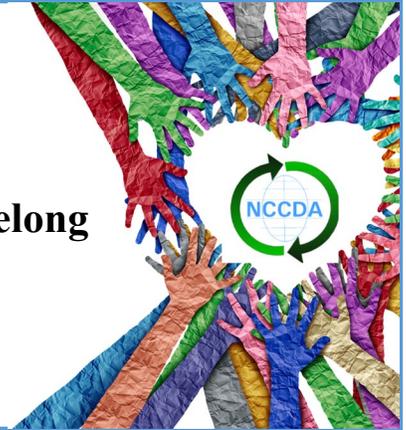


North Carolina Career Development Association  
2022-2023 Annual Conference

**Breaking Boundaries, Borders, and Walls: We All Belong**

Alamance Community College | March 17, 2023

**SCHEDULE OF EVENTS**



7:30—8:45AM	<b>Registration &amp; Breakfast</b>
8:45—9:45AM	<b>WELCOME</b> <i>Belinda Wilkerson, NCCDA President-Elect &amp; Conference Chair</i>  <b>OPENING KEYNOTE</b>  <b>Critical Race Theory and its Implications for Counseling and Counselor Education</b>  <i>David Julius Ford, Jr., Ph.D., Associate Professor (Tenured) and Interim Department Chair, Department of Professional Counseling at Monmouth University</i>  Critical Race Theory (CRT) has become a buzzword and highly politicized. The teaching of CRT has been attacked and banned via legislation in P12 and Higher Education settings. The purpose of this workshop is to explain CRT’s origins, what CRT is, how it relates to government structures, where it is taught, how it relates to Counseling and Counselor Education.
9:45—10:00AM	<b>Break &amp; Networking</b>
10:00—10:50AM	<b>Breakout Sessions</b>
	<b>Makerspace: Students Engage Stem Activities for Career Exploration</b>  <i>Brian Calhoun, Associate Professor of the Practice Career Counseling and Development, Wake Forest University</i>  Presenter will share the process of designing developmentally appropriate career exploration related activities through examples from Fall 2022 class: a.) How to explore and create maker spaces on campus/practice; b.) How to utilize maker activities to encourage discussion about STEM fields/professions; c.) How to connect / network individuals from different career fields to connect students with possible future career fields and network contacts; and d.) Participants will have the opportunity to identify career development needs in their setting and brainstorm potential partnerships for using making activities in practice

10:00—10:50AM	<b>Breakout Sessions (Continued)</b>
	<p><b>Supporting Military Clients in Transition: Understanding the Timeline</b></p> <p><i>Carmen White, Area Manager-Mid-Atlantic, Hire Heroes USA</i>  <i>Emily Gomez, DEI Business Partner, Hire Heroes USA</i></p> <p>Attendees of this presentation will gain the following: 1) Identify transition concerns and address common barriers that veterans facing when getting out of the military; 2) review the Transition Timeline and discuss what should be going on at each stage in order to have an effective career transition; 3) Apply Career Coaching Strategies to assist during the Transition Timeline. Will address any recommended assessments and effective counseling and coaching strategies used to assist veterans in finding employment in the their desired industries; and 4) Career Transition Plan, Resume, and Networking briefly cover developing an effective career transition plan, components of solid resume and the importance of networking.</p>
	<p><b>Empowering Women to Overcome Their Imposter Syndrome</b></p> <p><i>Hong (Esther) Wang, Career Coach, Beacon Career</i></p> <p>Through analyzing case studies from female clients at different career stages, we present practical ways in which clients can overcome their imposter syndrome, allowing them to use their strengths to impact their career positively.</p> <p>Goals and objectives: Understanding what imposter syndrome is, and why it is a barrier to women’s career development. Strategies to support women to overcome their imposter syndrome, removing this barrier.</p>
10:50—11:00AM	<b>Break &amp; Networking</b>
11:00—11:50AM	<b>Breakout Sessions</b>
	<p><b>The Duality of Mothering and Career Satisfaction</b></p> <p><i>Regina Gavin Williams, Ph.D., Assistant Professor of Counselor Education, North Carolina Central University</i>  <i>Alyx Beckwith, Ph.D., Assistant Professor of Counselor Education, North Carolina Central University</i></p> <p>By attending this presentation, attendees will begin by generally exploring how the world of work is viewed as an important factor of one’s identity. The presenters will then share research regarding the multiple barriers experienced by mothers balancing their work and parenting roles, with specific attention towards mothers working within helping professions. Attendees will be engaged in a discussion regarding their own personal and professional experiences of the barriers working mothers face, as well as discuss the concept of what they feel it means to achieve career satisfaction. Strategies career counselors/specialists, supervisors and counselor educators can use in their work supporting mothers’ career satisfaction will be shared.</p>

