

Commitment to Diversity Equity and Inclusion

The Career Development Center celebrates the perspective, knowledge, and joy that diversity brings to St. Thomas, and strives to provide equitable access to career education and employer connection opportunities for all students and alumni.

We believe that our unique individual differences are our strengths, but also recognize that for too many in our community, difference results in discrimination. Systemic and institutionalized oppression shows itself in all facets of life, including career education and the world of work.

We are committed to the work needed to break down barriers that have historically prevented members of our diverse community from equitable access to full career education and work experiences, and from equitable career outcomes.

From Employer Engagement:

We believe that diversity, equity & inclusion is a core value, and these principles are integral to our work. The Career Center sustains the University of St. Thomas' Commitment to Diversity. We support all candidates in developing the social capital needed to foster connections that level the playing field as they seek internship and career opportunities. In turn, we facilitate broad university connections for employers. In solidarity with the National Association of Colleges and Employers, the St. Thomas Career Center is committed to raising awareness of equity issues in hiring, from job description development to internship program development to the candidate selection processes.

Therefore, we welcome partnerships with employers who:

- Create hiring qualifications that directly impact the ability of the candidate to do the job.
- Provide hiring processes that adhere to Equal Employment Opportunity (EEO) guidelines.
- Develop onboarding, training and ongoing support to all, fostering retention.
- Enable fair internal promotion practices that reflect equity and inclusion.

The University of St. Thomas Career Center opposes discrimination based on sex, race, color, religion, age, national origin, marital status, actual or perceived sexual orientation, gender identity, gender expression or disability.

From Career Education:

As Career Educators, we recognize that the traditions of the world of work and professionalism are filled with bias. The idea of workplace fit, dressing appropriately for an interview, and the competitive nature of work are all examples of patriarchal white work culture (for more examples, [see this article](#)). All humans foster these characteristics in our workplaces, and we can all commit to change.

We are committed to breaking through these barriers and raising awareness of the [many biases in professionalism](#). We will support all students and alumni in carrying their full, authentic selves into the world, and a life of meaningful work. Career Educators have identified preliminary goals to build more equitable access to career education, and are implementing a road map to achieve these goals.