

EMPLOYING JUSTICE-INVOLVED WOMEN

BIAS-FREE VS BIASED DECISION-MAKING PROCESSES WITH EXAMPLES

Bias-Free Decision-Making Processes	Biased Decision-Making Processes
<p>Skills-Based Hiring *Evaluating candidates based on their skills, competencies, and potential, rather than their criminal history.</p> <p>*Example: Using structured assessments or simulations to test problem-solving, teamwork, and technical skills.</p>	<p>✗ Automatic Disqualification Based on Criminal Record *Rejecting all applicants with criminal backgrounds without considering their skills or rehabilitation.</p> <p>*Example: A job posting states, “No applicants with criminal records will be considered.”</p>
<p>Fair Chance Hiring Policies *Following Ban the Box policies by delaying questions about criminal history until after evaluating qualifications.</p> <p>*Example: A company first screens resumes for relevant experience before conducting background checks.</p>	<p>✗ Unstructured Interviews Based on Gut Feelings *Allowing personal biases to influence hiring decisions without standardized evaluation criteria.</p> <p>*Example: A manager dismisses a justice-involved candidate because they “just don’t seem like a good fit.”</p>
<p>Contextualized Background Checks *Considering the nature of the offense, time elapsed, and evidence of rehabilitation rather than blanket exclusions.</p> <p>*Example: A hiring manager assesses whether an old, non-violent offense is relevant to the job before making a decision.</p>	<p>✗ Using Criminal History as a Primary Hiring Factor *Prioritizing background checks over qualifications in the hiring process.</p> <p>*Example: Conducting a background check before reviewing resumes and rejecting candidates upfront.</p>
<p>Structured Interviews *Using standardized questions and scoring rubrics to evaluate all candidates fairly.</p> <p>*Example: A company asks every candidate the same behavioral questions and scores responses based on job-related criteria.</p>	<p>✗ Negative Stereotyping & Stigmatization *Assuming that justice-involved individuals are untrustworthy, unreliable, or dangerous.</p> <p>*Example: A recruiter assumes a formerly incarcerated applicant “won’t fit the company culture.”</p>

Bias-Free Decision-Making Processes	Biased Decision-Making Processes
<p>Second-Chance Programs & Apprenticeships *Providing on-the-job training to justice-involved individuals to help them transition into stable employment.</p> <p>*Example: A company partners with a reentry program to offer internships for returning citizens.</p>	<p>✗ No Opportunity for Explanation *Not allowing candidates to explain their history, growth, or rehabilitation efforts.</p> <p>*Example: A candidate with a past offense related to substance use is denied without a chance to show proof of recovery and work ethic.</p>
<p>Bias Training for Hiring Managers *Educating recruiters and decision-makers on implicit bias to ensure fair hiring.</p> <p>*Example: A hiring team undergoes training to recognize and eliminate stereotypes about justice-involved individuals.</p>	<p>✗ Rigid Experience & Credential Requirements *Placing excessive emphasis on traditional work experience and degrees that justice-involved individuals may lack.</p> <p>*Example: A company requires five years of continuous employment without considering alternative experiences like prison education programs or reentry training.</p>