

→ CAREER READINESS PROGRAM

Equity + Inclusion

Equity + Inclusion Competency

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different cultures and backgrounds. Engage in anti-oppressive practices that actively challenge the systems, structures, and policies of racism and inequity.



SAMPLE BEHAVIORS

- + Solicit and use feedback from multiple cultural perspectives to make inclusive and equity-minded decisions.
- + Actively contribute to inclusive and equitable practices that influence individual and systemic change.
- + Advocate for inclusion, equitable practices, justice, and empowerment for historically marginalized communities.
- + Seek global cross-cultural interactions and experiences that enhance one's understanding of people from different demographic groups and that leads to personal growth.
- + Keep an open mind to diverse ideas and new ways of thinking.
- + Identify resources and eliminate barriers resulting from individual and systemic racism, inequities, and biases.
- + Demonstrate flexibility by adapting to diverse environments.
- + Address systems of privilege that limit opportunities for members of historically marginalized communities.

→ What Is Career Readiness?

Career readiness is a foundation from which to demonstrate requisite core competencies that broadly prepare the college educated for success in the workplace and lifelong career management.

About NACE

Established in 1956, the National Association of Colleges and Employers (NACE) connects more than 17,000 career services and university relations and recruiting professionals, as well as the business solution providers that serve this community.

NACE believes in a world that is unifying in approach and where equal opportunities and equitable outcomes exist for all.

→ For more information on this initiative, visit naceweb.org/career-readiness-competencies.

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