NATIONAL CAREER DEVELOPMENT ASSOCIATION COMMITTEE ON DIVERSITY INITIATIVES AND CULTURAL INCLUSION

MULTICULTURAL CAREER RESOURCE LIST

General Multicultural Career Resources	Byars-Winston, A. & Fouad, N. (2006). Metacognitions and multicultural competence: Expanding the Culturally Appropriate Career Counseling Model. *Career Development Quarterly*, *54*, 187-201.
General Multicultural Career Resources	Crucil, C. & Amundson, N. (2017). Throwing a wrench in the work(s): Using multicultural and social justice competency to develop a social justice-oriented employment counseling toolbox. *Journal of Employment Counseling*, 54, 2-11. DOI: 10.1002/joec.12046
General Multicultural Career Resources	Esquivel, G.B., Lopez, E.C., & Nahari S. (Eds.). (2007). *Handbook of Multicultural School Psychology: An Interdisciplinary Perspective.* NY: Routledge.
General Multicultural Career Resources	Flores, L, Spanierman, L, & Obasi, E. (2003*). Ethical and professional issues in career assessment with diverse racial and ethnic groups. *Journal of Career Assessment, 11,* 76-95.
General Multicultural Career Resources	Flores, L.Y. & Heppner, M.J. (2002). Multicultural career counseling: Ten essentials for training. *Journal of Career Development, 28,* 181-202.
General Multicultural Career Resources	Fouad, N. & Byars-Winston, A. (2004). *Work: Cultural perspectives on career choices and decision-making*. R. Carter (Ed.), Handbook on racial and ethnic minority psychology (pp. 232-255). Boston, MA: Allyn and Bacon.
General Multicultural Career Resources	Fouad, N. & Byars-Winston, A. (2005*). Cultural context of career choice: Meta-analysis of race differences. *Career Development Quarterly, 53*, 223-233.
General Multicultural Career Resources	Gainor, K.A. (2001). Vocational assessment with culturally diverse populations. In. L.A. Suzuki, J.G. Ponterotto, & P.J. Meller (Eds.), *Handbook of Multicultural Assessment* (2nd ed., pp. 169-189). San Francisco: Jossey-Bass.
General Multicultural Career Resources	Hipolito-Delgado, Carlos (2015*). Multicultural and Social Justice Counseling Competencies*. Associations for Multicultural Counseling and Development. Alexandria, VA. Retrieved on December 10, 2015 at http://www.counseling.org/docs/default- source/competencies/multicultural-and-social-justice-counseling-competencies.pdf?sfvrsn=20.

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MULTICULTURAL CAREER RESOURCE LIST

General Multicultural Career Resources	Osborn, D.S., Howard, D.K., & Leierer, S.J. (2007). The effect of a career development course on the dysfunctional career thoughts of racially and ethnically diverse college freshmen. *Career Development Quarterly*, *55*, 365-377.
General Multicultural Career Resources	Ponterotto, J., Rivera, L., & Sueyoshi, L. (2000). The Career-in-Culture Interview: A semi- structured protocol for the cross-cultural intake interview. *Career Development Quarterly, 4,* 85-96.
General Multicultural Career Resources	Ponterotto, J.G., Casas, J.M., Suzuki, L.A. & Alexander, C.M. (Eds.). (2001). *Handbook of multicultural counseling.* Thousand Oaks, CA: Sage.
General Multicultural Career Resources	Sue, D.W. & Sue, D. (2007). *Counseling the culturally diverse: Theory and practice.* (5th ed.). Indianapolis, IN: Wiley.
General Multicultural Career Resources	Worthington, R.L., Flores, L.Y., & Navarro, R.L. (2005). Career development in context: Research with people of color. In S.D. Brown & R.W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (pp.225-252). Hoboken, NJ: John Wiley & Sons, Inc.
General Multicultural Career Resources	Young, R.A., Marshall, S.K., & Valach, L. (2007). Making career theories more culturally sensitive: implications for counseling. *Career Development Quarterly, 56*, 4-18.
General Multicultural Career Resources	Zunker, Vernon G. (2006). *Career counseling: A holistic approach.* (7th ed.). USA: Thompson/Brooks Cole.
Workplace	Ayoko, O. & Härtel, C. (2006). Cultural diversity and leadership: A conceptual model of leader intervention in conflict events in culturally heterogeneous workgroups. *Cross Cultural Management: An International Journal*, *13*(4) 345-360.
Workplace	Barak, M. (2000). *The inclusive workplace: An ecosystem approach to diversity Management*. Social Work, *45*(4) 339-352.
Workplace	Clements, P., & Jones, J. (2007). *The diversity training handbook: A practical Guide to understanding and changing attitudes* (2nd ed.). Philadelphia: Kogan page.

