

Career Hub Commitment to Diversity, Equity and Inclusion

Career Hub, in accordance with Algoma University's Equity, Diversity and Inclusion Statement, commits to embedding equity, diversity, and inclusion to foster a welcoming environment by intentionally applying these values to fulfill Algoma University's commitment to undoing systemic and institutional discrimination and to be publicly transparent and accountable.

We Strive To:

Implement career development services through a social justice and equity lens, stand as allies to the equity deserving members of our community (women, Indigenous, Black and other racialized persons, persons with disabilities, and LGBTQQIP2SA+ persons) and are fully committed to affirming the values of Indigenization, Diversity, Equity and Inclusion.

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.
 - One way to do this is by developing and using [resources for inclusion](#) in career services, including a diversity and inclusion [checklist](#).
 - Work on building our voices to advocate on behalf of students, alumni and colleagues from underrepresented equity deserving groups, and where it is necessary, challenge the biases of those around us in a meaningful manner.
 - Plan to collaborate with AUSU, SASA, EDI Committee, Pride of Algoma and conduct a focus group with them. Appoint one staff member as a liaison from the Career Hub.



- Partnering with strategic student support programs and programs for racialized students 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 colour and other marginalized students such as AUSU, SASA, IEDI Committee, Pride of Algoma, Student Success, Student Experience, Alumni affairs and others to design inclusive programming, events, and environments.
- Examining biases and cultural barriers to students getting into majors and careers, the myth that “major equals career,” and other systems of exclusion.
- Recognizing/ collaborating with employers doing inclusive work or that make it a priority to create inclusive environments.
 - Assess methods used by employers to connect with students, provide internship training etc.
 - Include training with employers to encourage and advocate for inclusivity of all races.
 - Develop and partner with employers that have developed inclusive environments to create a focus group for input on anti-racist and inclusive best practices.
- Initiating efforts to reduce financial barriers to college-to-career opportunities, such as internships and fellowships, and professional development.
 - By collaborating with organizations, such as: Co-operative Education and Work-Integrated Learning Canada (CEWIL Canada), and obtaining funding 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.
 - Provide platforms such as Ten Thousand Coffees.
 - Facilitate connections on LinkedIn.

