

CENTERING EQUITY IN CAREER SERVICES

Jacy Imilkowski (Reach Dane),
Joy Benz (FP&M), Leanne
Morris (SoE), Kristina Vack
(CALS), Seng Thao (L&S)

AGENDA

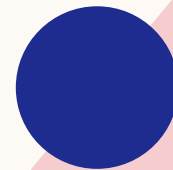
Introductions

Learning Outcomes

Definitions

Removing Barriers

Questions and Key-Takeaways



OUR PANELIST



LEANNE MORRIS
Employer and Community
Engagement Manager



JACY IMILKOWSKI
Director of Organizational
Strategy



JOY BENZ
Recruitment Manager



KRISTINA VACK
Career Development
Manager



SENG THAO
Employer Relations
Coordinator



LEARNING OUTCOMES

- Learn what equity means in the context of career services
- Understand how inequities are showing up for students currently
- Learn what employers, advisors and employer relations folks are doing to center equity in their practices
- Learn what this means for student success



DEFINITION

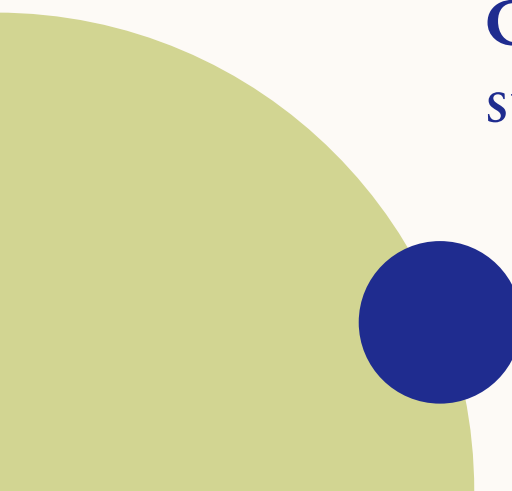
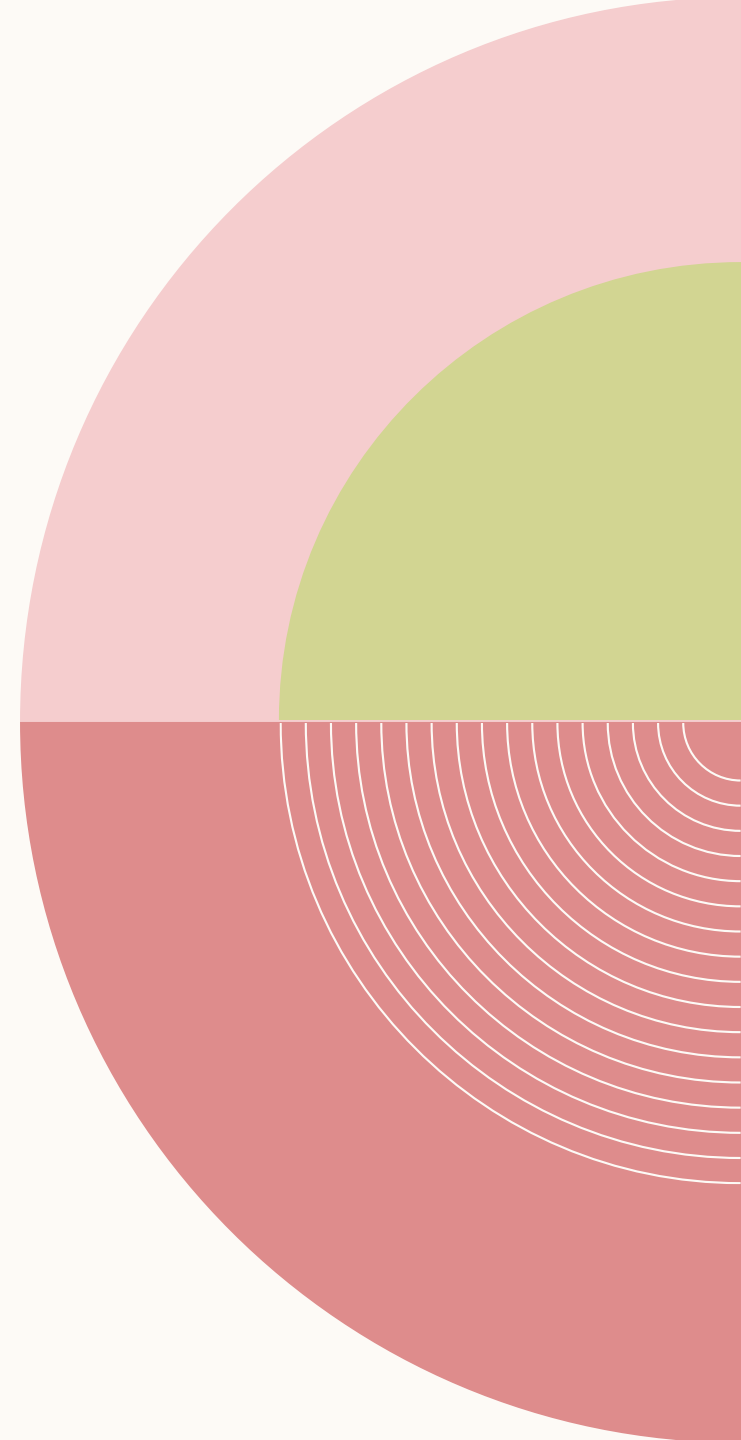
Equity: The fair treatment, access, opportunity and advancement for all people within an organization or system.

Adapted from Brandeis University, Social Justice Definitions

EQUITY CAREER SERVICES

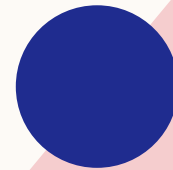
- Increase access to career services, career readiness and career success by removing barriers to access for our students.

Consider: What are some barriers to career success you are hearing from students?



REMOVING BARRIERS

- What are we hearing?
- What can we do to remove those barriers?





Barriers to access to advanced degrees

“I ONLY HAVE A BACHELOR’S DEGREE. DO I NEED AN ADVANCE TO DEGREE TO BE SUCCESSFUL? WHAT IF I CAN’T AFFORD TO DO ONE?”



Barriers to navigating the hiring process

**“I LOOK AT JOB DESCRIPTIONS
AND I DON'T THINK I'M QUALIFIED.
IT DOESN'T SEEM LIKE THEY ARE
SPEAKING TO ME. ”**

The background features a vertical green bar on the left with white concentric circles. To its right is a blue curved shape, and at the bottom are pink and red triangular shapes.

Barriers to access to networks

“I'M A FIRST-GENERATION STUDENT, I DON'T KNOW ANYONE IN MY FIELD. I DON'T EVEN KNOW WHERE TO START.”



Barriers to access to paid opportunities

**“I WANT TO WORK IN MY FIELD,
BUT I DO NOT HAVE THE TIME TO
VOLUNTEER OR SHADOW
BECAUSE I HAVE CLASS AND/OR
I’M WORKING TO SUPPORT
MYSELF. I WANT TO GAIN
EXPERIENCE, BUT I DON’T KNOW
HOW.”**



QUESTIONS AND REFLECTION

- What questions or ideas do you have for our panel?
- Consider the barrier you named at the beginning, what might be one thing you might do differently to start breaking down those barriers for students?

THANK YOU

The background features a large white circle on the left, a dark blue circle on the right, and a pink circle on the right with white concentric lines.