

# Identity Conscious Career Development

**To what extent are student participants in the Men of Color (MOC) program able to describe a Post College Success Plan (career plan) in light of their social identities?**

## Learning Outcome

Students involved in gender-based initiatives will be able to demonstrate the skill to construct a career or post college plan.

## Methodology

- Individual interviews were used to collect data from a purposeful sample of 10 first-year students who were active participants in the MOC Program.
- Department staff created a rubric consisting of 4 learning dimensions scored on a 3-point scale which were nested within 5 total categories in order to determine the level of learning demonstrated by students.
- Data from the rubrics were analyzed by calculating how many categories a student successfully demonstrated based on meeting or exceeding expectations in at least 3 out of 4 dimensions per category.
- Students who demonstrated learning in at least 3 categories were considered to have met the threshold of success for the program learning outcome.

## Demographics

- Out of 540 men of color in the first-year cohort of the MOC Program, only 45 students are considered active members who consistently attend programs and contact their mentor regularly.
- Out of 45 active members in the MOC Program, only 10 students (22%) participated in interviews.
- 8 of 10 students (80%) students identified as first-generation college students.

## Key Findings

- 4 out of the 10 students (40%) successfully met the learning outcome.
- A total of 6 themes were identified from students' responses related to: high expectations to succeed, challenges of being in predominantly White spaces, tensions between the personal and professional, community with other men of color, connecting with faculty men of color mentors and expressing pride in one's identities.
- 8 out of 10 students (80%) understood how their race or gender social identities could potentially create barriers for them as they develop and work towards their post-college success plan.
- 9 out of 10 students (90%) discussed feeling isolated at DePaul and feeling as if they had limited ability to find mentors within academia or their chosen professional field who identified as men of color.

## Plan of Action

- Enhance the MOC Academy workshop curriculum to include identity-consciousness into career development planning
- Develop a faculty mentor program for MOC participants
- Build a more purposeful connection with DePaul Alumni and connect them with MOC participants
- Include a mental health/self-care module as part of the MOC curriculum

“I want to associate myself with people going through the same things as myself. I joined MOC because the whole room is full of men of color; that is a place that feels safe to me and inspires me to go far in my career because I see others who also have the same goals and aspirations as I do.”