

Career Center Commitment to Diversity, Equity and Inclusion

The Career Center stands united against racism, injustice, and inequality, as this is central to our mission to empower our students and alumni to thrive and successfully contribute to our community, economy and future workforce. The lives of our Black students, alumni, and colleagues' matter. We acknowledge that many students and alumni in our Hornet family are impacted by ongoing discrimination and oppression and that in order to impact positive change, we must not be silent, but instead use our voices to speak out against injustice and to take action.

We Strive To:

Implement career development services through a social justice and equity lens, stand as allies to marginalized communities and be fully committed to affirming the values of equity, inclusion and belonging.

We are actively working to address and implement this by:

- Creating and sustaining an environment that respects, honors and welcomes people from diverse backgrounds:
 - Offer respect and understanding for cross-cultural values and multi-cultural-based counseling techniques and practices.
 - Develop continuous and ongoing training and professional development around racial inequities, cultural awareness, and inclusion.
 - Revise Career Center materials (e.g. Resume examples, professionalism, interview attire, etc.) that are rooted in oppression and based on dominant culture ideology. Redefine professionalism, resume/interview standards, and all other career materials to be inclusive of the diversity of our community of students, campus partners, and employers.
 - Embed anti-racist training within Career Center's Career Tracks internship.
 - Identify and eliminate disparities in career services including gathering data on inequities in service usage, experiences, and career outcomes
 - Continually examine how we can integrate social justice into our work, challenge our cultural awareness and competence and be open to feedback.
 - We can do this is by analyzing our data for equity gaps and developing and using resources and [Toolkits for Inclusion](https://www.nacweb.org/diversity-equity-and-inclusion/best-practices/5-career-services-professionals-offer-a-starting-place-for-addressing-racism/) (https://www.nacweb.org/diversity-equity-and-inclusion/best-practices/5-career-services-professionals-offer-a-starting-place-for-addressing-racism/) in career services, including a [Diversity and Inclusion Checklist](https://docs.google.com/document/d/1K7ZmW-NzWI6wUcDPw2y2A4AppK6_n_LnpIGXSZCe8A/edit) (https://docs.google.com/document/d/1K7ZmW-NzWI6wUcDPw2y2A4AppK6_n_LnpIGXSZCe8A/edit).
 - Launch Diversity, Equity and inclusion (DEI) Collective and other strategies to help promote equity and inclusion in the Career Center and create an employee friendly and supported culture that retains high potential talent reflective of our population
 - Please reach out to careercenter@csus.edu to provide feedback or to request alternate formats

- Work on building our voices to advocate on behalf of Black students, alumni and colleagues and where it is necessary, challenge the biases of those around us in a meaningful manner.
 - Meet with the Black Student Union and partner with the MLK Scholars' Center and identify staff members as liaisons from the Career Center.
- Partnering with equity and student support programs and programs for students of color and other marginalized students to design more inclusive programming, events and environments.
 - Strengthen partnerships with programs and build new partnerships with programs that serve students of color and other marginalized students such as the MLK Center, APIDA Center, Esak'timá Center, College Assistant Migrant Program, Dreamer Resource Center, Serna Center, Project Rebound, Disability Access Center, Student Academic Success & Educational Equity Programs and others to design inclusive programs, events, and environments.
- Examining biases and cultural barriers to students getting into majors and careers, including in-demand fields, the myth that “major equals career,” and other systems of exclusion.
 - Education and training for high school counselors around major and career clusters and support incoming students with understanding how to explore their academic and career options and job outlook, for example by using Labor Market Insights.
- Recognizing employers doing inclusive work or that make it a priority to create inclusive environments.
 - Assess methods used by employers to connect with students, offer paid internships etc.
 - Include training with employers to encourage and advocate for inclusivity of all races.
 - Develop and partner with employers that have developed inclusive environments and anti-racist and inclusive best practices and strengthen employer relations training on recruiting next generation talent with equity in mind.
- Spearheading efforts to reduce financial barriers to college-to-career opportunities, such as internships and fellowships, and professional development.
 - Launched and continue to steward the Gaining Access to Internships (GAIN) Fund to address one of the most pressing barriers to students' participation in career-building internships: financial insecurity.
 - Facilitating students' capacity to build social capital to network and develop mentoring relationships with professionals.
 - Implement inclusive fellowships such as College Corps and IMPACT Fellows programs
 - Identify strategies to help undocumented students with/without DACA with career goals
 - Facilitate consultations on the Sac State Career Network (<http://sacstatecn.firsthand.co/>) and LinkedIn (<https://www.linkedin.com/school/sacstate/people/>)

Document Links:

- [Toolkits for Inclusion](https://www.nacweb.org/diversity-equity-and-inclusion/best-practices/5-career-services-professionals-offer-a-starting-place-for-addressing-racism/) (<https://www.nacweb.org/diversity-equity-and-inclusion/best-practices/5-career-services-professionals-offer-a-starting-place-for-addressing-racism/>)
- [Diversity and Inclusion Checklist](https://docs.google.com/document/d/1K7ZmW-NzWl6wUcDPw2y2A4AappK6_n_LnpIGXSZCe8A/edit) (https://docs.google.com/document/d/1K7ZmW-NzWl6wUcDPw2y2A4AappK6_n_LnpIGXSZCe8A/edit)
- [Sac State Career Network](http://sacstatecn.firsthand.co/) (<http://sacstatecn.firsthand.co/>)
- [LinkedIn](https://www.linkedin.com/school/sacstate/people/) (<https://www.linkedin.com/school/sacstate/people/>)