



SECOND CHANCE HIRING: IT'S FOR EVERYONE!

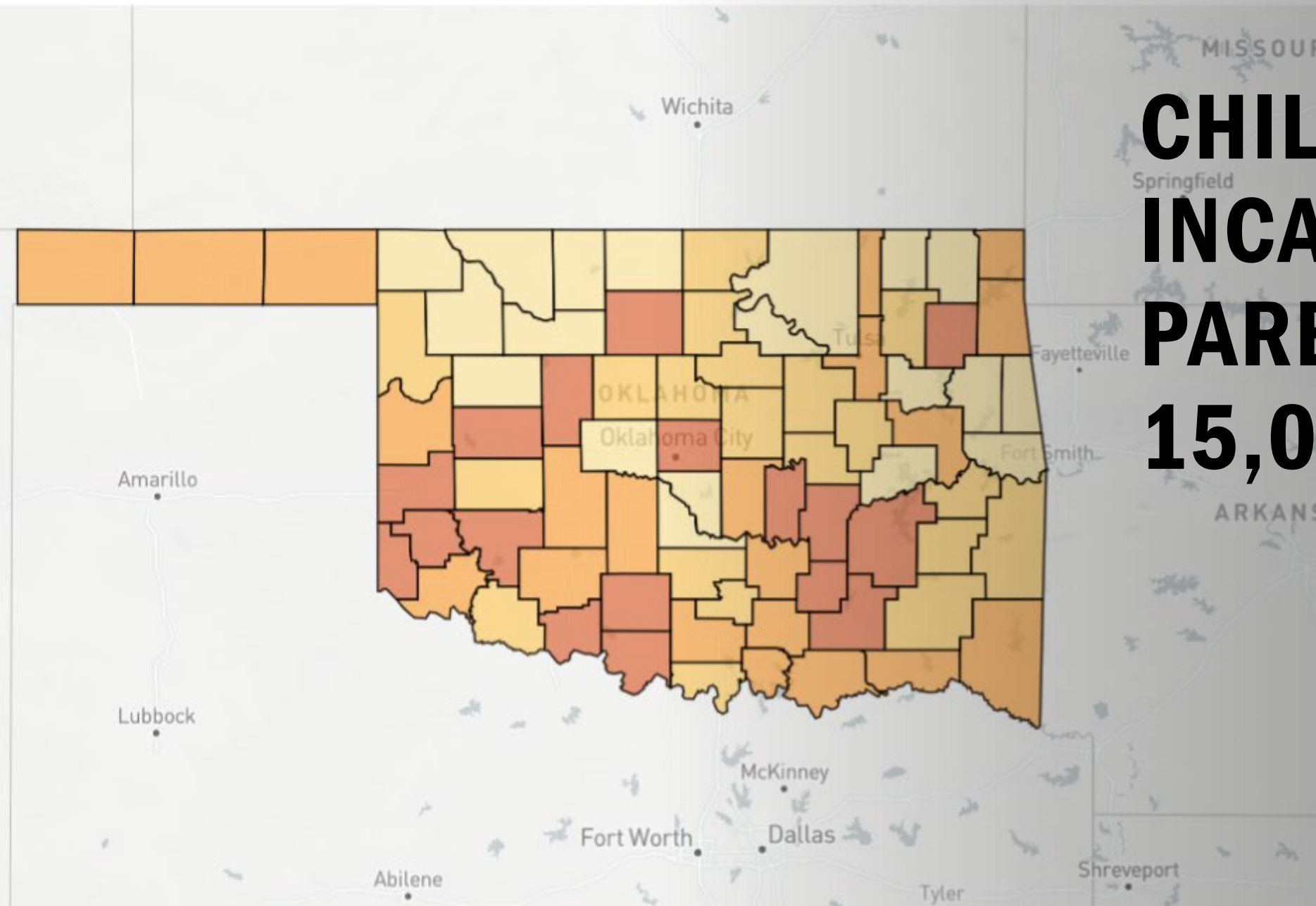
Shelley Cadamy

Cadamy Business Consulting

**“WE WILL NEVER HIRE
FELONS. WE ARE FAMILY
FRIENDLY”**

**–HR Director of large, well-known Tulsa-Based
company, circa 2013**

CHILDREN OF INCARCERATED PARENTS = 15,007

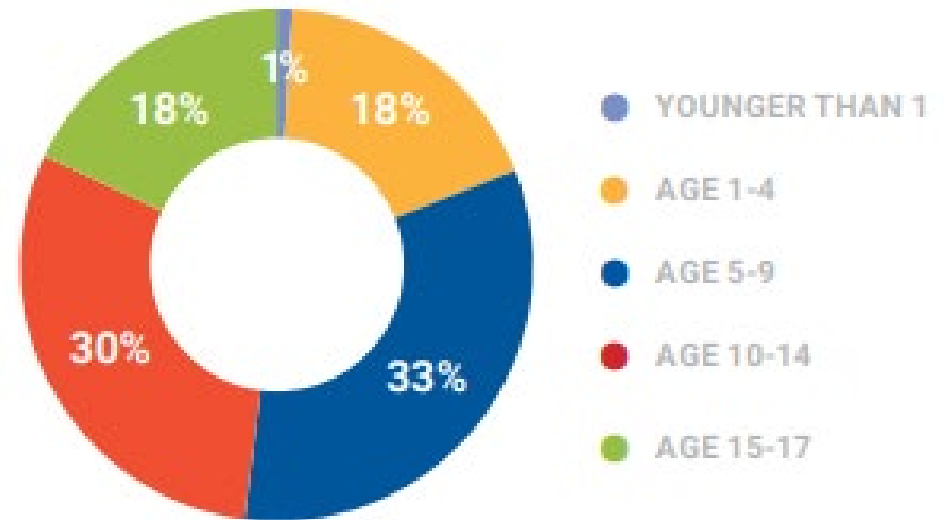


Source: [Kids Count Data Center, Annie E. Casey Foundation, OK Policy Institute](#)

CHILDREN OF INCARCERATED PARENTS IN OKLAHOMA.

About 1 in 9 Oklahoma children have had an incarcerated family member, ranking OK 7th in the US for highest percentage of children with incarcerated parents.

Percentage of Minor Children of Incarcerated Parents by Age, 2019⁴




FAMILY FRIENDLY





The New York Times

In 1990's, What Price Scarce Labor?

 Share full article



BY Susan Chira

Oct. 1, 1989

Los Angeles Times

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BUSINESS

Workplace Will Change Slowly in the 1990s : Labor: Employers and employees will wrestle with such difficult issues as participatory management and child care. Progress may be painful.

BY BOB BAKER

JAN. 7, 1990 12 AM PT

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WHAT IS ALL THIS LINGO?

Second Chance or Fair Chance Hiring
(hiring justice-involved folks)



Justice-involved is an umbrella term that describes everyone who has been involved in the justice system in any way, including:

