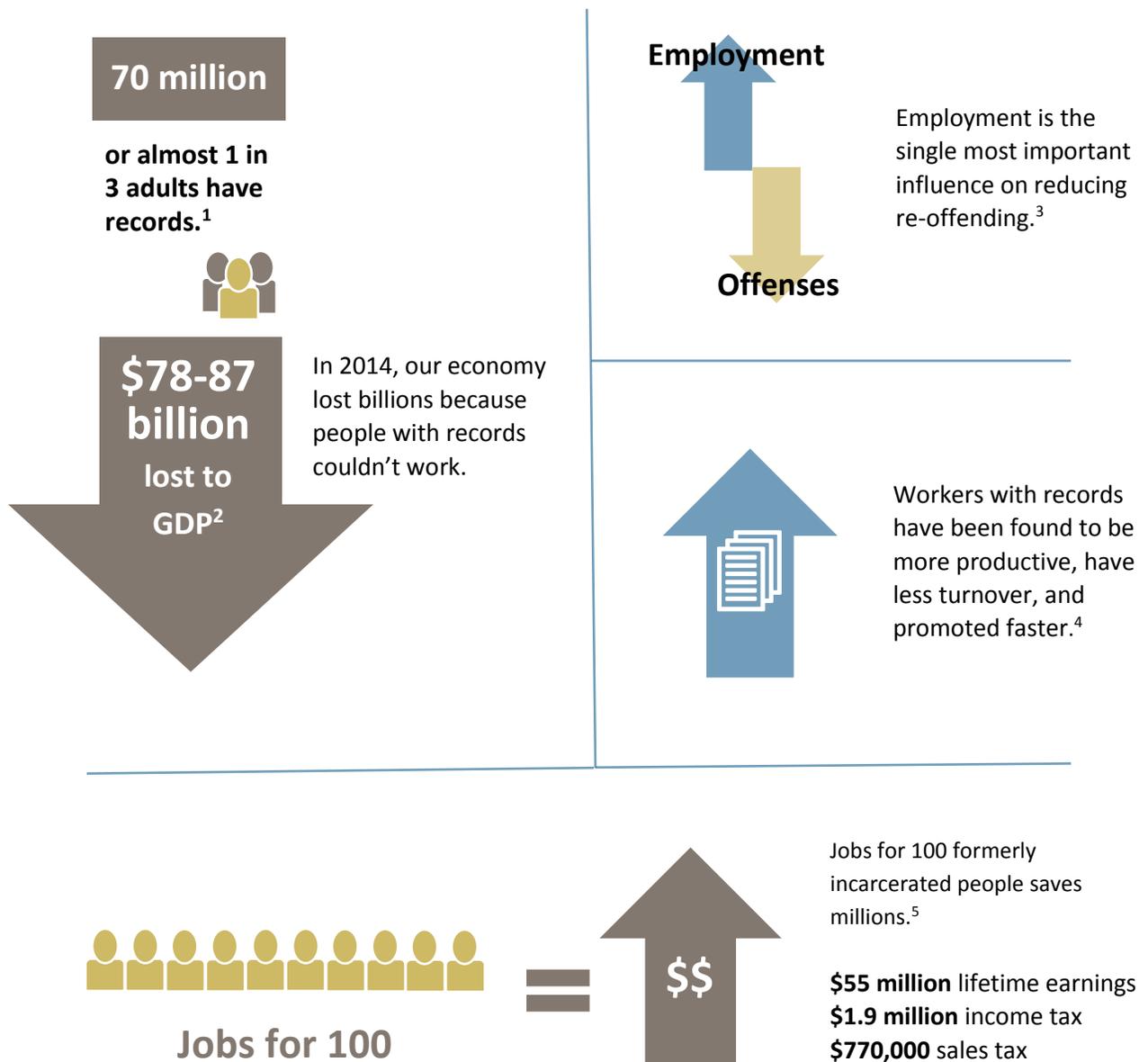


The Business Case: Becoming a Fair-Chance Employer

Our broken criminal justice system has dire effects on our communities and families—particularly on people of color. When we look past the stigma of a record, we find talented and qualified workers. Giving a fair chance to work opens your talent pool, and is good for the economy and public safety.



“We need to move beyond the two prongs of ‘bottom-line’ and ‘growth’ as companies, and understand that we all will thrive when we include the third prong of ‘investing in the community.’” – Business owner⁶

Employers can be part of the solution.

- 1. Lead a fair-chance culture shift.** Negative stereotypes of people with records are tenacious. Changing hearts and minds will require a genuine commitment from leadership internally and publicly.
- 2. Understand your hiring policy and align it with existing laws.** Misconceptions are common. Federal anti-discrimination law actually prohibits blanket bans against any person with a record.
- 3. Create a better policy. Ban-the-box and delay inquiries until the conditional offer.** We are all subject to biases—conscious or not. To minimize unfairness, evaluate each job candidate’s talents and skills before considering a record.
- 4. Provide training, assess outcomes, and innovate.** To implement the new policy, educate, create buy-in, and train personnel. Commit to evaluating the effectiveness of the new policy and continuously improve.

Learn more.

Contact Michelle Natividad Rodriguez (mrodriguez@nelp.org), Senior Staff Attorney.

Resources available at www.nelp.org/campaign/ensuring-fair-chance-to-work/

End Notes

1 NELP (2016)

2 Bucknor & Barber, CEPR (2016).

3 Berg & Huebner (2011).

4 Study and employers cited in Research Summary, NELP (2016).

5 Economy League of Greater Philadelphia (2011).

6 Derek Barrett, founder and CEO of D and B Painting Co., Inc.