

REVIEWING AND IMPROVING HIRING PRACTICES

Sample Elements of a System for Reviewing and Improving Hiring Practices for Justice-Involved women could include the following key components:

ANNUAL HIRING POLICY REVIEW

Conduct a yearly assessment of hiring policies to ensure they align with fair chance hiring principles and legal guidelines.

DIVERSITY & INCLUSION AUDITS

Regularly analyze hiring data to assess how many justice-involved women are hired, promoted, and retained.

HIRING MANAGER TRAINING

Provide ongoing education on unconscious bias, fair chance hiring, and best practices for interviewing and onboarding justice-involved candidates.

FEEDBACK MECHANISM

Establish employee feedback channels (e.g., surveys or listening sessions) to identify hiring challenges and improve practices.

PARTNERSHIPS WITH REENTRY PROGRAMS

Maintain relationships with nonprofits, workforce development agencies, and correctional institutions to ensure a pipeline of trained candidates.

INTERNAL REVIEW COMMITTEE

Create a Fair Hiring Task Force or Bias Oversight Committee that meets quarterly to review complaints, policy effectiveness, and hiring outcomes.

METRICS & REPORTING

Track key performance indicators (KPIs) such as hiring rates, retention, and promotion of justice-involved women and use this data to drive improvements.

POLICY ADJUSTMENTS

Based on data and feedback, update hiring policies, job descriptions, and background check procedures to remove unnecessary barriers.