

Take the Pledge.

The Fair Chances Coalition is an alliance of employers and organizations committed to giving the 4 million Canadians who have a criminal record a fair chance at building a better life through employment.

Join us – take the pledge today to help build public awareness about the benefits of Fair Chance Hiring for employers and the entire Canadian economy.

Fair Chance Hiring is...

A range of hiring policies and practices centered around a simple idea: that every qualified candidate should be given a fair assessment, free from stereotypes or misconceptions about people with criminal records.

An effective way to advance workplace equity that's already widespread. It's practiced in more than 40 states and 150 cities in the United States and in British Columbia, Quebec and across Australia.

Good for business. Today, hundreds of employers in the United States including Starbucks, JP Morgan, Microsoft, and Walmart, voluntarily use Fair Chance Hiring practices because they help the bottom line: they **enhance recruitment and retention**, align with **values of consumers**, and advance **workplace inclusion**.

The Fair Chances Pledge

We acknowledge the barriers to opportunity faced by millions of Canadians who have criminal records. We recognize that employment is vital to help rebuild and improve the lives of these Canadians and the communities in which they live.

We support the mission of the Fair Chance Coalition to ensure that all Canadians, regardless of whether they have a past criminal record, have a fair chance at participating in and contributing to our economy.

We are committed to understanding the context and relevance of criminal records, and to considering all qualified candidates in alignment with business needs and regulations.

[Connect with us](#) to learn more about how taking the pledge will highlight your organization as a Canadian leader in workplace inclusion.

After taking the pledge, we ask that your organization begin its journey towards taking industry-relevant and business-aligned actions to realize the full benefits of Fair Chance Hiring.

The educational resources and practical tools created by the Coalition can help you tailor Fair Chance Hiring practices to fit your organization's unique needs and priorities.

As an example, **your action plan could include any or all of the following steps:**



Learning
the principles of
Fair Chance Hiring.



Understanding
how criminal records
factor into our hiring
practices.



Participating
in educational
workshops or
training with
members of the
Coalition.



Identifying
incremental changes
to your hiring policies
that will enable your
organization to realize
the full benefits of
Fair Chance Hiring.

Benefits for employers & the economy.



Reflect Canadian Values.

80% of us strongly believe that people who have served their time should have the chance to work again. It's in our DNA to offer our neighbours opportunity – and that's reflected in our purchasing decisions.

58% would be more likely to buy products or services from a company if they provide employment opportunities to people with a criminal record.

Source: 2020 Navigator Ltd Opinion Survey of 1,500 Canadians



Recruit & Retain Talent.

74% of managers and HR professional surveyed believe **the cost of hiring individuals with criminal records is the same as or lower** than that of hiring individuals without criminal records.

According to the Society for Human Resource Management, 67% of HR professionals and 82% of managers feel that the “quality of fair chance talent is about the same or higher than that of workers without records.”

Employees with criminal records have a 13% lower turnover rate than those without one, according to a study from Northwestern University. They're also no more likely to be fired for misconduct than any other employee.

Source: 2021 Second Chance Business Coalition, The Business Case for Second Chance Employment



Rebuild Lives & Communities.

4,000,000 Canadians have a criminal record. That's one in nine of us. Because of misconceptions about criminal records, **they are 50% less likely to find a job.**



Fill the Labour Gap.

41% of businesses surveyed reported that a lack of skilled labour was limiting sales and growth

28% reported that the shortage of semiskilled labour was affecting operations.

By tapping into a vast talent pool that's too often overlooked, employers can help fill this gap.

Source: 2021 Second Chance Business Coalition, The Business Case for Second Chance Employment

