Career Counseling: Thoughts on Equity

Luis Giraldo, Ph.D.
Director, Equity, Diversity and Cultural Competency
Santa Barbara City College

Roxane Pate, M.A.
Program Advisor - Equity, Diversity, and Cultural Competency
Santa Barbara City College
Roundtable Questions

• What forms of capital do you bring into your work?

• Do these forms of capital affect your work positively?

• Identify forms of capital that your students bring to your work spaces.

• What are your take-aways?

• What are the obstacles to providing equitable student/client services at your institution for career and life counseling and employment opportunities?
Book Recommendations*

• **A Cross of Thorns** by Elias Castillo

• **Burning Down the House** by Nell Bernstein

• **The New Jim Crow** by Michelle Alexander

• **Radical Possibilities** by Jean Anyon

• **Deculturalization and the Struggle for Equality: A Brief History of the Education of Dominated Cultures in the United States** by Joel Spring

• **Barking to the Choir** by Father Boyle

*From presentation “What Does Equity Look Like? Creating Access for Students” by Tyrone C. Howard, Ph.D., Professor of Education at UCLA in the Graduate School of Education and Information Studies’ Urban Schooling Division
Career-Centered Roundtable Question

- What can career centers do to prepare students for the “real” work culture: hiring biases, structural promotion barriers, lack of non-discrimination protections, absence of support, wage and benefit gaps, education and training barriers, #metoo?
Practitioner Interventions

- Provide safe places for dialogue around social identities and cultural values
- Allow students to externalize their workplace experiences of overt prejudice and microaggressions
- Assess and ameliorate potential negative scripts as a result of internalized oppression
- Normalize student struggles by learning the connections between discrimination and psychological symptomatology