



Goal Setting Framework

Summary: As companies begin their Fair Chance employment strategies, it is important to set clear and achievable goals that can be shared, discussed, and measured over time. These goals can serve as the foundation of the initiative and as a tool to inform and onboard working group members, leadership, and key implementation partners inside the organization. While every employers' goals will be different, this framework can help guide the conversation.

Goal Definition Exercise and Examples:

Areas of Focus	Challenge to Address	24 Month Goal	Key Contributors
HR Policy and Practice	Qualified candidates are failing the background screening process	Increase overall candidate pipeline by lowering disqualification rates	<ul style="list-style-type: none"> ● Human Resources ● Legal
Recruitment & Referral Partnerships	We are unsure how to find qualified candidates with past convictions	Recruit 100 candidates through Fair Chance channels	<ul style="list-style-type: none"> ● Talent acquisition ● Local hiring managers
Learning	We want to create a more inclusive culture and create internal champions	Effectively communicate Fair Chance strategy and host learning sessions available companywide	<ul style="list-style-type: none"> ● Human Resources ● Communications
Communication	We need our internal and external audiences to see us as a Fair Chance employer and understand our rationale	Create and publish language for newsletters, social media, website, and presentations that reaches prospective candidates and motivates our team	<ul style="list-style-type: none"> ● Human Resources ● Communications
Sustainability & Growth	We want to move from a pilot to a company-wide strategy	Develop a playbook for implementation and replication and a long-term plan for training and onboarding new leaders	<ul style="list-style-type: none"> ● Human Resources ● Professional Development

Execution: Once the core team has identified goals, the working group can begin creating activities and timelines to implement the strategy. These goals can be revisited on a regular basis with the broad stakeholder group and leadership teams to report on progress and identify and address barriers encountered during implementation.