

**Proposal Title:** Increasing Career Choice for Minorities in STEM Fields

**Summary / Description:**

Minorities such as African-Americans and other individuals of color have for decades been underrepresented in the higher paying and more prestigious field of science, technology, engineering, and mathematics (STEM) (Brown & Segrist, 2016). Through a social cognitive career theory lens, the needs of minority groups will be highlighted and linked to the advantages in STEM careers. Career choice can be improved once there is a break down in stereotypes and practical application of needs.

Brown, D. L., & Segrist, D. (2016). African American career aspirations: Examining the relative influence of internalized racism. *Journal of Career Development, 43*(2), 177-189. DOI: 10.1177/0894845315586256

**Learning Outcomes:**

1. Understand the career needs of minorities
2. Evaluate individual stereotypes
3. Advocate for career choice by linking minorities needs to STEM fields