



AMERICAN UNIVERSITY

W A S H I N G T O N , D C

CAREER CENTER

Career Center Statement and Actions to Combat Racism

The deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery, and the subsequent nationwide demonstrations, have yet again reminded us that racism is still rampant in the United States. We recognize that these traumatic events have a disproportionate impact on Black members of the AU community. The AU Career Center is here to support you when you are ready to reengage in your career development.

We strive to combat implicit bias and structural racism in our work. Here are some of the ways we are doing this work.

- We follow [standards for ethical professional practice](#) and our [nondiscriminatory employer recruitment policies](#) help us provide equitable access to services and opportunities to our students and alumni.
- We endeavor to help students and alumni achieve equitable representation and compensation in the workforce through individual advising and coaching, as well as in our workshops and programs that are co-sponsored by campus partners like the AU Black Pre-Professional Society, F1rst Gen Forward, and the Center for Diversity and Inclusion, among others.
- We continuously seek to educate ourselves and our employer partners about diversity, access, equity, and inclusion in society, in the workplace, and especially in the recruiting process, drawing from resources across and beyond AU. Our Diversity, Equity, and Inclusion Committee has partnered with [AU Connects](#) to provide learning opportunities for our staff, such as the Building a Shared Vocabulary training on diversity in the modern workplace, and actively promotes training opportunities offered by [NACE](#), our professional association, and other relevant organizations.
- Among other efforts going forward, we will, through our recruiting programs (e.g. networking receptions, on-campus interviews, employer events, etc.), intentionally engage with a wider range of social justice organizations that work for societal change. And in addition to promoting our employer partners' diversity hiring initiatives, we will request information on the outcomes of those initiatives.

We are actively examining our work and engaging in conversations about how we can combat racism and advance equity for AU students and alumni. This work is ongoing and incomplete. We welcome your [input and ideas](#). We are committed to listening and acting to help each of you achieve your professional goal.

OFFICE OF THE PROVOST

4400 MASSACHUSETTS AVENUE, NW WASHINGTON, DC 20016 202-885-1804 FAX: 202-885-1861

american.edu/careercenter