Spent time in
jails, prison
or juvenile
correction
facilities

Arrested but
not charged

Charged, but
awaiting trial

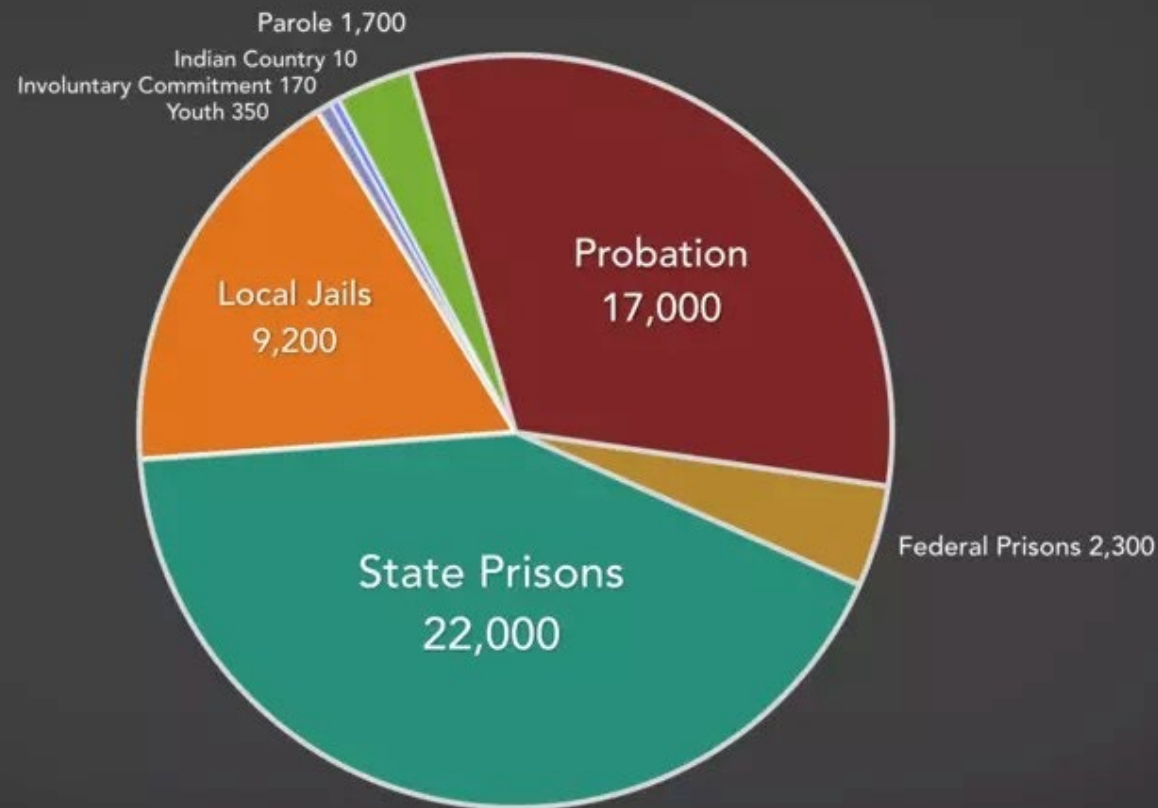
In a special
court like
drug court or
mental
health court.

Received a
deferred or
suspended
sentence.

OKLAHOMA, WHERE THE WIND COMES SWEEPING DOWN THE PLAIN

How many people are in Oklahoma's criminal legal system?

53,000 Oklahoma residents are behind bars or under community supervision.



PRISON
POLICY INITIATIVE

Details may not add to total due to rounding.

Sources and data notes: See www.prisonpolicy.org/reports/correctionalcontrol2023.html

