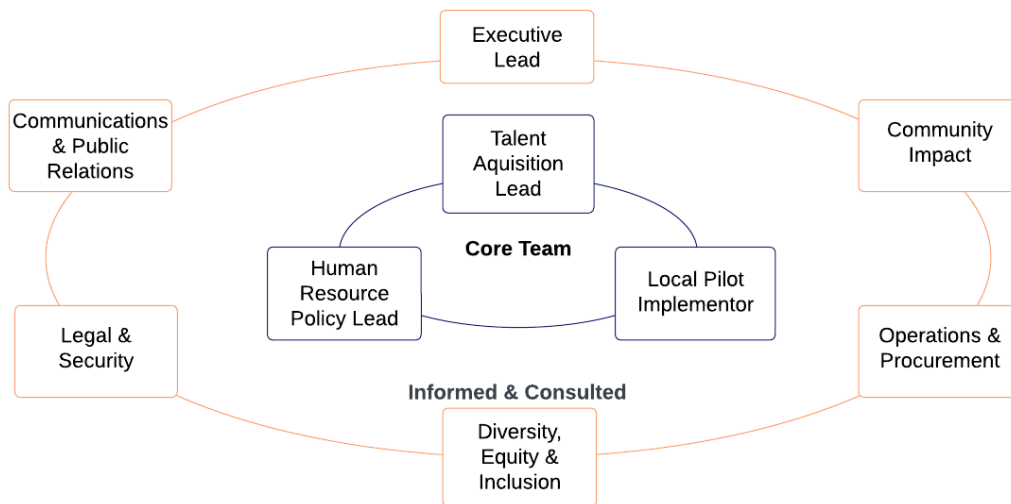




Developing a Fair Chance Employment Working Group

Summary: As employers develop their Fair Chance initiatives, it is important to have the right constellation of leaders and implementers working together to update practices and implement new strategies. While every company is different, this working group map will help outline key contributors and decision makers.

Working Group Construction: Most working groups have a core team that meets regularly to drive planning and implementation, and a broader team that meets less frequently to ensure awareness and participation by department leaders that will contribute to success.



Working Group Profiles

Core team

- Talent Acquisition Lead: this person is working to align the Fair Chance strategy with recruiting goals and can help map pilot locations, key workforce demands, and demonstrate the value of expanding candidate pools
- Human Resource Policy Lead: this person is addressing issues related to HR practice updates, including application processes, background screening, and individual assessments, ensuring internal policies support Fair Chance goals
- Local Implementor: this is the operations lead at the initial pilot site (if relevant) managing local adoption, training and internal communications, and community partnership development

Expanded Team

- Executive Lead: this person ensures that company leadership is informed and aligned on the strategy
- DE&I and Community Impact Representatives: these individuals can find intersection with related goals in their areas
- Legal and security can inform and advise on policy changes, particularly on background screening
- Communications and Public Relations: these representatives can shape external messaging
- Procurement and Operations: these teams can consider how Fair Chance practices might impact supplier and vendor sourcing and expectation-setting