11:00—11:50AM

**Breakout Sessions (Continued)**

**Must-Do or Motivation?: Fostering Student Success Through Incentives & Requirements**

*Amanda Brumfield, Professional Development and Career Coach-Honors College Program, University of North Carolina-Chapel Hill*

Career service offerings are only as good as a students' actual utilization of those offerings, so how do we get students in the door (or in the Zoom room)? How do we reduce common barriers to participation and utilizing our services, such as students' lack of time and their nervousness? In this session, we'll explore ideas for incentivizing student engagement with your office and ways to foster engagement through carefully-calibrated requirements placed on students.

In the course of exploring the considerations surrounding incentivizing and requiring student engagement, we'll discuss how UNC Chapel Hill's Honors Carolina Program uses student obligations, particularly our two required courses, as a way to level the playing field among students across diverse backgrounds and to enhance equity and inclusion. We'll also explore the benefits of this approach over other options Honors Carolina used in the past. Additionally, we'll explore alternatives and options for right-sizing requirements and incentives, including regarding event attendance and student engagement with employers. Lastly, this session will include ample time for participants to share their own lessons learned and best practices so that we can all learn from one another.

**Centering Career Exploration & Choice in Values and Wellness**

*Katie Peterssen, Associate Director for Career Management Services, Duke University Fuqua School of Business*

*Angie Smith, Ph.D., Associate Teaching Professor and Program Coordinator, North Carolina State University*

Self-awareness is foundational for career development and counselor training, and it is very personal — it is also how you show up to your clients. Awareness of how our own life experience, background, family constellation, gender, racial identities, abilities, etc. is critical to counseling ethically and effectively.

Beginning the career development process with identifying and prioritizing career and work values sets the standard by which we can make authentic, satisfying decisions. There are many cultural, social, and gender role messages which may affect how you feel about prioritizing a particular value (Brown, D. & Crace, R. K., 1996). Reflect on your own bias and check-in with your clients to ensure that you are having conversations about similarities and differences in values within the therapeutic alliance.

Once career values are identified and prioritized, we can use them as a tool to inform career decisions. We will introduce a new values-based resource to jumpstart career investigation and evaluate opportunities. In an interactive session, we will focus on your career values and wellness while sharing strategies for application with diverse client populations. The presenters will facilitate two activities, one focusing on total wellness and the other operationalizing values. You'll leave with a new framework to test how core work values align with a particular career path or organization.

Reference: Brown, D., & Crace, R. K., 1996. Values in life role choices and outcomes: A conceptual model. *Career Development Quarterly*, 44, 211– 223.

11:50AM—1:30PM	<b>LUNCH &amp; BUSINESS MEETING &amp; AWARDS RECOGNITION</b>
1:30—2:20PM	<b>Breakout Sessions</b>
	<p><b>I'm Worthy: A Guide for Practitioners When Addressing Underlying Trauma in College Students' Career Development</b></p> <p><i>Alysia W. McGlone, Clinical Therapist, Grace Counseling and Wellness, PLLC</i></p> <p>Despite devastating events, creative alternatives to raise student awareness of their immeasurable, innate worth are vital to their, collegiate institutions, and societal success. They are vital to achieving the aims of breaking boundaries, borders, and walls to inspire young professionals to truly believe that they belong in any room they aspire to be in. But what prevents these aims from being achieved? One reason is the stigma associated with seeking mental health support.</p> <p>This breakout session provides practical ways to mitigate this stigma and increase student access to support. Populations addressed are juniors and seniors struggling with feelings of specific (versus global) low self-esteem, anxiety, and depression conceptualized as trauma stress reactions (TSR) emerging due to the life transition process from student to professional. TSR addressed stem from childhood and/or adolescent trauma, specifically for events historically and/or presently occurring in the student's family of origin (FOO). The session explains TSR impeding an efficacious decision-making process and career wellness. This session also discusses cross-disciplinary benefits to career development practitioners, private practice owners, and mental health professionals implementing the strategies and tactics therein.</p>
	<p><b>Multigenerational Career Stages: Closing the Gap through Turning Chaos to Career Community</b></p> <p><i>Jamie Johnson, Founder, Paths2take Consulting, and Career Advisor/Coach, University of Phoenix</i></p> <p>Today our multigenerational clients face a host of challenges in the workplace both personally and professionally. The diversity of their work interests, values, and expectations can either fuel conflict and chaos or contribute to the creation of a rich and resourceful community in the workplace.</p> <p>Understanding these generational differences is the key to unlocking greater potential for workplace creativity, innovation, and yes, even fun.</p> <p>This presentation will share the breadth and depth of the presenter's professional and personal experience to enhance your awareness of core issues we face when working with our multigenerational clients through the career development process. In the session we will share stories, strategies, assessment tools, and resources that will help increase your effectiveness in working with multigenerational clients.</p>

