

Promised Pathways

Integrating Justice-Impacted Individuals into Public Service



We heard you.



TODAY, WE CAN

Spotlight Fair Chance Hiring



Charge to Associations (1.0)

TIER 1: BE THE MESSENGER

Disseminate series of articles* provided by this working group to membership via email and print newsletters and other active communication channels.

TIER 2: CHAMPION FAIR CHANCE

Champion of Fair Chance Hiring culture by providing education to membership, hosting working group members at conferences and educational opportunities, updating best practices documents to reflect Fair Chance Hiring principles, and hosting resources on your association website.

TIER 3: ADVOCATE FOR CHANGE

Commit to including Fair Chance Hiring legislation in association legislative priorities for the next realistic state legislative session and commit advocacy and lobbying resources to the effort.

*Sample Tier 1 Messaging (Provided By Us)

1

Introducing Fair Chance Hiring to Members (EDUCATION)

Focuses on the WHAT and the WHY, especially why local governments are uniquely situated to both implement policies and benefit from hiring Justice Impacted Individuals.

2

Storytelling about Fair Chance Hiring (INSPIRATION)

Shares a narrative inspiration, including a case study summary and a testimonial from a Lived-Experience professional.

3

Tailored Actionable Takeaways for your Membership (ACTION)

“Listicle” summarizing policy, operational, and advocacy actions that local government organizations can take to move Fair Chance Hiring forward.

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We need you.



TOGETHER, WE CAN

Keep Our Promises



Create a Playbook for Success (2.0)

Build a cross-disciplinary team of professional associations, academics and practitioners who share a commitment to creating meaningful pathways for Justice Impacted Individuals to rejoin their communities as Lived Experience Professionals.

THREE COMMUNITIES

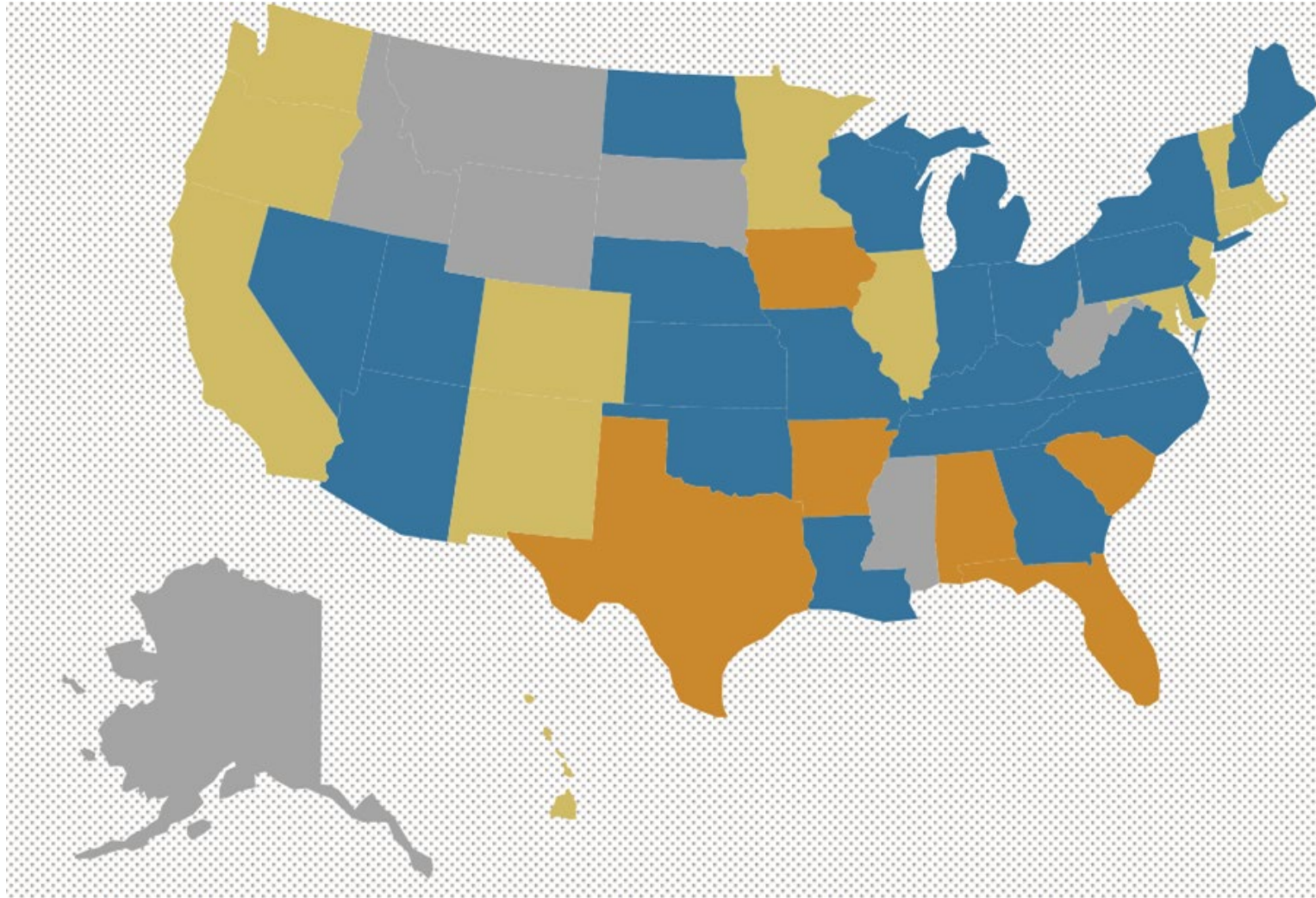
Who are willing to work with technical and professional associations to design a three year pilot program integrating Justice-Impacted Individuals into their public service agencies.



ONE GOAL

To create municipal laboratories where we can pilot, evaluate and iterate Fair Chance Hiring practices and, ultimately create a playbook for how communities can successfully adopt.

Amenable Environments



- State covers public employers
- State covers private employers
- Other local policies, no state law or policy
- No state or local policy

P: City/county covers public employers
Pr: City/county covers private employers
C: City/county covers private contractors

Role Clarity is Essential

This is a multi-year, multi-disciplinary commitment to changing the way our communities operate.

Professional Associations are the resource that local government officials look to in setting best practice - and we need you to exercise that agency to create promised pathways for Justice Impacted Individuals.

YOU

- Provide Fiscal Resources
- Policy Advising Resources
- Analytics Support
- Researchers
- 2-3 Pilot Agencies

- Connect to Our Networks
- Advise Through the Process
- Ensure Alignment to Vision
- Share the Story
- Identify Next Steps

US

WHO will it take

Associations	Communities	Advisors	Researchers	Storytellers
<p>To create grant opportunities that incentivize your member organizations to engage in Fair Chance Hiring.</p>	<p>To open your doors and build municipal laboratories for Fair Chance Hiring over the course of a three-year pilot program.</p>	<p>To serve as the technical experts in supporting participant communities in reimagining the systems that are riddled with more barriers than opportunities.</p>	<p>To conduct the short term evaluations and longitudinal exploration of the impact of Fair Chance Hiring on the key issues facing our communities.</p>	<p>To visualize and present the data in a way that is impactful - creating stories of impact for Fair Chance Hiring.</p>



Perhaps most importantly, Remember:

Promised Pathways recognizes that a group of people, Justice-Impacted Individuals, have key needs that must be met for them to feel:

- Included
- Supported
- Set up for Success

As we navigate this work together, we cannot forget the humans at the core. Our language must be precise. Our intentions clear. Our efforts united.



REACH OUT:



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