



Pledged Fair Chance Alliance Best Practices and Protocols

- 1) Commit to a specific number of JII hires for the upcoming quarter/year.**
- 2) Keep Fair Chance data, with at least these metrics:**
 - a) How many JII are currently employed at your company?**
 - b) What percentage of your workforce does that number represent?**
 - c) How many JII applied this year?**
 - d) Of that group of applicants, how many were hired?**
- 3) Identify a go-to individual or several individuals to be responsible for Fair Chance (JII) job applications for your company. In larger businesses especially, it can be needlessly expensive to train all of your HR or all of your hiring managers to be Fair Chance Hiring Experts (FCHE).**
- 4) The designated FCHE should be prepared to evaluate JII by metrics reflecting the potential of this population of applicants, not only by traditional hiring standards.**
- 5) Ban the box was a transformational first step; it remains important as an icon, as a beacon, and to allow a select subset of JIIs to receive job offers. (See 6 below). Individual success stories inspire, but by itself the data are now clear that if ban the box is the only proactive step taken the hiring results are insufficient on a macro level.**
- 6) The company should examine the effect of HR benchmarks - especially AI and algorithms - as to disproportionate elimination of JII on job continuity, job experience, and other factors affected by that individual having been incarcerated.**
- 7) The company should adopt Second Look protocols which require a Second Look at a JII's application, applying the nontraditional criteria that should come to bear. That includes contextual considerations like in-prison conduct, relative achievement in a prison milieu, focus, and a sense of the JII's intentionality. Other considerations are, if this individual would benefit from in-company mentorship or training to help make the transition.**

8) At all times the FCHE should keep in mind the extraordinary beneficial characteristics of JII hires, such as no more, and often less, management issues than in non JII hires, higher productivity, higher reliability, higher loyalty and less turnover.¹

9) Accredited Fair Chance Alliance Job application forms should have this legend:

“We are a Fair Chance Hirer, and embrace ban the box. Another Fair Chance step we take is, we are a Second Look hirer. We understand that traditional criteria like job continuity, on the job experience, former employer references, training, education and other factors may not be the strongest part of your lived experience as a Justice Involved Individual.

“If you have a criminal record, and have not been successful in your job application with us, please let us know by submitting a Second Look request, and we will have our staff offer an individualized, contextually informed Second Look at your application.”

10) The presumption should be that a criminal record is very rarely a sensible bar to employment. The bromide “on an individualized case by case basis” in the real-world means disproportionate rejection if that judgment is being made by a non FCHE.²

11) The data are clear that prior criminal behavior is not an indicator of current risk except in extremely rare cases. The prejudice as to prior criminal behavior being part of a person’s character 5, 10, and 20 years later is just not supported by the evidence.

12) At any time in the hiring process if a non FCHE interviewer identifies that an applicant is a JII, the process should be turned over to the company’s FCHE.

13) Keep metrics on other aspects of your Fair Chance responsibilities. Responsibilities as a Fair Chance company do not end only in corporate self-awareness and self-improvement. Paying your fair share for Fair Chance, such as for the cost of being registered, accredited, and to help beyond mere job offers, is part of what works and is needed. Sponsoring Best Practices and Protocols includes your Pledge to step up.

14) Fair Chance Alliance Strengthened Business Pledge businesses should wear the badge of your Corporate Social Responsibility proudly. Keep your accreditation current, and make sure you are listed in the Fair Chance Registry. Fair Chance Alliance spotlights businesses that walk the walk, and encourages the public to give their business only to businesses that have a high Corporate Social Responsibility index score, and withhold it from those with a low CRS score, like many non-Fair Chance businesses. The eager and motivated and deep JII work pool will make FCA businesses their first calls when looking for work, and consumers will vote with their dollars.

¹ Multiple studies and sources; i.e., Department of Defense tracking of military recruits with felonies, higher rate of promotions; SHRM, higher rates of productivity, loyalty, and retention, Northwestern University, same, ubiquitous HR publications and studies.

² And see instructive outcomes for Greyston Bakery, www.greyston.org, which has a no background check, hire all policy.