

	<p style="text-align: center;">THIS IS JUST A PREVIEW OF THE ACTUAL SUBMISSION FORM LOCATED HERE:</p> <p style="text-align: center;">https://www.surveymonkey.com/r/L3LBSJH</p> <p style="text-align: center;">MPACE 2020 Conference Programs Proposal <i>Diversity, Equity, and Inclusion in the Workforce</i> December 9-11, 2020 Deadline to submit proposal: October 23rd, 2020</p>
<p>What We're Looking For:</p>	<p>The MPACE Conference Programming and Entertainment Committee invites you to submit a presentation for the 2020 MPACE Conference to be held virtually December 9-11. The theme of this year's conference is "Diversity, Equity, and Inclusion in the Workforce," and when it was announced at last year's conference, the organizers could not have foreseen how timely this would be for this year!</p> <p>The COVID-19 pandemic has disrupted the way we work, learn and play. Additionally, a veil has been shredded and revealed the brutality of racism and injustice. It has uncovered overwhelming disparities in healthcare, economic security, education, criminal justice and much more. Amidst the current tension there is a demand for systems change to promote a more equitable and just society.</p> <p>We are seeking proposals that will provide us fresh perspectives, impactful best practices, and innovative toolkits for career services, university relations and/or campus recruitment that also incorporates the main conference themes.</p> <p>Broad tracks include: Career Readiness/Career Development, Big Data/Survey Collection, Recruitment Practices and Employer Engagement Strategies, Marketing & Branding, Professional Development, Student Engagement, and Technology Solutions</p> <p>Below are some guidelines to help with your proposal submission. Keep in mind these are only recommendations and you are welcome to propose an idea outside of these recommendations.</p>
Presenter Information (Primary Contact Person)	
Name:	
Title:	
University/Company:	
Address:	
City, State, Zip:	
Country:	
Phone:	
Email Address:	
<p>Biography: <i>Please describe your background and qualifications as they pertain to your presentation topic (100 word limit)</i></p>	
<p>Presenter's Organization Demographics</p>	<p>College Categories</p> <ul style="list-style-type: none"> <input type="checkbox"/> College, 4-Year Public <input type="checkbox"/> Graduate School, Public <input type="checkbox"/> College, 2-Year Public <input type="checkbox"/> K-12 School <input type="checkbox"/> Tech School, Less Than 2 Years <input type="checkbox"/> College, 4-Year Private <input type="checkbox"/> College, 2-Year Private <input type="checkbox"/> College, Other <input type="checkbox"/> Graduate School, Private <input type="checkbox"/> College Online <p>Employer Industries</p> <ul style="list-style-type: none"> <input type="checkbox"/> Agriculture, Forestry, Fishing, and Hunting <input type="checkbox"/> Arts, Entertainment, and Recreation <input type="checkbox"/> Construction

- Educational Services
- Finance, Insurance
- Government Sector and Public Administration
- Healthcare and Social Services
- Hotel, Restaurant, and Food Services
- InformationTechnology
- Manufacturing
- Nonprofit
- Oil and Gas
- Professional, Scientific, and Technical Services
- Real Estate
- Retail Trade, Wholesale Trade
- Transportation and Warehousing
- Utilities and Mining
- Other Services

Note: If this presentation will be a panel or include multiple presenters, please provide information about the other panelists/presenters in the sections below.

Additional Presenter Information (if applicable)

Name:	
Title:	
University/Company:	
Address:	
City, State, Zip:	
Country:	
Phone:	
Email Address:	
Biography: <i>Please describe your background and qualifications as they pertain to your presentation topic (100 word limit).</i>	

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Presentation Content

Title of Presentation:	
Length of Program:	All presentations have a maximum limit of 60 minutes
Program Format:	<p>Rank each program format in the order you would be most comfortable presenting/discussing your topic in:</p> <p>___ Solo Presentation (60 min) <i>Text describing this format more specifically.</i></p> <p>___ Co-Presentation (60 min) <i>Text describing this format more specifically.</i></p> <p>___ Panel Presentation (60 min) <i>Text describing this format more specifically.</i></p>

<p>Program Description: <i>What is the topic of your presentation? Please provide a proposal description that summarizes your presentation that describes what your presentation will cover (content) and what the audience will learn (learning objectives). How adaptable is your program or idea to other organizations? Connect the presentation to the theme: "Diversity, Equity, and Inclusion in the Workforce" and how your proposal fits into your chosen program track if any. (650 word limit)</i></p>	
<p>Learning Outcomes: <i>Please explicitly describe the learning objectives attendees will take away from your session.</i></p>	
<p>Audience Engagement: <i>In what ways would you engage the audience?</i></p>	<p>Please check all that apply:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Case Study Exercise <input type="checkbox"/> Hands-On Activity <input type="checkbox"/> Large-Group Discussion <input type="checkbox"/> Self-Discovery Exercise <input type="checkbox"/> Role-Playing <input type="checkbox"/> Small-Group Discussion <input type="checkbox"/> Standard presentation with Q&A <input type="checkbox"/> Other: _____
<p>Program Description for Conference Brochure <i>(75 word limit)</i></p>	

MPACE Program Track

Please note regardless of track selected, each presentation topic should include the lens of diversity, equity, and inclusion as an overarching theme. Beyond the DEI theme, please select which track best describes your proposal's accompanying topic. We understand sessions may address multiple topics and fall across multiple tracks.