2:20—2:30PM	<b>Break &amp; Networking</b>
2:30—3:30PM	<p><b>CLOSING KEYNOTE</b></p> <p><b>Deconstructing Boundaries, Barriers and Walls for BIPOC Career Clients</b></p> <p><i>Kathy M. Evans, Ph.D., Associate Professor of Counselor Education, Department of Educational Studies at the University of South Carolina</i></p> <p>This message is about self-reflection regarding the prejudices and biases that can inhibit what we are able to accomplish with our clients. Although the focus will be on BIPOC populations, the attitudes and behaviors discussed can be applied to any marginalized group. The hope is that this message will inspire, invigorate, and challenge you to do more--to work harder to enhance your service to BIPOC populations.</p> <p><b>CLOSING REMARKS</b></p> <p><i>Amy Willard, NCCDA Past President</i></p>

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## KEYNOTE PRESENTER BIOS

### Opening Keynote Speaker



#### **David J. Ford, Jr., Ph.D.**

Acting Department Chair, Associate Professor, Professional Counseling at Monmouth University

Dr. Ford hails from North Carolina originally. He is a Licensed Counselor in North Carolina, Virginia, and New Jersey. He is Board-Certified Counselor and an Approved Clinical Supervisor. He began his career in Student Affairs and has ten years of counseling experience. He has eight years collegiate teaching experience and has taught undergraduate Human Services courses, graduate counseling courses, and doctoral counselor education courses. He has taught face-to-face and online. He has experience working in addictions facilities, community agencies, and in college counseling centers. His scholarly and advocacy interests are Black men in higher education (especially those at PWIs), Black Greek-letter Organizations, Queer and Trans people of color, HIV/AIDS, and the intersection of religion/spirituality and sexual orientation. Currently, he is the President-elect of the New Jersey Counseling Association, is on the planning committee for the National Cross-Cultural Counseling and Education Conference for Action, Research, and Change, and is on the Board of Directors for the LGBTQ Scholars of Color Network. He is a classically-trained pianist and is a proud, active, and financial member of Kappa Alpha Psi Fraternity, Inc.

### Closing Keynote Speaker



#### **Kathy M. Evans, Ph.D.**

Associate Professor of Counselor Education, Department of Educational Studies at the University of South Carolina

Kathy M. Evans is an Associate Professor of Counselor Education at the University of South Carolina. She received her Ph.D. from the Pennsylvania State University. Before receiving her doctorate, Dr. Evans held career counseling positions in high schools, community and four-year colleges and universities as well as in a non-profit organization. She has been a counselor educator for over 25 years and has taught the career counseling course for 20 of those years. In addition, she teaches doctoral courses in multicultural counseling/advocacy, supervision and pedagogy. She also developed a graduate certificate program for Career Development Facilitators.

Dr. Evans has published extensively and decided to write “Gaining Cultural Competence in Career Counseling” because there were no available texts that helped students understand the synthesis of culture and career. For some of the same reasons, she also co-authored “Experiential Approach for developing Multicultural Counseling Competence” with Dr. Mary Fawcett of Winona State University.

In addition to her scholarship, Dr. Evans has been a leader in the profession of counselor education to include President of the National Career Development Association. She was Secretary for the International Counseling Honor Society Chi Sigma Iota from 2004-2006 and was President of the Southern Association for Counselor Education and Supervision and as such, served on the ACES Executive board. She has also co-chaired the ACES/NCDA Joint Commission for the Preparation of Career Counselors from 2008-2014.