INCARCERATION RATES

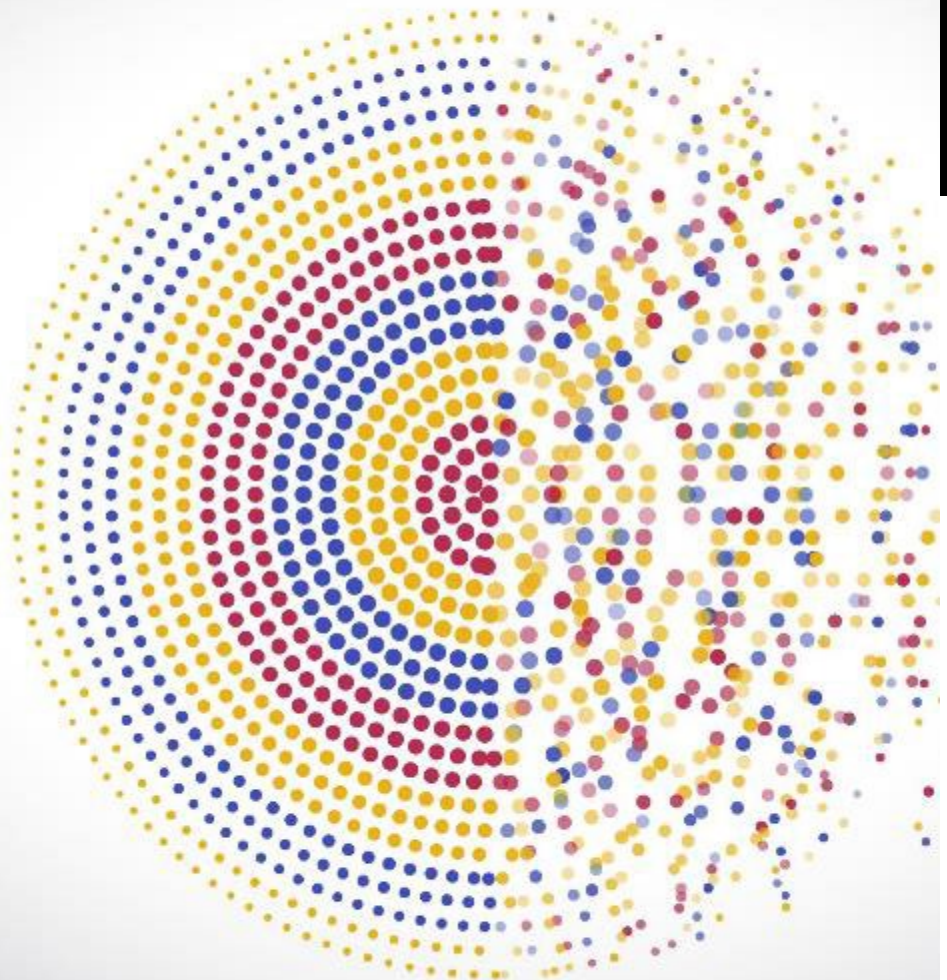
COMPARING OKLAHOMA
AND FOUNDING NATO COUNTRIES



Incarceration rates per 100,000 population

Source: <https://www.prisonpolicy.org/global/2021.html>

INCREASE WORKFORCE

- 
1. Grow more humans.
 2. Increase productivity.
 3. Tap into historically under- and unemployed folks in the workforce.

REASONS TO SAY “NO”

- It's different.
- It requires new processes.
- Shame/judgment/stigma
- Getting everyone on board.
- You have enough to do already.

Photo by [Mick Haupt](#) on [Unsplash](#)



REASONS TO SAY “YES”

- Loyal, productive employees who are advocates for your company internally and externally.
- Providing solutions to workforce issues makes you a hero(ine).
- Positive impacts to your company's bottom line, including tax credits.





REASONS TO SAY “YES”

According to research from the SHRM Foundation, 85 percent of human resource (HR) professionals and 81 percent of business leaders report that individuals with criminal records perform the same as, or better than, employees without criminal records.



REASONS TO SAY “YES”

Furthermore, 82 percent of managers and 67 percent of HR professionals report that the value second chance employees bring to their organization is as high as, or higher than, that of workers without records.

RAND CORP. RESEARCH INTO MISPERCEPTIONS



- Most people with a conviction have only one conviction.
- Most criminal activity occurs when people are young.
- People without records, particularly younger workers, also have a risk of conviction.

DON'T BE “NICE”

"It shouldn't be done to be charitable or altruistic. It should be because your organization is committed to hiring the best person for a job," Genevieve Martin, ED of Dave's Killer Bread



CULTURE CARRIERS

“When you give someone a second chance, most of the time, they are going to be an excellent employee. They become culture carriers, for sure. Some of them even become influencers.”

– Christy Sanders, VP of Administration and HR at S&R

Photo by [Katie Moum](#) on [Unsplash](#)



“Retention especially is really where the game is won. This population knows they have fewer options so they work harder and if they find themselves in a relatively good situation, they will do everything they can to stay where they are.”

– Richard Bronson, CEO of 70 Million Jobs

A dramatic landscape photograph of a field under a stormy sky. In the foreground, there is a field of tall, green grass. In the middle ground, there is a field of golden-brown crops, possibly wheat or corn, with a dark, winding path or ditch running through it. In the background, there are rolling hills and a line of trees. The sky is dark and cloudy, with a bright, glowing rainbow visible in the distance. The overall mood is dramatic and atmospheric.