Recommendation: Consider how your presentation topic would challenge the audience's perceptions and help expand their expertise in the subject matter.

Please select all that apply:

Big Data and Survey Collection

- In what ways is data biased?
- How does data shape what we see, think, and do in career services and recruiting?
- What different metrics could be used to measure student outcomes and redefine "success"?

Career Readiness/Career Development (Competencies and Skills)

- What are some successful co-curricular partnerships that build DEI competency skills?
- In what ways do your services help students express their authentic selves as rising professionals in their fields?
- What are some best practices for coaching for identify and career
- How do you evaluate career readiness that utilizes inclusive approaches to support a diverse range of students?
- Describe a program that you have launched to address the career readiness needs of under-represented populations?
- MPACE role in updating DEI competencies to the current career competency list?

Career Services Industry

- What research and/or scholarship is needed in career services?
- How to infuse empirical research and scholarly theories into delivery of career services?
- What are some cultural gaps in theories utilized within career services?
- How do we decolonize career services?
- As a career services practitioner, how do you infuse a DEI lens to your practice?
- What are some legal issues related to DEI that impact student outcomes?

Marketing & Branding

- What methods have shown to be successful in producing inclusive and accessible marketing?
- How do you engage a diverse range of employers, college departments, faculty, and students with your career center or in the recruiting process? Consider how you branch out beyond traditional industries?
- How do you engage employers to encourage inclusive recruiting practices?

Organizational & Institutional Culture

- How do you engage with institutional leadership to impact system change?
- How do you infuse DEI in the workplace?
- How do career services and academic affairs collaborate on DEI approaches for curriculum and programming?
- Ally for equity - how can allies leverage privilege to advance the success of marginalized people and promote equity at work and in society
- What is the role of career services/university recruitment in creating a workplace climate that is welcoming and inclusive to all?
- Diversity in organizations is not a pipeline problem: In what ways is your organization working towards inclusion & belonging so that all employees feel valued and can thrive?

Professional Development for Career Services/University Recruiting Professionals

- How do you develop young talent entering career services/university recruiting?
- How do you ensure that you are reaching a broad applicant pool to encourage candidates of diverse identities to enter career services/university recruiting?
- How do you advance your career in the field?
- What are some ways to develop as a leader?

Recruitment Strategies, Employer Engagement Strategies

- How can you mitigate implicit bias in recruitment & hiring?
- What methods help ensure equitable hiring/recruiting practices?
- Best practices for recruiting students without tokenizing identities?
- Describe a program or ways your organization or institution is working to expand employment and career pathways for college students on the Autism Spectrum
- How are career centers holding employers accountable with DEI practices?
- How can career centers and employer/organizations partner for change?

Student Engagement

- How do you engage diverse students/alumni on campus?
- How do career services practitioners and employers address increasing anxiety among students of color?
- How do you ensure students a sense of belonging among students from under-represented populations (ATOM, first-generation, LGBTQIA+, foster care, students with disabilities, neurodiversity)?
- What systemic approach has proven effective when addressing the needs of trans* and gender non-conforming students?
- Describe a program that you have launched to engage under-represented student populations?
- How might career centers account for intersectionality in their student engagement strategy?

Technology Solutions

- How should we be addressing inequity and access to technology in this current environment?
- What are some successful remote learning strategies that can be effective for all students?
- Which technology solutions are you using to enhance inclusive practices for new hires?
- How is AI in Applicant Tracking Systems impacting recruitment of early talent?

Other: _____

<p>Intended Audience Type: Please indicate the demographics of the audience type that would most benefit from the content of your presentation.</p>	<p>Target Audience (Select all that apply):</p> <ul style="list-style-type: none"> <input type="checkbox"/> Colleges <ul style="list-style-type: none"> <input type="checkbox"/> Career Coaches, Counselors, Consultants, etc. <input type="checkbox"/> Employer Relations <input type="checkbox"/> Alumni Relations <input type="checkbox"/> Administrators <input type="checkbox"/> Diversity Officers <input type="checkbox"/> Employers <ul style="list-style-type: none"> <input type="checkbox"/> Recruiters / Hiring Managers <input type="checkbox"/> Alumni Partners <input type="checkbox"/> Human Resources Staff <input type="checkbox"/> Diversity Officers <input type="checkbox"/> Other <ul style="list-style-type: none"> <input type="checkbox"/> _____
<p>Audience Level: Please select the audience level you feel would most benefit from the content of your presentation and level of expertise.</p>	<p>Please Select One:</p> <p>___ Emerging: Basic knowledge of the topic, how-to instruction of a new subject matter</p> <p>___ Intermediate: Basic to mid-level knowledge of topic; sharing of practices and real-world application of the subject matter</p> <p>___ Advanced: Considerable experience with topic; strategy and expert-level discussion of the subject</p> <p>___ Accessible for all audience levels</p>
<p>Additional Requests: Please let us know if you or your additional presenters have any requests for support or accommodations.</p>	

This is just a preview of the submission form.
Please submit proposals electronically by October 23rd, 2020 via our digital submission form:
<https://www.surveymonkey.com/r/L3LBSJH>