

# FAIR CHANCE COLLABORATIVE

Valley of the Sun United Way's new Fair Chance Collaborative aims to arm businesses with resources and tools to incorporate Fair Chance hiring practices. By supporting Fair Chance employers, this Collaborative will increase the number of people with past convictions who gain productive, family-supporting employment.

## WHAT IS FAIR CHANCE EMPLOYMENT?

**Fair Chance employment** is the practice of intentionally and proactively expanding opportunities for employment and upward mobility for individuals who are justice-impacted. Individuals who are justice-impacted or justice-involved are defined as those who have had contact with courts, jails, or prisons.

## WHAT CAN EMPLOYERS EXPECT?

- Resources for Employers; including:
  - Community Partner Assessment Framework
  - Fair Chance Communications Samples
  - Job-Posting, Application, and Interview Guidance
  - Background Check & Individual Assessment Tools
  - Retention and Advancement Resources
  - Talent Acquisition Strategies
  - Workforce Partnerships
- Implementation Webinars
- Employer 'Office Hours' and Technical Assistance

## ABOUT THE COLLABORATIVE

The collaborative was catalyzed by an investment from the **JPMorgan Chase Foundation**. It's supported by **Envoy**, a social impact consulting firm that has led Fair Chance employment initiatives nationwide, including with the Second Chance Business Coalition with national members JPMorgan Chase, Accenture, Bank of America, CISCO Systems, Deloitte, PayPal, Target, CVS, Eaton, Verizon, AT&T and others.

## UPCOMING CONVENINGS & WEBINARS

### **Fair Chance Collaborative In-Person Convening**

When: Monday, November 18, 2024 at 9:00am – 10:30am

Location: Valley of the Sun United Way Office  
3200 E Camelback Road, Suite 375, Phoenix, AZ 85018

**Email [vmoreno@vsuw.org](mailto:vmoreno@vsuw.org) to register**

### **Fair Chance Fundamentals for Employers, Part 1**

When: Thursday, November 14, 2024 at 11:30am (1 Hour)

Topic: Fair Chance Overview & Policies

**Register at [www.vsuw.org/part1](http://www.vsuw.org/part1)**

### **Fair Chance Fundamentals for Employers, Part 2**

When: Thursday, December 5, 2024 at 11:30am (1 Hour)

Topic: Fair Chance Best Practices & Partnerships

**Register at [www.vsuw.org/part2](http://www.vsuw.org/part2)**

### **Interested in becoming a champion of Fair Chance employment?**

Contact Vanessa Moreno at [vmoreno@vsuw.org](mailto:vmoreno@vsuw.org) to learn more about the Fair Chance Collaborative, and how you can implement Fair Chance strategies at your company.