OK, BUT HOW?

GET LEADERSHIP ON BOARD

- Build the business case with everything we're discussing here.
- Tackle myths about justice-involved. Stories are powerful.
- Bring in peers who have launched second chance hiring and can share their experiences.
- What does success look like? What are expectations at the 30 day mark? 90 day mark? 1 year? 3 years?



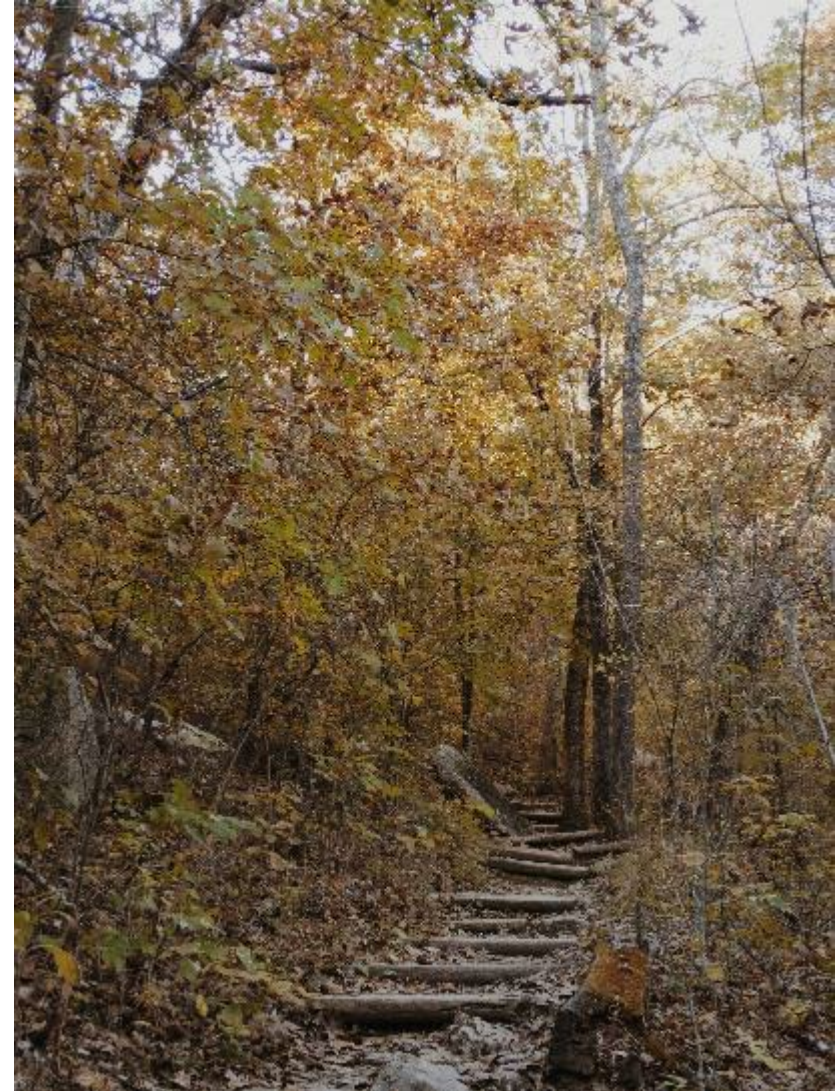
PROMOTE YOUR SECOND CHANCE HIRING

- Ensure Marketing & Communications is on board.
- Work with staffing agencies who get it.
- Note that you are a second chance employer in your marketing.



JOB AD AND APPLICATION

1. **Revise job descriptions to include only essential job requirements and use a skills-based approach, if possible.**
2. **Include a statement about being a second chance employer in the job listing.**
3. **For a “ban the box” approach, remove all questions about arrests or convictions.**





PROCESSES

1. Considering creating a parallel HR process for second chance applicants.
2. Analyze your hiring processes. Who in the company will have details about hires and why?
3. What positions in your company will second chance applicants be allowed to apply for and why?
4. Ensure your tech is locked down.

