

Fair Chance Hiring



Presentation to General Policy Committee
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Community Spring



Left to right: Max Tipping, Tequila McKnight, Nadine Johnson, Latashia Brimm, Kevin Scott, and Lindsay Kallman

Community Spring is a Gainesville-based nonprofit focused on dismantling structural poverty and spurring economic mobility at a grassroots level. The twin pillars of our work are *providing income* and *building power*. We do this by hiring fellows who have been impacted by poverty to help solve the systemic problems they identify as driving poverty in their communities.

Torchlighters Re-Entry Support

Envisions a community where formerly incarcerated people are welcomed with open arms and given support to thrive in their new lives

- Peer Support Network
- Changing the Narrative
- Fair Chance Employment

More info: tinyurl.com/ReEntryGNV



Why do we need a fair chance hiring policy?

Problem

Many people with criminal records are turned away from jobs without being fully considered, despite being qualified and motivated to do the work.

Solution

Give neighbors with criminal records a fair chance to compete for jobs and re-engage with their community.

What is fair chance hiring?

Consider applicants on an individualized basis, not just their criminal record.

Key elements:

- Remove questions about criminal records from the initial stages of hiring process.
- Only look at convictions and pending prosecutions, not arrests.
- Consider the context of any convictions, including time passed since the offense, whether it is related to the job position, and evidence of rehabilitation.

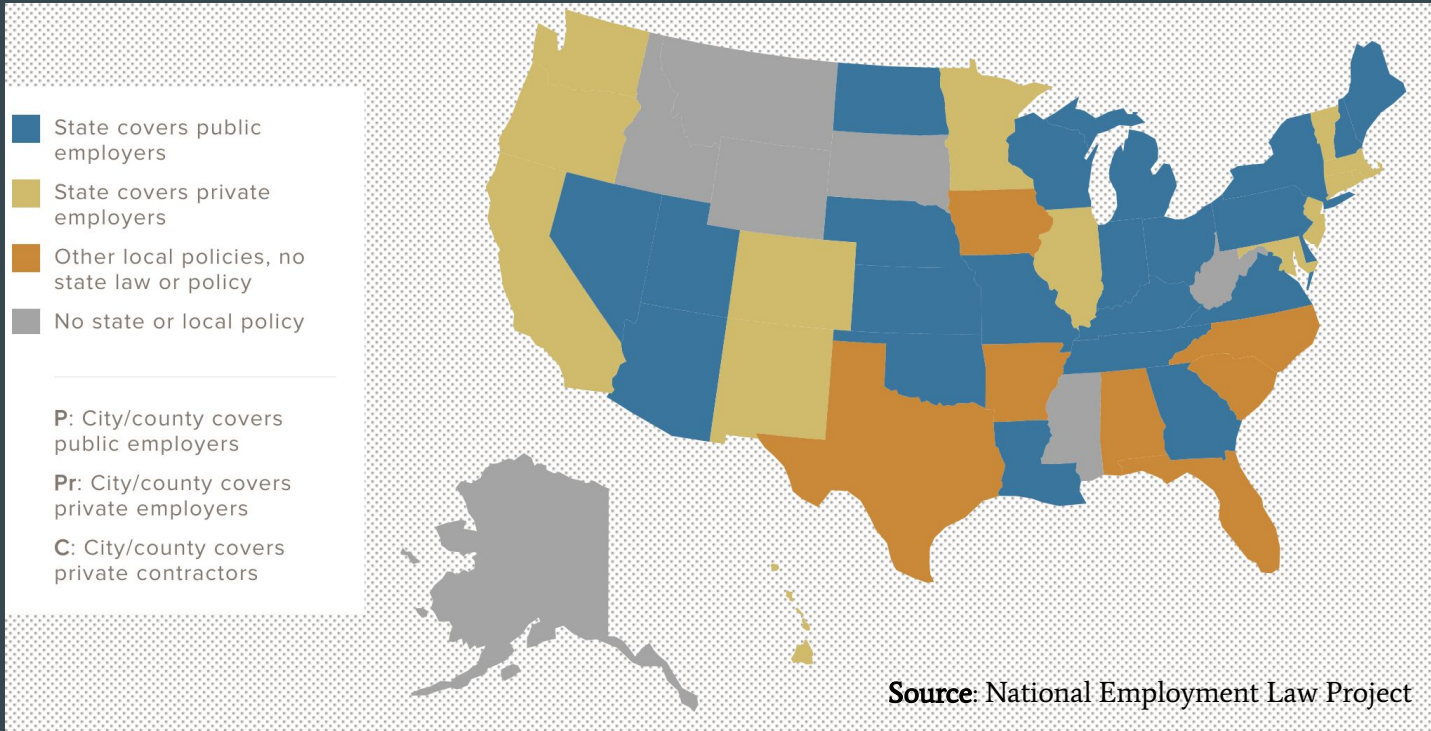
Does NOT require an employer to hire an applicant with a record. Employers retain full discretion to conduct a background check and hire the most qualified candidate.

Who benefits from fair chance hiring?

- People with records
 - Increased employment
 - Decreased recidivism
- Businesses
 - Lower employee turnover
 - Bigger talent pool
- Community
 - Supports racial equity
 - Broader tax base

In Alachua County, Black people are incarcerated at a rate **9 times** higher than white people.

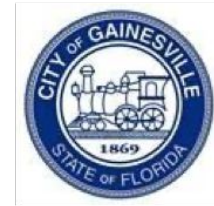
What other cities/states have fair chance hiring policies?



How does this fit with Gainesville's Strategic Plan?

- Equitable Community For All
 - Equity and inclusion to economic opportunities – employment and business development
- Resilient Local Economy
 - Economic opportunity for all Neighbors

STRATEGIC PLAN 2020 → 2025 → 2035



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Questions?

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