



CONTRA COSTA COUNTY
FAIR CHANCE BUSINESS PLEDGE

BY LAUNCHING THE FAIR CHANCE BUSINESS PLEDGE OF CONTRA COSTA COUNTY, WE STRIVE TO BRING TOGETHER GOVERNMENT AGENCIES, NON-PROFITS, AND BUSINESSES TO ACCOMPLISH THE SHARED GOAL OF CREATING A STRONGER SET OF OPPORTUNITIES FOR PEOPLE WHO HAVE BEEN IMPACTED BY THE CRIMINAL JUSTICE SYSTEM IN CONTRA COSTA COUNTY.

PLEASE JOIN US IN EXPANDING THE EFFORTS INSPIRED BY THE **OBAMA WHITE HOUSE FAIR CHANCE BUSINESS PLEDGE!**

“...WE’VE GOT TO MAKE SURE AMERICANS WHO’VE PAID THEIR DEBT TO SOCIETY CAN EARN THEIR SECOND CHANCE”.

- PRESIDENT OBAMA, NOVEMBER 2, 2015

The Pledge:

_____ *applauds the growing number of public and private sector organizations nationwide who are taking action to ensure that all Americans have the opportunity to succeed, including individuals who have had contact with the criminal justice system. When almost 70 million Americans – nearly one in three adults – have a criminal record, it is important to remove unnecessary barriers that may prevent these individuals from gaining access to employment, training, education and other basic tools required for success in life.*

At _____, we are committed to providing individuals with criminal records, including formerly incarcerated individuals, a fair chance to participate in the American economy.

Contact Name:

Phone:

Email:

COMPANY COMMITMENTS:

THE MOST IMPORTANT CONTRIBUTION BUSINESSES CAN MAKE TO THIS EFFORT IS TO GIVE A FAIR CHANCE TO ALL APPLICANTS, TO ENSURE THAT INFORMATION REGARDING AN APPLICANT'S CRIMINAL RECORD IS CONSIDERED IN PROPER CONTEXT, AND TO ENGAGE IN HIRING PRACTICES THAT DO NOT UNNECESSARILY PLACE JOBS OUT OF REACH FOR PEOPLE WITH RECORDS.

TO PROMOTE FAIR CHANCE EMPLOYMENT, _____ MAKES THE FOLLOWING SPECIFIC COMMITMENTS TO ACHIEVE THE GOALS OF PROMOTING OPPORTUNITY FOR ALL, ELIMINATING BARRIERS TO REENTRY, AND PROVIDING MEANINGFUL OPPORTUNITIES TO PEOPLE WITH RECORDS AND FORMERLY INCARCERATED PEOPLE TO SUCCEED.

WE COMMIT TO:

- **“BANNING THE BOX” BY DELAYING CRIMINAL HISTORY QUESTIONS IN THE HIRING PROCESS UNTIL AFTER YOUR COMPANY HAS MADE A DETERMINATION THAT AN APPLICANT MEETS THE MINIMUM QUALIFICATIONS FOR THE JOB OR A CONDITIONAL OFFER OF EMPLOYMENT;**
- **REVIEWING, REVISING, AND/OR SEEKING LEGAL COUNSEL TO ENSURE THE COMPANY'S HIRING POLICIES COMPLY WITH E.E.O.C. GUIDANCE ON THE CONSIDERATION OF ARRESTS AND CONVICTIONS, AS WELL AS ALL RELEVANT LOCAL, STATE, AND FEDERAL BACKGROUND CHECK AND CIVIL RIGHTS LAWS, AND THAT ALL RELEVANT STAFF ARE TRAINED TO IMPLEMENT ACCORDINGLY;**
- **CONSIDERING AN APPLICANT'S EVIDENCE OF REHABILITATION, MITIGATING CIRCUMSTANCES, AND ACCOMPLISHMENTS TO CONTEXTUALIZE ANY RELEVANT CRIMINAL HISTORY INFORMATION RECEIVED WHERE LEGALLY PERMISSIBLE TO DO SO;**
- **DEVELOPING AND IMPLEMENTING A DIVERSITY POLICY THAT INCLUDES THE HIRING, PROMOTION, AND PROFESSIONAL DEVELOPMENT OF EMPLOYEES WITH RECORDS;**

BY TAKING THE PLEDGE, YOU ARE JOINING A COMMUNITY OF LOCAL PARTNERS THAT BELIEVES IN PROVIDING FAIR CHANCES THAT ADVANCE OUR ECONOMY AND PROVIDE MEANINGFUL OPPORTUNITIES TO PEOPLE WHO HAVE HAD CONTACT WITH THE CRIMINAL JUSTICE SYSTEM.

WE WELCOME ANY ADDITIONAL COMMITMENTS THAT ACHIEVE THE GOAL OF PROMOTING FAIR CHANCE HIRING, ELIMINATING BARRIERS TO REENTRY, AND PROVIDING MEANINGFUL OPPORTUNITIES FOR ALL TO SUCCEED.

WE ENCOURAGE YOU TO SHARE BEST PRACTICES AND SUCCESS STORIES WITH OTHER EMPLOYERS.

FOR ADDITIONAL INFORMATION OR TO SIGN THE PLEDGE VISIT: [HTTP://WWW.WDBCCC.COM/](http://www.wdbccc.com/)

SUGGESTIONS FOR TAKING ACTION IN YOUR COMPANY/COMMUNITY:

- SHARE YOUR PLEDGE WITH OTHER BUSINESSES (VIA YOUR WEBSITE/SOCIAL MEDIA, ETC.)
- SHARE OUR PROMOTIONAL VIDEO ON YOUTUBE: [HTTPS://YOUTU.BE/YS9ZTNQJ2BE](https://youtu.be/ys9zTNQJ2BE)
- INCLUDE A LINK TO THE FORM ON YOUR WEBSITE THAT ALLOWS OTHERS TO SIGN THE PLEDGE
- SUPPLY TOOLS FOR SUCCESS FOR A REENTRY PROGRAM (CLOTHING, CELL PHONES, INTERNET, TRANSIT CARDS)
- OFFER SUPPORT VIA MENTORS, INTERNSHIP OPPORTUNITIES