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Workplace	Cohen, E. (2006) *Practicing diversity multi-dimensionally*. Training, 43(10), 48.
Workplace	Felsberg, E. (2005). *Implementing diversity initiatives*. Employment Relations Today*, 31(4) 81-85.
Workplace	Friedman, H., &Amoo, T. (2007). *Workplace diversity: The key to survival and growth*. Retrieved on May 2, 2007 at http://www.westga.edu/~bquest/2002/diversity.htm.
Workplace	Kaminsky, A. (2001) *Training and development needed for successful diversity plan*. Canadian HR Reporter, 14(22) 7-11.
Workplace	Pooley, R. (2005). *When cultures collide*. Management Services*, 49*(1) 28-31.
Workplace	Roadmap to Communicating Knowledge Essential for the Indus Trial environment: State of the Art of E-learning. (ROCKET: European Union's (EU) Information Societies Technology (IST) Programme). Retrieved on May 2, 2007 at http://rocket.vub.ac.be/public_drafts/ROCKET-D2.2-final-v1.pdf.
Workplace	Vance, C. (2006). Strategic upstream and downstream considerations for effective global performance management. *International Journal of Cross Cultural Management*, 6(1) 37-56.
Workplace	Waters, V. (2004). Cultivate corporate culture and diversity. *Nursing Management, 35*(1) 36-38.
Workplace	Wentling, T., Waight, C., Gallaher, J., La Fleur, J., Wang, C., & Kanfer, A. (2000). E-learning- A Review of the Literature*. Knowledge and Learning Systems Group* (NCSA: University of Illinois at Urbana-Champaign). Retrieved May 2, 2007 at http://learning.ncsa.uiuc.edu/papers/elearnlit.pdf.

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MULTICULTURAL CAREER RESOURCE LIST

Race & Ethnicity

	AFRICAN AMERICANS
African Americans	Bounds, P. S. (2017). Contextual factors related to African American adolescent career development. *Career Development Quarterly*, *65*,131–144. Retrieved from https://doi.org/10.1002/cdq.12087
African Americans	Byars-Winston, A. (2006). Racial ideology in the prediction of social cognitive career variables in Black undergraduates. *Journal of Vocational Behavior*. *69,* 134-148.
African Americans	Carter, R.T., & Constantine, M.G. (2000). Career maturity, life role salience, and racial/ethnic identity among Black and Asian American college students. *Journal of Career Assessment*, *8,* 173-187.
African Americans	Constantine, M.G., Smith, L., Redington, R.M., & Owens, D. (2008). Racial Microaggressions Against Black Counseling and Counseling Psychology Faculty: A Central Challenge in Multicultural Counseling Movement. *Journal of Counseling and Development, 86,* 348-355.
African Americans	Grimmett, M. A. (2010). Brothers in excellence: An empowerment model for the career development of African American boys. *Journal of Humanistic Counseling, Education & Development*, 49(1), 73–83. https://doi-org.lscsproxy.lonestar.edu/10.1002/j.2161-1939.2010.tb00088.x
African Americans	Harris, P., Mayes, R.D., Vega, D., & Hines, E.M. (2016). Reaching higher: College and career readiness for African American males with learning disabilities. *Journal of African American Males in Education*, *7*, 52-69. Retrieved from http://journalofafricanamericanmales.com/wp-content/uploads/2016/05/5-Harris-et-al-2016-College-and-Career-Readiness.pdf

