



The Strengthened Fair Chance Business Pledge Strengthened by Fair Chance Best Practices and Protocols.

The core Fair Chance principle is that, consistent with public safety, every barrier impeding a returning former offender - or justice involved individual (JII) - from a full re-integration back to society should be removed. Vast majorities of the public from all sides of the political spectrum, the business community, corrections professionals, economists, and civic and faith leaders recognize that it is morally, fiscally, and business-growth-policy wrong not to present a path to successful reintegration to returning justice involved individuals.

Years ago businesses led by taking the Fair Chance Business Pledge. Today we lead again by committing to the Strengthened Fair Chance Business Pledge, also known as the Fair Chance Alliance Business Pledge.

In doing so, we add to that original commitment, that “We are committed to providing individuals with criminal records, including formerly incarcerated individuals, a fair chance to participate in the American economy.”¹

Great progress has been made, but even more is needed. This Fair Chance Alliance Business Pledge provides an added level of action that experience has taught is needed for ever more effective results by requiring adhering to the Strengthened Fair Chance Best Practices and Protocols.²

Therefore, we Pledge to these Strengthened Fair Chance Best Practices and Protocols, as further defined in the Fair Chance Alliance Hiring Expert certification (FCHE™).

- Among the strengthening additions is a commitment to Ban the Box, and to not consider a job applicant’s justice system involvement until after a job offer is made.
- A second Fair Chance step we will now take is to become a Second Look hirer. We understand that traditional hiring criteria may not offer a fair representation of a Justice Involved Individual. If a JII has not been successful in a job application, he or she can submit a Second Look request, and we will have staff offer an individualized, contextually informed Second Look at their job application.
- A third Fair Chance step is keeping upgraded records and adhering to a policy of transparency. We need to know, and the public and returning JII need to know, our track record of success. The first part is assembling upgraded data ourselves of JII interviews, hires, and other relevant metrics. And the second part is making sure that information is available to help us to continue improving outcomes, and available to the JII community and to the general public in making judgments about how we are doing.

¹ White House Fair Chance Business Pledge

² See <https://www.fairchancealliance.org/wp-content/uploads/2023/11/Pledged-Fair-Chance-Best-Practices-and-Protocols.pdf>