

**MOTION BY SUPERVISORS HILDA L. SOLIS
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April 30, 2019

Fair Chance Hiring Campaign Implementation

Federal and local statistics suggest that 1 in 3 working-age Americans has a felony criminal record; and up to 75% of individuals released from prison/jail are unemployed after a year. There are legitimate supply-side reasons such as lower educational attainment, poor training and limited job-experience (before incarceration and as a result of incarceration) that drive some of the challenges that justice-involved individuals face in the employment market. However, in addition to eroded human capital, evidence suggests that demand-side factors such as employer risk perceptions and the stigma associated with individuals with records play a significant role in reducing employment opportunities for these job-seekers.

Businesses and employers have expressed significant skepticism about hiring justice-involved individuals based on misconceptions about the quality of and risks associated with this talent pool. More than 60% of employers say they would "probably not" or "definitely not" be willing to hire someone with a criminal record. Conversely, the Society of Human Resource Managers (SHRM) found in a recent study that 82% of

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managers and 67% of HR professionals who have experience working with the justice-involved population believe that “the quality of hire for workers with criminal records is as high as or higher than that for workers without records.”

The Los Angeles County (County) Board of Supervisors (Board) has approved several motions to promote the adoption of fair chance hiring within the County and to increase awareness among the business community. On July 11, 2017, the Board passed the “Fair Chance Ordinance for Businesses that Contract with Los Angeles County or Do Business in the Unincorporated Areas” (Motion). The Motion was amended following the passage of AB 1008, the Fair Chance Act. In response to the Motion, a Fair Chance Taskforce (Taskforce) was established comprised of several departments including Workforce Development, Aging and Community Service (WDACS), Department of Human Resources (DHR), Office of Diversion and Reentry (ODR) and the Department of Consumer and Business Affairs (DCBA).

Recommendations for community-based outreach stem from Board direction and subsequent evaluation. In its July 2017 motion, the Board directed the Taskforce to research and review best practices for education and outreach to employers in implementing the Fair Chance Act and outreaching to employers. In the Taskforce’s 2017 report to the Board, a fair chance outreach campaign to educate businesses and employees about the Fair Chance Act and related programs was recommended. Consequently, on January 16, 2018, by adopting the recommendations in the report, the Board directed the Taskforce to develop and enact an outreach and education

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campaign to educate employees and employers on the rights and responsibilities of the Fair Chance Act.

Despite the Taskforce's significant progress, we recognize that the justice-involved population faces ongoing barriers to employment. Many employers in Los Angeles County, including small and medium businesses, are not knowledgeable about the Fair Chance Act, its implications for their hiring processes and most importantly, the significant economic benefits to expanding their recruitment and development to encompass this untapped talent pool.

It is incumbent upon the County to address these gaps while we are at a critical moment where the economy remains strong and businesses struggle with “full-employment.”

WE, THEREFORE MOVE, THAT THE BOARD OF SUPERVISORS direct

1. The Department of Workforce Development, Aging and Community Service (WDACS), in collaboration with Department of Consumer and Business Affairs (DCBA), the Department of Human Resources (DHR), the Office of Diversion and Reentry (ODR), Probation, Department of Public Social Services (DPSS), and the Chief Executive Officer (CEO) and other relevant departments, to develop, execute, and report back within 30 days with a business engagement plan to increase hiring of justice-involved individuals by private sector businesses, including:

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- a. Identify credible partnerships with businesses, chambers of commerce, trade associations, and other business intermediaries, including ethnically-identified and/or regional associations, and community-based organizations;
 - b. Implement a Countywide Fair Chance Hiring Pledge, including a recognition event for businesses deemed to be “fair chance champions;”
 - c. Design a county-wide culturally competent and linguistically appropriate education, media, and outreach campaign for businesses and workers;
 - d. Integrate a gender and racially-sensitive lens, given the disparate impact on employment and wages of the justice-involved population who are racial-minorities or women; and
 - e. Engage consultant(s) with experience in marketing and outreach to businesses to execute the business engagement plan county-wide.
2. WDACS, in collaboration with the CEO, to:
- a. Provide a detailed budget and funding proposal, including how to leverage the funds previously allocated in the Board’s January 16, 2018 motion, Adopting Enhanced Fair Chance Policies for Los Angeles County, for fair chance business communications; and
 - b. Evaluate and recommend the appropriate staffing needed for a sustainable business engagement strategy for Fair Chance and other priority populations.