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African Americans	Mpofu, E., & Harley, D. A. (2006). *Racial and disability identity: Implications for the career counseling of African Americans with disabilities.* Rehabilitation Counseling Bulletin, *50*(1), 14–23. https://doi-org.lcsproxy.lonestar.edu/10.1177/00343552060500010301
African Americans	Pearson, S.M., & Bieschke, K.J. (2001). Succeeding against the odds: An examination of familial influences on the career development of professional African American women. *Journal of Counseling Psychology*, *48,* 301-309.
African Americans	Smith, W.A., Hung, M., & Franklin, J.D. (2011). *Racial battle fatigue and the MisEducation of Black men: Racial microaggressions, societal problems, and environmental stress. The Journal of Negro Education, 80*(1), 63-82.
African Americans	Stipanovic, N., & Woo, H. (2017). Understanding African American students' experiences in stem education: an ecological systems approach. *Career Development Quarterly*, *65*, 192–206. Retrieved from https://doi.org/10.1002/cdq.12092
African Americans	Sue, D.W., Nadal, K.L., Capodilupo, C.M., Lin, A.I., Torino, G.C., & Rivera, D.P. (2008). Racial Microaggressions Against Black Americans: Implications for Counseling. *Journal of Counseling & Development, 86*(3), 330-38.
African Americans	Trusty, J. (2002). African American's educational expectations: Longitudinal causal models for women and men. *Journal of Counseling and Development, 80,* 332-345.
African Americans	Walsh, W.B., Bingham, R.P., Brown, M.T., & Ward, C. (Eds.). (2001). *Career counseling for African Americans.* Mahwah, New Jersey: Lawrence Erlbaum Associates, Inc
African Americans	William A. Smith, Man Hung, and Jeremy D. Franklin (2011). Between Hope and Racial Battle Fatigue: African American Men and Race-Related Stress. *The Journal of Black Masculinity* 2.1
African Americans	William A. Smith, Walter R. Allen and Lynette L. Danley (2007). A*merican Behavioral Scientist* 551 "Assume the Position…You Fit the Description" Psychosocial Experiences and Racial Battle Fatigue Among African American Male College Students. *51*(4), 551-578

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MULTICULTURAL CAREER RESOURCE LIST

ASIAN AMERICANS	
Asian Americans	Henderson, S., & Chan, A. (2005). Career happiness among Asian Americans: The interplay between individualism and interdependence. *Journal of Multicultural Counseling and Development*, *33,* 180-192.
Asian Americans	Kim, B. & Atkinson, D. (2002). Asian American client adherence to Asian cultural values, counselor expression of cultural values, counselor ethnicity, and career counseling process. *Journal of Counseling Psychology*, *49*(1), 3-13.
Asian Americans	Kim, B. (2007). Adherence to Asian and European American cultural values and toward seeking professional psychological help among Asian American college students. *Journal of Counseling Psychology*, *54*(4), 474-480.
Asian Americans	Kim, B., Li, L., Liang, C. (2003). Effects of Asian American client adherence to Asian cultural values, session goal, and counselor emphasis of client expression on career counseling process. *Journal of Counseling Psychology*, *49*(3), 342-354.
Asian Americans	Larson, L. Wei, M., Wu, T., Borgen, F., Bailey, D. (2007). Discriminating among educational majors and career aspirations in Taiwanese undergraduates: The contribution of personality and self-efficacy. *Journal of Counseling Psychology, 54*(4), 395-408.
Asian Americans	Leong, F. (2002). Challenges for career counseling in Asia: Variations in cultural accommodation. *Career Development Quarterly*, *50,* 277-284.

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Asian Americans	Li, L., Kim, B., O'Brien, K. (2007). An analogue study of the effects of Asian cultural values and counselor multicultural competence on counseling process. Psychotherapy: Theory, Research, Practice, Training, 44(1), 90-95.
Asian Americans	Liu, W. & Iwamoto, D. (2006). Asian American Men's Gender Role Conflict: The role of Asian values, self-esteem, and psychological distress. Psychology of Men & Masculinity, 7(3), 153- 164.
Asian Americans	Lowe, S. (2005). Integrating collectivist values into career counseling with Asian Americans: A test of cultural responsiveness. Journal of Multicultural Counseling and Development, 33, 134- 145.
Asian Americans	Nguyen, A., Huynh, Q., & Lonergan-Garwick, J. (2007). The role of acculturation in the mentoring-career satisfaction model for Asian/Pacific Islander American university faculty. Cultural Diversity and Ethnic Minority Psychology, 13(4), 295-303.
Asian Americans	Okubo, Y. Yeah, C.J., Lin, P., Fujita, K. & Shea, J.M. (2007). The career decision-making process of Chinese American youth. Journal of Counseling & Development, 85, 440-449.
Asian Americans	Shea, M., Ma, P.W., & Yeh, C.J. (2007). Development of a culturally specific career exploration group for urban Chinese immigrant youth. Career Development Quarterly, 56, 62-73.
Asian Americans	Wei, M., Heppner, P., Mallen, M., Ku, T., Liao, K., & Wu, T. (2007). Acculturative stress, perfectionism, years in the United States, and depression among Chinese international students. Journal of Counseling Psychology, 54(4), 385-394.
Asian Americans	Wester, S., Kuo, B., & Vogel, D. (2006). Multicultural coping: Chinese Canadian adolescents, Male Gender Role Conflict, and Psychological Distress, 7(2), 83-100.