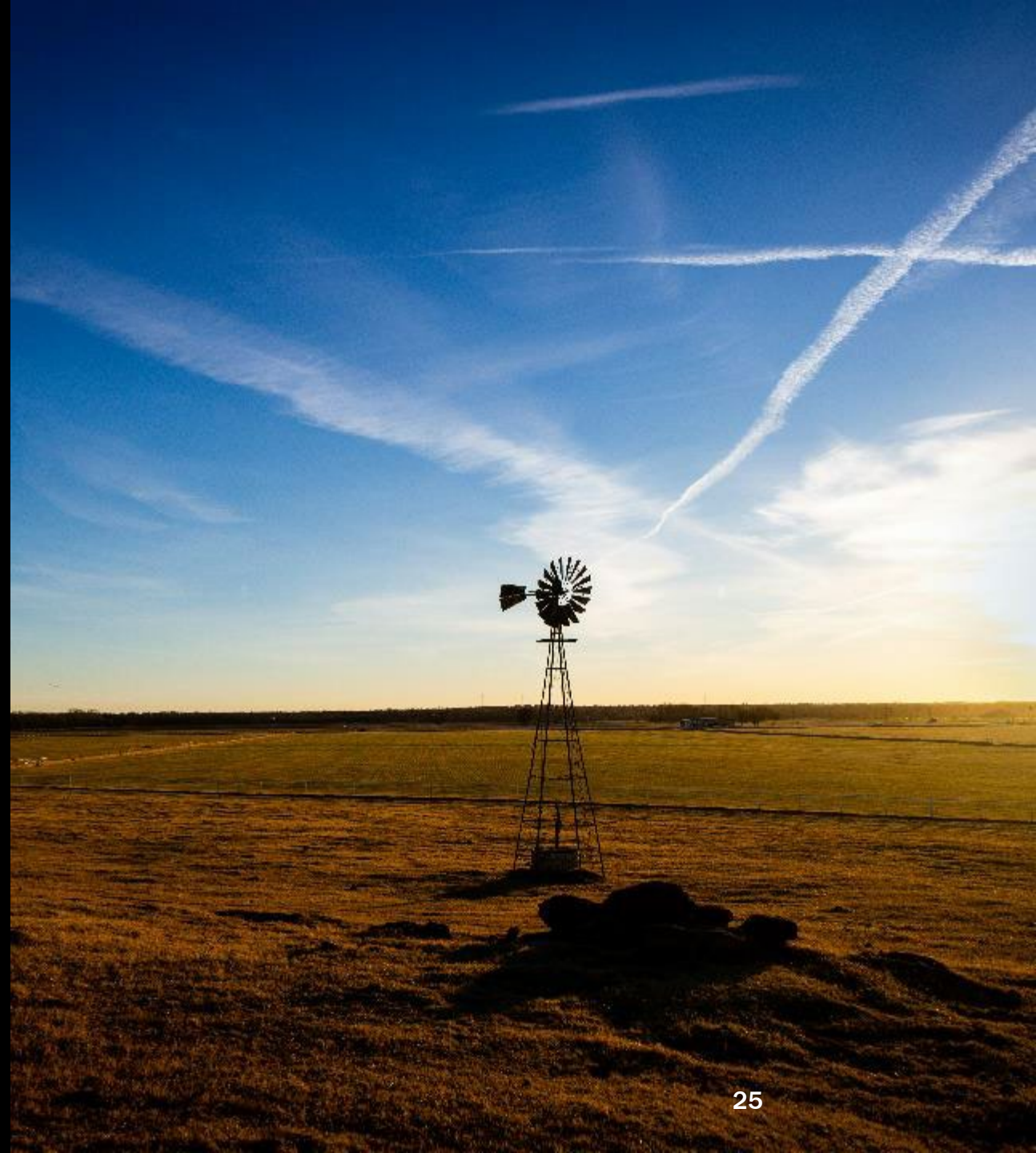
PROCESSES

1. **Develop a clear and documented process outlining when a background screening is necessary and for which roles.**
2. **Clarify who is responsible for establishing, evaluating and determining the background screening policies, practices and procedures.**
3. **Consider working with HR, legal and executive leadership to clarify background screening policies and practices for internal positions as well.**



ASSESSING CHARGES

1. The nature of a person's conviction history.
2. The length of time that has passed since the offense.
3. The nature of the job for which you're hiring.
4. If the charge was addiction related, what has changed?
5. Manual reviews may be necessary.



