

Becker Career Center

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What We Noticed

There were many possibilities for new inclusion and diversity initiatives that the Becker Career Center could take advantage of. We wanted to set reasonable and measurable short-term and long-term goals for all members of our staff to execute.

To further our knowledge on best practices with inclusion efforts, we attended George Mason Career Center's Webinar, *Moving from Diversity to Inclusion, One Career Center's Journey*. We then established a list of student populations that we wanted to focus our inclusion efforts toward, to meet their needs. These populations were:

- ❖ Transgender/gender fluid community
- ❖ International students
- ❖ Students of color
- ❖ Students with varying levels of ability

We determined a list of possible goals that could improve the climate for these communities within our department. In collaboration with our colleagues in Becker Career Center, we determined a final list of goals.

What We Wanted to Do

Short-Term

- ❖ When installing Handshake for the 2018-2019 academic year, add fields that allow students to have the option of including their chosen name, and gender identity.
- ❖ Remove gendered language from Becker Career Center handouts and use gender neutral terms.
- ❖ Purchase white noise machines for multiple offices in the Becker Career Center.
- ❖ Remove the gendered bathroom signs and replace with gender neutral signs with braille text.

Long-Term

- ❖ Make the Becker Career Center's web content less text heavy and add in more visuals.
- ❖ Determine a structure of how Becker Career Center assists employers that are recruiting diverse candidates for events and employment opportunities.
- ❖ Connect the camera in the presentation room upstairs with a TV located downstairs.



 handshake



What We Did

Short-Term

- ❖ Chris Angley, Employer Relations Office Coordinator, is going to be adding in the suggested fields during the summer so that it is ready for Fall term launch.
- ❖ Some handouts have been edited already, and the rest will be updated this summer.
- ❖ White noise machines were purchased for multiple offices in the Becker Career Center.
- ❖ The gender neutral signs with braille text were placed in compliance with ADA height requirements.

Long-Term

- ❖ Chris Angley has been working with ITS on how to make Becker Career Center's web content accessible, with less links, and less PDF documents.
- ❖ Market all diverse events, internship, and job opportunities to diverse student groups and faculty/staff members on campus.
- ❖ The camera and TV are not able to connect. We are collaborating with ITS to have our staff trained on Zoom and we are investing in technology upgrades.