

Checkr Reentry Challenge: Reflection Guide

Reentry and employment

We are in a profound moment of transition, we have been collectively awakened to what is essential - access to safety, community, and employment. As we confront the cracks in America's social system, we also confront some harrowing truths, some of which you were able to experience in the Checkr Reentry Challenge.

The Reentry Challenge is only one example of what individuals with a record go through on their path to employment and returning to their communities. Checkr believes that every person deserves a fair chance at employment and a charge on a record should not be an immediate disqualification for a role a person is otherwise qualified for.

We hope through this experience you were able to get a better understanding of the challenges facing candidates with criminal records and gain new insight about how your company may be limiting or discouraging talented job seekers from applying for roles you are looking to fill.

We encourage you to continue having this conversation and learn how you can get involved in expanding your own candidate pool through Fair Chance Hiring. Share the Reentry Challenge with your coworkers and review the resources we've included as options for action.

At Checkr we believe all candidates should have a fair chance to work. And, we understand candidates are real people whose lives depend on the results we deliver. That is why we're committed to our mission of building a fairer future by improving understanding of the past. Join us in taking the steps to becoming a Fair Chance employer and making your [own commitment to fairness](#).

Reflection questions

1. What did you learn about reentry that surprised you?
2. What emotions did you have during the challenge? Did any surprise you?
3. Was there a point that you wanted to give up? What made you want to give up?
4. Have you ever been denied something because of missing paperwork or a form of identification? Is having access to these documents easily something you had ever thought of as being a privilege?
5. Based on this experience do you have a different opinion about recidivism and how challenging it is to re enter society after spending time in prison or even having something on your background check?

Resources and next steps

Ready to learn more about Fair Chance hiring? Checkr has created a playbook with resources and actionable next steps for you to take. [Download the Fair Chance Playbook](#)

Ready to create a Fair Chance pipeline? These companies are working everyday to ensure fair options at employment for all candidates.

- [Dave's Killer Bread Foundation](#)
- [Defy Ventures](#)
- [70 Million Jobs](#)
- [The Last Mile](#)
- [Root & Rebound](#)