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<table>
<tr><td colspan="2" align="center">LATINX AMERICANS</td></tr>
<tr><td>Latinx Americans</td><td>Flores, L.Y. & O'Brien, K.M. (2002). The career development of Mexican American adolescent women: A test of Social Cognitive Career Theory. Journal of Counseling Psychology, 49, 14-27.</td></tr>
<tr><td>Latinx Americans</td><td>Gomez, M.J., Fassinger, R.E., Prosser, J., Cooke, K., Mejia, B., & Luna, J. (2001). Voces abriendo caminos (voices forging paths): A qualitative study of the career development of notable Latinas. Journal of Counseling Psychology, 48, 286-300.</td></tr>
<tr><td>Latinx Americans</td><td>Mann, M. & Bombela-Tobias, R.M. (2005). The complete job search guide for Latinos. Happauge, NY: Baron's Educational Series, Inc.</td></tr>
<tr><td>Latinx Americans</td><td>Rivera, L.M., Chen, E.C., Flores, L.Y., Blumberg, F., & Ponterotto, J.G. (2007). The effects of perceived barriers, role models, and acculturation on the career self-efficacy and career consideration of Hispanic women. Career Development Quarterly, 56, 47-61.</td></tr>
<tr><td>Latinx Americans</td><td>Storlie, C.A. (2016). Exploring school counselor advocacy in the career development of undocumented Latino youth. Journal for Social Action in Counseling and Psychology. 8, 70-89. Retrieved from https://openjournals.bsu.edu/jsacp/article/view/301</td></tr>
<tr><td>Latinx Americans</td><td>Tan, A., Fujioka, Y., Bautista, D., Maldonado, R., Tan, G., & Wright, L. (2000). Influence of television use and parental communication on educational aspirations of Hispanic children. Howard Journal of Communications, 11, 107-125.</td></tr>
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NATIVE AMERICANS	
Native Americans	Brown, C., & Lavish, L.A. (2006). Career assessment with Native Americans: Role salience and career decision-making self-efficacy. *Journal of Career Assessment, 14*(1), 116-129.
Native Americans	Garrett, M.T. & Barret, B. (2003). Two Spirit: counseling Native American gay, lesbian, and bisexual people. *Journal of Multicultural Counseling and Development, 31*, 131-142.
Native Americans	Gloria, A.M., & Robinson Kurpius, S.E. (2001*).* Influences of self-beliefs, social support, and comfort in the university environment on the academic nonpersistence decisions of American Indian undergraduates. *Cultural Diversity and Ethnic Minority Psychology, 7*, 88-102.
Native Americans	Hansen, J.C., Scullard, M.G., & Haviland, M.G. (2000). The interest structures of Native American college students. *Journal of Career Assessment, 8,* 159-172.
Native Americans	Juntunen, C.L., Barraclough, D.J., Broneck, C.L., Seibel, G.A., Winrow, S.A., & Morin, P.M. (2001). American Indian perspectives on the career journey. *Journal of Counseling Psychology, 48,* 274-285.
Native Americans	Turner, S. & Lapan. R. T. (2003). Native American adolescent career development. *Journal of Career Development*, *30*(2), 159-172.
Native Americans	Turner, S, Trotter, M., Lapan, R., Czajka, K. , Yang, P., & Brisset, A. (2006). Vocational Skills and Outcomes among Native American Adolescents: A Test of the Integrative Contextual Model of Career Development. *Career Development Quarterly*, *54*(3), 216-226.

