**NONTRADITIONAL CAREER NEWS**

Hennepin Technical College & North Hennepin Community College

*Giving support and guidance to women and men who are breaking the gender mold by pursuing a career where the occupation’s workforce is predominately of one gender*

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**TAKE THE PROJECT IMPLICIT SURVEY TO UNCOVER YOUR HIDDEN BIASES AROUND GENDER AND CAREERS**

It turns out that prejudice is not always overt animosity towards another person, but shows up in the unconscious part of the human brain that has soaked up a lifetime of exposure to cultural attitudes about age, race, gender, religion, social class, etc. These hidden biases are so ingrained that we don’t even realize we hold preferences towards others as strongly as we do. Harvard University has discovered a way to uncover and glimpse into those parts of our minds that hold these biases. By gaining awareness, we can challenge our assumptions and ‘outsmart the machines’ in our own heads.

Since this newsletter is focused on encouraging nontraditional jobs by gender (for which you identify), consider taking the Gender-Career IAT at the link below. The test takes approximately 10 minutes. Feel free to take the others too.

<https://implicit.harvard.edu/implicit/selectatest.html>

Want to learn more? Read the book ‘The Hidden Biases of Good People’ by the leading Harvard Psychologists, Mahzarin R. Banaji and Anthony G. Greenwald.

**ON BEING BRAVE, NOT PERFECT**

What if you lived without fear about not measuring up, didn’t care what you looked on social media, worried less what others thought of you, and stopped beating yourself up for making even the tiniest of mistakes? Let’s face it, society is pressure-filled and it is easy to take on those expectations. This is especially true for girls and women, and for those who are choosing a career that is predominately occupied by the opposite gender.

Reshma Saujani, Founder of *Girls Who Code*, has started a movement to encourage us all to take risks and worry less about doing things perfectly. See Reshma’s Ted Talk below:

<https://www.bing.com/videos/search?q=ted+talk+brave+not+perfect&view=detail&mid=384BDAC6F4AF0D77C4DD384BDAC6F4AF0D77C4DD&FORM=VIRE>

Then read her book, ‘Brave Not Perfect’ with a promise that it will encourage and inspire. And though it is written for women and girls, there may also be men out there who feel the same pressures, especially those pursuing a nontraditional career.

**BETTER NEWS FOR THOSE CHOOSING NONTRADITIONAL CAREER PATHS**

There is some chance that you will feel slightly less like ‘one of few’ in your classrooms and careers. Recent research suggest that our society is slowly but surely seeing breakthroughs in gender and career choices with more people choosing careers based on their interests, and feeling more free to bust gender expectations. View the short article below to see what career areas have seen an increase in men and women’s participation:

<https://www.careerbuilder.com/advice/choosing-a-career-path-dont-let-traditional-gender-roles-limit-you>

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