**Advance CTE Train the Trainer:** *Empowering Students through Career Technical Education and Career Advising*

**Module**

## Module 5: Understanding Implicit Bias & Impact on Career Advisement and Decision-Making

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## **Pre-Workshop Survey**

Please complete the Pre-Workshop Survey completely and honestly. These results will provide information on the effectiveness and impact of this workshop.

*[insert link or QR code here]*

**Supplemental Links**

[Handout Hub](https://cte.careertech.org/sites/default/files/Career_Advising_Workshop_Trainer_the_Trainer_Handout_Hub_7_2022.pdf) - this handout provides additional resources that can be utilized beyond this module.

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## **NOW NEW NEXT Planning**



**CTE NOW**

**In 1 minute Identify the things you are doing NOW in your CTE offerings. What does CTE mean in your district? What place does CTE have in your learners’ academic path?**



**CTE NEW**

**Based on information supporting high quality CTE programming: what is new to you today? Reflect for a minute on something new from today’s discussions. What might you want to incorporate or leverage moving forward you did not have before?**



**CTE NEXT**

**What new information will you look to leverage and implement? How does this look in the near future? Write down some areas of interest that need further research or a deeper gathering of resources for use in your school counseling offerings.**

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## **Activity 1: Career Connections Recall** Small Group Excercise Icon

**Guiding Questions**

* Is this a story you have heard?
* Is the individual someone you reference to inspire students who are interested in military or aviation paths?
* If yes, what has been the impact?
* If not, in what ways could sharing the individual's story be impactful to students who ‘see themselves’ in their story?

##

***What Is Implicit Bias?***

Attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without awareness or intentional control.

## **Key Characteristics**

* Are unconscious and automatic: They are activated without an individual’s intention or control.
* Are pervasive: Everyone possesses them, even those avowing commitments to impartiality.
* Do not always align with explicit beliefs.
* Have real-world effects on behavior.
* Are malleable and can be unlearned, reshaped, or changed over time.

## **Activity 2: Understanding Implicit Bias and Its Impact on Career Advisement, Career Exploration and Decision Making** Small Group Excercise Icon

Because school counselors are involved in facilitating the career exploration process with diverse student populations, it is essential that they are aware of the unintended impact that implicit biases may have on students, especially under-represented students. While often well meaning, counselors may steer students toward career interests stereotypically associated with specific characteristics, such as gender, race and ethnicity. Moreover, students themselves, as well as their families, may limit their options based on their narrow perspectives and experiences. This section will raise awareness about this critical issue and explore strategies that can be implemented to continually assess efforts to minimize the impact of implicit bias.

1. What are some examples of how implicit bias can affect students’ career exploration and decision- making?
2. How are in-demand careers portrayed in your state/community? What populations do they include? Who do they exclude?

## **Reflection: Overcoming Implicit Bias**

1. What strategy will you focus on to overcome implicit bias in your work?
2. What resources are available to support you in this work?
3. Based on what you learned about micromessaging and acknowledging implicit bias, what would you advise teachers/advisors to do differently if non-inclusivity occurs?

**NOTES:**

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## **Collective Commitment**

Write down your personal commitment to increase CTE knowledge and impact your current program based on today’s session information and action planning.

## **Post-Workshop Survey**

Please complete the Post-Workshop Survey completely and honestly. These results will provide information on the effectiveness and impact of this workshop.

*[insert link or QR code here]*

***Congratulations! You are now ready to be a Career Advising and CTE Champion!***