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MULTICULTURAL CAREER RESOURCE LIST

Gender

Women	Barnett, R.C., & Hyde, J.S. (2001). Women, men, work, and family: An expansionist theory. *American Psychologist*, *56,* 781-796.
Women	Betz, N.E. (2002). Women's career development: Weaving personal themes and theoretical constructs. *Counseling Psychologist,* 30, 467-481.
Women	Betz, N.E. (2005). Women's career development. In S.D. Brown & R.W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (pp.225-252). Hoboken, NJ: John Wiley & Sons, Inc.
Women	Chae, M.H. (2002). Counseling reentry women: An overview. *Journal of Employment Counseling*, *39,* 146-152.
Women	Cook, E.P., Heppner, M.J., & O'Brien, K.M. (2002). Career development of women of color and white women: Assumptions, conceptualizations, and interventions from an ecological perspective. *Career Development Quarterly*, *50*, 291-304.
Women	Fitzgerald, L.F., & Harmon, L.W. (2001). *Women's career development: A postmodern update*. In F.L.T. Leong & A. Barak (Eds.), Contemporary models in vocational psychology (pp. 207- 230). Mahwah, NJ: Erlbaum.
Women	Pearson, Q.M. (2007). Role overload, job satisfaction, leisure satisfaction, and psychological health among employed women. *Journal of Counseling & Development*, *86,* 57-63.
Women	Ronzio, C. R. (2012). Counseling Issues for Adult Women in Career Transition. *Journal of Employment Counseling*, 49(2), 74–84. https://doi-org.lscsproxy.lonestar.edu/10.1002/j.2161-1920.2012.00008.x
Women	Walsh, B.W. & Heppner, M.J. (2006). *Handbook of career counseling for women.* (2nd ed.). USA: Lawrence Erlbaum Associates.

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MULTICULTURAL CAREER RESOURCE LIST

LGBTQI (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex)

LGBTQI	Barrett, B., Logan, C. (2001). *Counseling gay men & lesbians: A practice primer*. Belmont, CA: Brooks
LGBTQI	Brostoff, M. (2005). Becoming visible in the workplace: changing times for gays and lesbians. *Presentation at the meeting of the Society for Human Resource Management.*
LGBTQI	Cherning, J.N., Johnson, Melissa R. (2003). *Affirmative psychotherapy & counseling for lesbian & gay men*. Thousand Oaks, CA: Sage Publications.
LGBTQI	Chung, Y. B. (2003). Career counseling with lesbian, gay, bisexual, and transgendered persons: The next decade. *Career Development Quarterly, 52*, 78-85.
LGBTQI	Chung, Y. Barry. (2003). *Ethical and professional issues in career assessment with lesbian, gay and bisexual persons.* Journal of Career Assessment, *11*, 96-112.
LGBTQI	Croteau, J.M., Anderson, M.Z., Distefano, T.M., & Kampa-Kokesch, S. (2000). Lesbian, gay, and bisexual vocational psychology: Reviewing foundations and planning construction. In R. Perez, K.A. DeBord, & K.J. Bieschke (Eds.), *Handbook of counseling and psychotherapy with lesbian, gay, and bisexual clients* (pp. 383-408). Washington, DC: American Psychological Association.
LGBTQI	Degges-White, S. & Schoffner, M.F. (2002). Career counseling with lesbian clients: Using the Theory of Work Adjustment as a framework. *Career Development Quarterly, 51,* 87- 96.
LGBTQI	Erickson-Schroth, L. (2014). *Trans bodies, trans selves: A resource for the transgender community.* New York, NY: Oxford University.
LGBTQI	Henneman, T. (2007). Best companies. *The Advocate, 995*, 34-42.
LGBTQI	Katz, J. (1995). Constructing and Critiquing sexual categories: The invention of heterosexuality. 50-61.

