



- Delivered tailored programming for diverse populations including “Gender Equity in the Workplace: Strategies and Inspiration from Successful Professional Women,” “Increasing the Feeling of Safety and Security for International Students, and two separate career workshop series for the Cross Cultural Centers and Dream Center.
- Offered drop-in career counseling services at the Veterans Success Center and Dream Center.
- Attended and supported events which serve diverse student populations in order to develop rapport with students and create visibility and accessibility of Career Services staff (i.e. -Veterans Graduation Reception, International Student Welcome Reception, “Allies for Inclusion: The Ability Exhibit,” and EOP Fall Orientation
- Curated and updated relevant online career resources for diverse populations.
- Consulted with professional staff in various centers to gain insight and recommendations about the unique needs of diverse student populations.
- 23 Career Services staff participated in over 80 professional development opportunities and trainings to expand cross-cultural sensitivity and competency.
- Launched permanent Professional Clothing Closet in winter 2018 to make professional clothing available year-round to students in need.
- Held one-day Professional Clothing Closet event serving 679 students, of whom, 40% were PELL eligible, 25% had an Expected Family Contribution of \$0, 64% were First Generation and 57% were students of color.
- Collaborated with campus departments/programs providing support for students who have been historically, economically and/or educationally disadvantaged to host 6 career development workshops impacting 270 students.
- Distributed \$14,410 to 28 university departments and organizations to support campus events related to diversity and inclusion through Career Services’ Diversity Funding Committee (DFC), and provided funding to an additional 4 organizations not funded through DFC.

- Implemented enhancements to Career Services' physical space to create a more welcoming, inclusive and accessible environment.
- Developed a diversity statement as part of the career counselor employment application in an effort to attract candidates who have professional skills, experience, or willingness to engage in activities that will enhance campus diversity and inclusion.
- Enhanced Career Services website to ensure accessibility and inclusive design: added alt-image tags to images for accessible screen readers, added meta description tags in main menu pages, updated images utilized for banners that represent a diverse range of Cal Poly students, and cross promoted campus departments serving underrepresented students.
- Career Services Advisory Council comprised of 18 industry leaders established a Diversity and Inclusion subcommittee.
- Hosted an "Employee of the Future Summit" attended by Career Services Advisory Council members, University administrators, and Career Services staff. At the summit, keynote speaker Doug Britt, President of Flex, addressed qualities Cal Poly graduates should possess to be prepared for the future of work. This keynote presentation was followed by extensive dialogue. Diversity and inclusion were highlighted topics of both the presentation and discussion.