

# EQUITY BASED CAREER DEVELOPMENT

## FACTORS IMPACTING POSTSECONDARY TRANSITIONS FOR BLACK STUDENTS

1

Empowering approaches and counseling: Individual counseling and small group activities improve college readiness and access to critical information.



2

Collaboration with families: Enhancing students' career readiness and attitudes toward school through active involvement and communication with families.



3

Access to social and cultural capital: Leveraging relationships with external institutions and resources to enhance college and career readiness.



4

Equitable policies and training: Mandating equitable outcomes, providing career and college fairs, and offering culturally responsive training to support Black students.



5

Addressing systemic inequities: Tackling issues such as school funding disparities and systemic racism that can hinder successful postsecondary transitions for diverse students.



### Sources

1. Hines, E. M., Hines, M. R., Wathen, B.-J., Singleton, P., II, Angeles, S. L., Slack, T., and Brown, D., Jr. (2022). Factors impacting postsecondary transitions for black students. In Hines, E. & Owen, L. (Eds.), *Equity-Based career development and postsecondary transitions: An American imperative* (pp. 163-183). Information Age Publishing.

2. [Persistence Factors for Black Males in the Community College: An Examination of Background, Academic, Social, and Environmental Variables](#)