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LGBTQI	Munson, M. & Cook-Daniels, L. (2015). Milwaukee, WI: FORGE. Let's Talk About It: A Transgender Survivor's Guide to Accessing Therapy.Retrieved on January 5, 2016 at https://forge-forward.org/wp-content/docs/Lets-Talk-Therapist-Guide.pdf.
LGBTQI	Nadal, K. L. (2013). That's So Gay! Microaggressions and the Lesbian, Gay, Bisexual, and Transgender Community. Washington DC: American Psychological Association.
LGBTQI	Perez, R., DeBord, K.A., & Bieschke, K.J. (Eds.). (2000). Handbook of counseling and psychotherapy with lesbian, gay, and bisexual clients. Washington, DC: American Psychological Association.
LGBTQI	Pope, M., Barret, B., Szymanski, D. Chung, Y.B., Singaravelu, H., McLean, M., & Sambria, S. (2004). Culturally appropriate career counseling with gay and lesbian clients. Career Development Quarterly, 53, 157-177.
LGBTQI	Pope, M.S., Prince, J.P., & Mitchell, K. (2000). Responsible career counseling with lesbian and gay students. In D. A. Luzzo (Ed.), Career counseling of college students (pp. 267- 282). Washington, DC: American Psychological Association.
LGBTQI	Rostosky, S.S. & Riggle, E.DB. (2002). "Out" at work: The relation of actor and partner workplace policy and internalized homophobia to disclosure status. *Journal of Counseling Psychology, 49,* 411-419.
LGBTQI	Schmidt, Christa K., Nilsson, Johanna E. (2006). The effects of simultaneous developmental processes: factors relating to the career development of lesbian, gay and bisexual youth. *Career Development Quarterly, 55*, 22-37.
LGBTQI	Snyder, K. (2003). Lavender road to success: The career guide for the gay community. Berkely, CA: Ten Speed Press.
LGBTQI	Strayhorn, T.L., Johnson, R.M. Henderson, T.S., & Tillman-Kelly, D.L. (2015). Beyond coming out: New insights about GLBQ college students of color. Columbus, OH: Center for Higher Education Enterprise, The Ohio State University. Retrieved on December 10, 2015 at https://chee.osu.edu/beyond-coming-out.pdf.

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MULTICULTURAL CAREER RESOURCE LIST

Racism & Discrimination

Racism and Discrimination	Beverly, Phillip & Pendler, Paul (2012). *The Racism Root Kit: Understanding the Insidiousness of White Privilege.* Chicago, IL: Department of History, Philosophy, and Political Science Chicago State University. Retrieved on December 10, 2015 at https://sachscenter.com/wp- content/uploads/2015/08/PaulPendler-Root-Kit.pdf.
Racism and Discrimination	Hardy, Kenneth V. (2013). Healing the Hidden Wounds of Racial Trauma. *Reclaiming Children and Youth*, *22*(1), 24-28.
Racism and Discrimination	Mcinosh, Peggy (1988), *White Privilege and Male Privilege: A Personal Account of Coming To See Correspondences through Work in Women's Studies*. Wellesley, MA: Wesley College Center for Research on Women. Retrieved on December 10, 2015 at http://www.cirtl.net/files/PartI_CreatingAwareness_WhitePrivilegeUnpackingtheInvisibleKnapsack.pdf.
Racism and Discrimination	Perez-Huber, Lindsay & Solorzano, Daniel G. (2015). Racial Microaggressions what they are, what they are not, and why they matter. *Latino Policy & Issues Brief.* Regents of the University of California. Los Angeles, CA. Retrieved on December 10, 2015 at http://www.chicano.ucla.edu/files/PB30.pdf.
Racism and Discrimination	Utsey, Shawn O;Ponterotto, Joseph G;Porter, Jerlym S. (2008). Prejudice and Racism, Year 2008-Still Going Strong: Research in Reducing Prejudice with Recommended Methodological Advances. *Journal of Counseling and Development*. American Counseling Association.

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MULTICULTURAL CAREER RESOURCE LIST

