IMPACTING MILLIONS
of justice-impacted individuals since 2021.

158K

Supported Utah's SB163 (2024) to make record clearance affordable for 158K low-income individuals.

500K

Supported Pennsylvania's Clean Slate 3.0 (2023) record sealing for 500K people with low-level, nonviolent felonies.

2.3M

Backed New York Clean Slate Act (2023) to provide automatic record sealing for over 2.3 million New Yorkers.

2K

Partnered with teams (2023, 2024, 2025) and community orgs to host expungement and employment clinics, benefitting nearly 2K people.

LEARN & SHARE

DEEP DIVES

How "Collateral Consequences" Keep People Trapped in the Legal System

Vera Institute of Justice

The Workforce Impact of Second Chance Hiring

US Chamber of Commerce

Fines and Fees Are a Barrier to Criminal Record Clearing

Fines & Fees Justice Center

A state landscape analysis on second chances is available to every NBA team.

SOCIAL

Share facts about criminal record barriers on social media and tag @nbacoalition

