

Can Career Advising Be Decolonized?

What's a Conscious Practitioner to Do?

DEIBA Roundtable Description

How do you advocate for economic and social justice while preparing students and job seekers to thrive in toxic capitalist environments? Let's discuss the cognitive dissonance created in Career Advisors who want to challenge oppressive job markets while recognizing that much of what we do upholds discriminatory practices and systems.

What Does It Mean To "Decolonized Career Advising?"

Decolonizing career advising refers to an inclusive, value-driven approach to preparing and supporting life plans, education and employment for all people. Decolonized career advising addresses the individual and systemic barriers to career readiness and economic success today that were created by settler colonialism in the United States.

To decolonize career advising, career coaching, student development, career-and-college-readiness, employment services, workforce development, and related endeavors is to decenter white supremacy culture, and value multiple ways of knowing from cultures worldwide, including Indigenous knowledge.

To decolonize career advising and related endeavors is to advocate for socially just workplaces and business practices. It's to encourage all youth and job seekers to define what life and economic success means to them, and equip them to attain their intentions.

Discussion Prompts

- A. What does "decolonized career advising" mean to you? How would your work be different if it centered social justice? What might be the outcomes for your students/job seekers?
- B. How have you experienced cognitive dissonance when doing your job as a career practitioner and following your organization's policies while wanting to challenge systems that could support people differently?
- C. How do you prepare youth/adults to thrive in workplaces that are biased and not inclusive?
- D. How can a career practitioner strive to be anti-racist or advocate for economic/social justice and not be grumpy all the time?

Conscious Practitioner Session Materials

<https://bit.ly/NCDA-Antiracist-DeniseMpls>

