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|  | | |  | Increasing Career Choice for Minorities in STEM Fields: Implications for Counselors  **Brandon Waggoner, LPC – Liberty University Dr. Joy Mwendwa, NCC, ACS – Liberty University** |
| The Riddle: A father and son are riding together in a car. The car gets into an accident. Both father and son are air lifted to different hospitals. When the son gets to his hospital, the doctor enters and says: “I can’t work on this patient, because this is my son.”  How is this possible? (answer on reverse) The Problem Full time employment in STEM fields:   * Men: 71% - Minority (Men): 4% - Women 21% - Minority (Women): 4% * The wage gap for women (84 cents in STEM vs. 77 cents in the overall labor force  Social Cognitive Career Theory Focus on self-efficacy beliefs, outcome expectations, and personal goals in a social context. Implications for Counselors Know limitations and biases / Individually educate on career fields and opportunities / Understand a client’s career goals and be able to broaden their choices / Help clients establish and define career success / Help identify role models / Build resiliency / Help clients monitor a feedback loop References On reverse |
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**Riddle Answer: The doctor was the son’s mother**

*Many carry gender bias without even knowing.*

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