



Friday | October 15, 2021 | 2:15-3:15 p.m. | General Session

How to Onboard Returning Citizens: A Panel Discussion

Cedric Hendricks, J.D., MSW – Associate Director, Office of Legislative, Intergovernmental and Public Affairs, CSOSA

Tony Lewis, Jr. – Vocational Development Coordinator, CSOSA

This interactive workshop and panel discussion will focus on providing HR professionals insight and recommendations on how to effectively onboard individuals that have been justice-involved. Many of us support second chance hiring and want to have a more inclusive workforce, but we lack the proper tools to make that a reality within our company or organization. In this workshop, you will hear from government and private sector leaders who have built successful second chance hiring programs. Attendees will get the opportunity to hear firsthand what it took to build programs, what adjustments had to be made, what policies had to be examined, and what risk had to be taken. Attendees will leave with a deeper understanding of what the process entails and clarity on the benefits of their company/organization establishing a system to onboard those that have been justice-involved.

In addition, attendees will be introduced to the Court Services and Offender Supervision Agency (CSOSA), a federal agency that focuses on community supervision. CSOSA is a referral source of second chance talent and a partner of DC SHRM. This panel discussion will be moderated by CSOSA staff.

Participants will:

- Learn new strategies for incorporating second chance hiring into DEI initiatives.
- Develop tools to support the practice of hiring justice-involved candidates.
- Be introduced to an underutilized talent pool, with resources on how to connect with them.

About Cedric Hendricks

Cedric R. Hendricks, J.D., MSW, is the Associate Director of The Office of Legislative, Intergovernmental and Public Affairs (OLIPA), for the Court Services and Offender Supervision Agency (CSOSA). He has been at the agency for the past 20 years. Before coming to CSOSA, Mr. Hendricks worked 15 years on Capitol Hill, serving on the staffs of the House Committee on

Education and the Workforce, House Government Reform and Oversight Committee, House Post Office and Civil Service Committee, and the House Judiciary Committee. He has also served as Legislative Director for Congresswoman Eleanor Holmes Norton, and Legislative Counsel for Congressman John Conyers, Jr. Mr. Hendricks is a 1983 graduate of the Howard University School of Law and holds both a Bachelors and a Masters of Social Work Degree from Wayne State University, in Detroit, MI.

About Tony Lewis

Tony Lewis Jr. is the Vocational Development Coordinator for The Court Services and The Offender Supervision Agency (CSOSA). In addition, Mr. Lewis is an Author, Activist, and champion for children with incarcerated parents. Mr. Lewis has fought relentlessly over the past 21 years to uplift and empower men, women, and children impacted by mass incarceration. His work and advocacy have been featured on CNN, BET, Fox, ABC, Elite Daily, and in the Washington Post. He is the winner of many awards including the Steve Harvey/Ford Motor Company “Best Community Leader” award and the Presidential Call to Service award.