Career Services Diversity, Equity and Inclusion Commitments

One of our core values is diversity, equity, and inclusion (DEI) and we are actively committed to integrating this into our work and how we interact with others.

Equity in Action

Professional Clothing Closet
Our professional clothing closet serves over 400 students annually. We offer a wide range of sizes, binders and compression tops with the intention of being inclusive for students to find an outfit that they feel good in.

DEI Employer Toolkit
Created in 2020 with input from Career Counselors, Employer Services, and the Office of University Diversity and Inclusion, this toolkit supports employers in enhancing their DEI recruitment and onboarding practices.

Corporate Sponsorships
A portion of our Career Partner funds support diversity and inclusivity programming and services for underrepresented students. Starting in 2018, students could apply to the Career Services Diversity Fund for DEI event support. By 2024, other DEI departments on campus had created funds for student events and thus we transitioned our funds to support Career Services' DEI events and Diversity Liaison Team events and outreach.

Welcoming Environment
We aim to create physical spaces that are inviting to all students and employers. We have adjusted the furniture and wall art within our office to be more inclusive and in alignment with our values.

1 Serves as the liaison between Career Services and the population the DLT serves.

2 Coordinates programming for the DLT’s target population.

3 Maintains DEI career resources and website pages related to the DLT population.

DLT Focus Areas
- Black Indigenous People of Color (BIPoC)
- International Students
- Undocumented Students
- Students with Disabilities
- Sexual Orientation, Gender Identity and Expression (SOGIE)
- Transfer Students
- Former Foster Youth & Students with Dependents

Career Services has been a lighthouse in my challenging journey as an international student navigating the job market in the U.S.

— Bo Li
Architecture Major
DEI Career Events

Career Services hosts programs throughout the academic year that support specific student populations.

Student-Employer Networking
Since 2018, Career Services has hosted an annual Student + Employer Diversity Networking Event. The purpose of this event is to connect allies and advocates from recruiting organizations with students from groups that are underrepresented in the workplace.

Transfer Career Day
Started in fall 2022, this all-day event focuses on providing incoming transfers with the skills to be successful in their job and internship search. Co-sponsored by all six academic colleges and the Transfer Center, the day includes workshops on topics such as resume building, career fair preparation, and LinkedIn and concludes with a transfer networking mixer with faculty and staff.

Identity Center Career Drop-In
Career Counselors and our Career Services Ambassadors host resume and cover letter review in centers such as La Casa, the Center for Military Connected Students Center, the Black Academic Excellence Center, the Transfer Center and the Pride Center.

First Generation Day
Career Services supports First-Gen day in November by hosting workshops centered on skills for first-generation college students through an asset-based lens. In fall 2023, we brought Oscar Garcia to speak on "Overcoming Imposter Syndrome and Navigating Your Career With Confidence."

DEI Club & Department Workshops
Career Counselors support over 50 clubs and departments across campus with their career education every year. Examples include:
- Color Coded workshops on LinkedIn profiles and networking strategies.
- Cal Poly Scholars "Enhance Your Interview Skills" workshop.
- Women in Business’s Defining Her Future conference panel focused on advice for achieving career success during undergrad.
- National Society of Black Engineers "Networking for Career Success" workshop.
- TRIO Achievers event - Paint & Sip with Career Services "Network to Get Work".
- Pilipino Cultural Exchange preparing for the Fall Career Fair presentation.
- "Dreaming of Grad School" workshop focused on undocumented students pursuing graduate school.

DEI COMMITTEE

Launched in 2016, the Career Services’ DEI Committee has been the catalyst behind many of the department’s DEI projects, programs and events. In 2024, the DEI committee updated their focus to serve as a consultative role for DLT’s and DEI events and to initiate and guide the department on DEI topics and focus areas.

Every staff member in Career Services is responsible for bringing an equity lens to their work and engaging in professional development around equity topics. Staff are supported in attending conferences, completing trainings and engaging in on-campus events focused on DEI topics.

FIND OUT MORE

Reach out to us if you would like more information or to collaborate on career DEI initiatives.

Heather Domonoske she/her/hers
Associate Director of Career Education and Equity
805-756-5975
hdomonos@calpoly.edu