

The Mark of a Criminal Record : Devah Pager

Pager's study shows how having any kind of criminal record will dramatically reduce employment and many other opportunities for formerly incarcerated individuals. Through research and experiments, Pager demonstrates that fewer callbacks for people with criminal records is the new normal. This research supports her argument that states that punishment continues for the former felon even after their time is served, this reveals that by having long-lasting punishment, it takes a while for the former felon to slither back into society. They don't have any support or any help. Pager highlights that this is dehumanization that happens when the individual is denied their chance to rebuild their lives again. She states that the unnecessary barriers harm not only the individual, but the entire community. Pager's research and beliefs have resulted in the need for a fair hiring system and genuine second chances. This is to help strengthen community stability and reduce recidivism.

Political Consequences of Felon Disenfranchisement in the United States : Christopher Uggen and Jeff Manza

Uggen and Manza have analyzed how felon disenfranchisement continues to punish former felons even after their time is served. The authors argue that punishment has extended beyond the courtroom because the individuals are stripped from their rights. More specifically, voting, which undermines democratic principles. Their research revealed the more in-depth social consequences that not only affect the individual but their families and communities whose voices are mostly silenced. Uggen and Manza's work and research supports and aligns with their argument of fairness, second chances and full community reintegration. This shows that restoring their rights, voting rights that is, that it is essential for civic equality. Their article highlights how this is excluding millions of Americans from participating in democracy. This is compelling evidence that the post-sentence restrictions make it more difficult and challenging for former felons to re-enter the real world.

The New Jim Crow: Mass Incarceration in the Age of Colorblindness : Michelle Alexander

Michelle Alexander's *The New Jim Crow* argues that the United States criminal justice system has created a racialized system through mass incarceration. Once an individual is labeled as a felon, they are certain to face lifelong discrimination in many things such as, employment, housing, the right to bear arms, and voting. They are experiencing permanent restrictions from a temporary mistake. Alexander highlights how this system disproportionately impacts Black and Latino men. Her work and research directly

connects to the idea that former felons experience punishment that is ongoing that prevents their chances of reintegration into society. Alexander feels that we should question the myth of colorblind equality. By showing that post-conviction is discriminating as a civil rights issue, *The New Jim Crow* provides powerful evidence that mass incarceration and the aftermath from it violates principles of rehabilitation, equality, and fairness, demanding structural change for our society. This calls for a complete rethinking of the justice system.

Punishment and Inequality in America: Bruce Western

In *Punishment and Inequality in America*, Bruce Western explains that mass incarceration has become a key driver of social and economic inequality