Ability

(Dis)ability	Barlow, J., Wright, C., & Cullen, L. (2002). A job-seeking self-efficacy scale for people with disabilities: Preliminary development and psychometric testing. *British Journal of Guidance and Counseling, 30,* 37-53.
(Dis)ability	Beveridge, S., Craddock, S.H., Liesener, J., Stapleton, M., & Hershenson, D. (2002). INCOME: A framework for conceptualizing the career development of persons with disabilities. *Rehabilitation Counseling Bulletin, 45*(4), 195.
(Dis)ability	Brolin, D.E. (2004). *Career development and transition services: a functional life skills approach.* Upper Saddle River, NJ: Merrill.
(Dis)ability	Bruyere, S.M., Erickson, W.A., & Ferrentino, J.T. (2003). Identity and disability in the workplace. *William and Mary Law Review, 44,* 3. Williamsburg: Marshall-Wythe School of Law, College of William and Mary in Virginia.
(Dis)ability	Connor, D. & Baglieri, S. (2009). Tipping the Scales: Disability Studies asls "How much diversity can you take?" In S. Steinberg (Ed). *Diversity and multiculturalism: a reader.* New York: Peter Lang Publishing Inc.
(Dis)ability	Ferguson Publishing. (2006). *Ferguson career resource guide for people with disabilities.* New York: Ferguson.
(Dis)ability	Granger, B. (2000). The role of psychiatric rehabilitation practitioners in assisting people in understanding how to best assert their ADA rights and arrange job accommodations. *Psychiatric Rehabilitation Journal, 23*(3) 215.
(Dis)ability	Hagner, D., Mcgahie, K., & Cloutier, H. (2001). A model career assistance process for individuals with severe disabilities. *Journal of Employment Counseling, 38*(4), 197.

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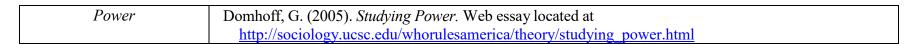|	
(Dis)ability	Hershenson, D.B. (2005). INCOME: A culturally inclusive and disability-sensitive framework for organizing career development concepts and interventions. Career Development Quarterly, 54(2), 150-161.
(Dis)ability	Hitchings, W.E., Luzzo, D.A., Ristow, R., & Horvath, M. (2001). The career development needs of college students with learning disabilities: In their own words. Learning Disabilities Research & Practice (Blackwell Publishing Limited), 16(1), 8.
(Dis)ability	Lengnick-Hall, M.L. (2007). Hidden talent: How leading companies hire, retain, and benefit from people with disabilities. Westport, CN: Praeger.
(Dis)ability	Meyer, R.N. (2001) Asperger syndrome employment workbook: An employment workbook for adults with Asperger syndrome. London: Jessica Kingsley.
(Dis)ability	Szymanski, E. & Parker, R.M. (Eds.). (2003). Work and disability: Issues and strategies in career development and job placement (2nd ed.). Austin, TX: ProEd.
(Dis)ability	Wendell, S. (2010). The Social Construction of Disability. In M. Adams, W. Bluemenfeld, C. Castaneda, H. Hackman, M. Peters, & X. Zuniga (Eds.) Readings for Diversity and Social Justice Second Edition. New York: Routledge.

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Identity

Identity	Helms, J. (1997). Toward a model of white racial identity development. In K. Arnold & I. King (Eds.). *College Student Development and Academic Life: Psychological, Intellectual and Moral Issues.* New York: Garland Publishers.
Identity	Tatum, B. D. (2000). The Complexity of Identity: "Who am I?." In Adams, M., Blumenfeld, W. J., Hackman, H. W., Zuniga, X., Peters, M. L. (Eds.), *Readings for diversity and social justice: An anthropology on racism, sexism, anti-Semitism, heterosexism, classism and ableism* (pp. 9-14). New York: Routledge.

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Power

Power	Domhoff, G. (2005). *Studying Power.* Web essay located at http://sociology.ucsc.edu/whorulesamerica/theory/studying_power.html

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Globalization

Globalization	Suarez-Orozco, C. (2004). Formulating identity in a globalized world. In M. Suarez-Orozco & D. Qin-Hilliard (Eds.). *Globalization: culture and education in the new millennium.* Berkley, CA: University of California Press, 173-202.

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Immigration

Immigration	Brilliant, J. J. (2000). Issues in Counseling Immigrant College Students. *Community College Journal Research and Practice*, 24: 7, 577-586.

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Religion and Spirituality

Religion and Spirituality	Bartley, J. L. & Cashwell, C. S. (2014). Integrating Religion and Spirituality into Counseling, *American Counseling Association Practice Briefs*, University of North Carolina.

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Social Class

Social Class	Eshelman, A.J., & Rottinghaus, P.J. (2015). Viewing adolescents' career futures through the lenses of socioeconomic status and social class. *Career Development Quarterly*, *63*, 320-332. doi: 10.1002/cdq.12031

This listing of resources is provided as a service and does not constitute endorsement by the National Career Development Association (NCDA). Additional contributions may be submitted to the NCDA Cultural Diversity Committee.

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