A landscape photograph showing a grassy hill with a flat top under a dramatic, cloudy sky. The sky is filled with dark, heavy clouds, with some lighter patches where the sun might be breaking through. The hill is covered in green grass and some small shrubs. The horizon is visible in the distance.

INTERVIEWS

“Tell me about this time in your life and the basic nature of this conviction.

“What would you like me to know about these circumstances as we complete your individualized assessment?

“How have you spent your time since this conviction(s)? How did you prepare to return to the workforce?”

THEY'RE HIRED – NOW WHAT?

1. Wrap around services from community partners.
2. Intentional check-ins from hiring managers, with specific expectations for both manager and employee.
3. Flexibility and patience.
4. Training to fill gaps.





DON'T GO IT ALONE

1. Support when crises arise.
2. Help identify appropriate jobs for candidate.
3. Continuing support for employee.
4. Tax credits and bonding.

DON'T GO IT ALONE

- Women in Recovery (Tulsa)
- Resonance (Tulsa)
- Center for Employment Opportunity (OKC & Tulsa)
- Tri-County Second Chance Re-Entry Program (Hugo)
- Goodwill Industries (OKC & Tulsa)
- TEEM Reentry (OKC)
- Operation Hope Ministry (Tulsa)
- Urban League Young Adult Reentry (OKC)
- JFF Fair Chance Cohort (national)
- Fair Chance Business Coalition (national)
- Getting Talent Back to Work (national)

ADVOCACY

1. Identify the state licensing boards relevant to your industry and their policies regarding justice-impacted talent.
2. “Ban the box” has been implemented federally, in 37 states and DC, and in 150+ cities. Oklahoma’s does not extend to private employment.
3. Pay attention to criminal justice reform efforts, especially reforms regarding fines, fees, driver’s licenses, and housing
4. Advocate for tax credits – they work!





INDUSTRY SPECIFIC

Energy - <https://www.energy.gov/justice/second-chance-toolbox>

Truck Driving - <https://www.drivebigtrucks.com/blog/what-felonies-disqualify-you-from-getting-a-cdl/>

Healthcare - <https://lincs.ed.gov/sites/default/files/health-care-opportunities.pdf>

<https://www.nelp.org/wp-content/uploads/NELP-Safer-Toolkit-Healthcare-Employer-Guide-Hiring-People-with-Arrest-Conviction-Records.pdf>

Financial Services – https://www.nelp.org/wp-content/uploads/NELP_Fair_Chance_Toolkit.pdf

<https://www.shrm.org/topics-tools/employment-law-compliance/hiring-restrictions-loosened-banks>



A Second Chance at Opportunity

One in three Americans have a criminal record. Even after fulfilling their justice system obligations, they often face significant barriers to employment and economic opportunity, costing billions to the U.S. economy annually. Through policy and our own hiring practices, we're removing barriers to employment for people with criminal records, helping them find meaningful career opportunities and access greater economic opportunity, while strengthening communities and boosting workforce.



ECONOMIC IMPACT

Stable employment

- Reduces recidivism & violent crime.
- Reduces impacts to foster care system.
- The US loses an estimated 78 to 87 \$M in GDP annually from keeping justice involved individuals out of the workforce (ACLU 2017)

DEEP DIVES

- [50 State Comparison: Limits on Use of Criminal Record in Employment, Licensing & Housing](#)
- [Fair Chance Self Assessment](#)
- [Second Chance Business Coalition](#)
- [The Manufacturing Institute](#)



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CONCLUSION AND Q & A



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