Overview of Presentation
- Work opportunity and discrimination
- Cultural identities/attitudes and work
- Cultural relevance of career theories
- Culturally affirmative career counseling
- Discussion

Work Opportunity and Discrimination
- Racial/ethnic minorities
- Social class
- Younger and older adults
- People with disabilities
- Women and men
- Lesbian, gay, and bisexual persons
- Transgender persons
- Religious/spiritual minorities
- Immigrants

Cultural Identities/Attitudes and Work
- Work values
- Cultural community at work
- Perception of opportunity structure
- Work discrimination coping strategies
- Understanding of privilege
- Internalized oppression
- Meaning of work in relation to life

Cultural Relevance of Career Theories
- Holland’s theory
- Theory of work adjustment
- Super’s theory
- Krumboltz’s theories
- Gottfredson’s theory
- Social cognitive career theory
- Career construction theory

Culturally Affirmative Career Counseling
- Understanding client’s culture, salient cultural identities, values, and worldview
- Culturally appropriate use of career assessments
- Understanding opportunity structure, discrimination, and oppression
- Examining internalized oppression
- Facilitating resolution of external and internal forces, and meaning making
Culturally Affirmative Career Counseling (cont.)

- Be a source of support and empowerment, without imposing counselor’s values
- Enhancing client’s ability to cope, become resourceful, take calculated risks, be innovative, and learn from experience
- Be an advocate

Thank you!
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