



CAL POLY

Career Readiness

ORFALEA COLLEGE OF BUSINESS

As career educators, we recognize the ways in which white supremacy and anti-blackness inform what defines “professionalism” in our workplaces. How to dress, how to communicate, how to network. We perpetuate these long- standing biases within our career education, often in response to feedback from employers saying that students could be more “polished”. We cannot address structural inequity without redefining professionalism & success in the workplace.

The Orfalea College of Business Career Readiness Center is committed to better supporting our students of color and changing the conversation around professionalism and career readiness education through:

- Explicitly addressing race & identity in the workplace through workshops and roundtables
- Integrating cultural intelligence curriculum into our BUS 206 Career Readiness course
- Amplifying the stories and experiences of BIPOC in the workplace
- Engaging in discussions with recruiters and employers to reform recruiting policies and highlighting companies with a strong culture of diversity, equity and inclusion
- Ensuring diverse representation of professionals & alumni mentors in our panels and mentoring programs
- Continuing implicit bias training for our Career Peer Advisors

We will only be able to make effective progress by also working to eradicate these biases within ourselves. The Career Readiness Center will outline a more detailed strategic plan to implement each of these action items.

To learn more about this topic, read the article “[The Bias of ‘Professionalism’ Standard](#)” by Aysa Grey and check out the other resources listed below.

In Solidarity,

Mallory Stoffel and Orfalea College of Business Career Peer Advisors

Resources

[“Critical Reflections on the Rules of Professionalism” by Renata D. Baptista](#)

[Anti-Racist Reading List](#)

[Ally Resource Guide](#)