



Am I a Fair Counselor?

1. Do I encourage all students to make academic, career, and personal decisions on the basis of individual abilities, interests and values rather than on the basis of gender?	Always	Often	Rarely
2. Do I encourage students to pursue a career even though the people in that field are primarily of the other gender?	Always	Often	Rarely
3. Do I discuss job salaries and skill needed with both male and female students?	Always	Often	Rarely
4. Do I point out that typical female jobs usually have lower salaries than typical male jobs?	Always	Often	Rarely
5. Do I meet with students in programs nontraditional for their gender on a regular basis to support them in their pioneering role and to discuss any problems that may arise?	Always	Often	Rarely
6. Do I provide students about to enter the work force with information about employment rights and discrimination laws?	Always	Often	Rarely
7. Do I help provide information about the variety of pathways with career fields including those nontraditional for gender? (e.g. STEM in health care)	Always	Often	Rarely
8. Do I provide realistic information about students' probable job futures? (Most women can expect to hold paying jobs even if married or have families.)	Always	Often	Rarely
9. Do I recognize barriers that young women impose on themselves in response to socialization pressures?	Always	Often	Rarely
10. Do I review all counseling and testing materials for sources of gender bias, and modify wherever appropriate?	Always	Often	Rarely

Source: *Improving Gender Equity in Postsecondary Technical Programs: A Resource Manual*, Austin, TX: North State Texas University, and adapted from *MECCA Trainer's Guide*, Utah State Department of Education.

Source: *Gender Equity Lesson Plans and Teacher Guide for High Schools*, ©1999. "Springfield Technical Community College reserves all rights to materials produced through the Western Massachusetts Gender Equity Center. These materials are not for sale or resale."

Revised by Minnesota State System Office, December 2017