

THE BUSINESS CASE FOR FAIR CHANCE HIRING

One in three Americans have some type of criminal record.

That means approximately 78 million individuals here in the United States face an array of barriers to a successful re-entry, including a lifelong barrier to employment.

50%

the percentage a criminal record can reduce the chances of a second interview by

27%

unemployment rate among formerly incarcerated individuals

85%

of Human Resources and

81%

business leaders report that individuals with criminal records perform the same as, or better than, those without them

90%

of Fair Chance hires went above and beyond at work, according to supervisors, increasing productivity

87%

of Fair Chance hires earned promotions, showing their motivation drives company goals

Fair Chance hires are:

Highly loyal and productive employees

Have lower turnover rates, decreasing company onboarding costs

Both of which lead to stronger company performance.

This one-pager was produced by the Responsible Business Initiative for Justice (RBIJ) in conjunction with the National Reentry Workforce Collaborative (NRWC).

FAIR CHANCE HIRING AND DE&I

**Fair Chance hiring is part of a truly effective
Diversity, Equity and Inclusion strategy.**

Black adults are **six times** more likely to be incarcerated than white adults. Latinx adults are **three times** as likely.

Qualified prospective employees are being excluded from economic opportunities due to their criminal record, which disproportionately affects people of color.

54%

of employees say fair chance hiring should be part of their company's DEI strategy

80%

of employees are on board with their employer hiring fair chance talent

77%

of executives say fair chance hiring should be included in annual DEI reporting

According to a 2020 report from McKinsey, diverse companies are more likely to outperform less diverse peers on profitability.

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WORKING WITH A CBO FOR FAIR CHANCE HIRING

Community-Based Organizations (CBOs) are public or private not-for-profit resource hubs that provide specific services to the community or targeted population within the community.

A CBO that works with justice-impacted individuals can help a business source quality candidates, or can provide workforce development training to individuals re-entering society.

Your local CBO can:



Vouch for their candidates and ensure you are being matched with the best person for the job

Support the unique needs of someone re-entering society by providing wrap-around care and a support system



Provide additional training needed to ensure success from day one of employment

Help an employer understand supervision conditions, such as halfway house restrictions, parole, probation, etc.



CBOs play important roles in their communities by improving the workforce outcomes of disadvantaged populations. Reach out to your local CBO to learn more about the untapped talent pipeline of Fair Chance individuals.

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