

# EQUITY BASED CAREER DEVELOPMENT

## USING EQUITY-FOCUSED SCHOOL-FAMILY-COMMUNITY PARTNERSHIPS TO ENHANCE CAREER DEVELOPMENT AND POSTSECONDARY TRANSITIONS FOR STUDENTS OF COLOR

1

### INCLUDE MENTORS OF COLOR:

Engage college students or volunteers of color as mentors to serve as role models and provide guidance to students, helping them envision their own success.



2

### UTILIZE PARTNERSHIPS:

Collaborate with families, community organizations, and stakeholders to create partnerships prioritizing equity in career development and postsecondary transitions for students of color. Build a strong network of support and resources through these partnerships.



3

### WORK WITH FAMILIES AND COMMUNITIES:

Collaborate effectively with families and communities to overcome challenges faced by students of color. Create equitable practices and expand opportunities through improved collaboration.



4

### INCREASE SCHOOL COUNSELOR SUPPORT:

Increase the number of school counselors in schools and ensure recommended caseloads of 250 students per counselor. Recognize the importance of partnerships in promoting student outcomes and incorporate research findings into education policy. Reduce non-counseling duties to focus on facilitating college and career development and postsecondary transitions.



#### Sources

1. Edwin, M., Haynes-Thoby, L., & Bryan, J. (2022). Using equity focused school-family-community partnerships to enhance career development and postsecondary transitions for students of color. In Hines, E. & Owen, L. (Eds.), *Equity-Based career development and postsecondary transitions: An American imperative* (pp. 109-135). Information Age Publishing..
2. [Closing opportunity gaps for black male students through school-family.](#)
3. [Partnerships Play Key Role Helping Students of Color](#)

