



Be Inspired

Counseling & Consulting, LLC

Dr. Marian Higgins is the owner of Be Inspired Counseling and Consulting, LLC, a personal and professional development company specializing in educating, inspiring, and equipping professionals to become successful in their workplace. She is committed to helping professionals grow and transform by providing consultations, workshops, and trainings focusing on career management and equity and inclusion in the workplace.

As an experienced consultant and speaker, Dr. Higgins has presented to and assisted professionals in colleges, universities, non-profits, and corporations. She draws upon on her experience as a former administrator at the University of Georgia Career Center where she supervised and coached staff, created and implemented talent management strategies, managed diversity and inclusion initiatives, and provided consultations to employers and career services practitioners on diversity recruitment and programming.

Book

• *Dr. Marian Higgins* •
for your next event!

In addition to supporting professionals through her company, Dr. Higgins is a Clinical Assistant Professor at the University of Georgia where she contributes to the preparation of students seeking to enter and advance in the workplace. She is a frequent presenter for the University of Georgia Supervisory Excellence Program and the Diversity and Inclusion Certificate program.

Dr. Higgins received her Ph.D. in counseling and personnel services from The University of Georgia, a Master of Science degree in counseling from the University of Memphis, and a Bachelor of Arts degree in history from Wesleyan University in Middletown, Conn. She is a Licensed Professional Counselor and the recipient of the Southern Association of Colleges and Employers Champion of Diversity award and the Research Fellowship.

Groups Presented to

Cornerstone Church, Athens, GA | Georgia Career Development Association | InternBridge
Montgomery Chamber of Commerce | Southern Association of Colleges and Employers
South Carolina Association of Colleges and Employers | University of Georgia Training and Development

Testimonials

Dr. Marian Higgins is one of the most **amazing** and **accomplished** professionals that I have had the privilege to meet. The Georgia Career Development Association was honored to have her speak for one of our events. Her keynote address was factual, well organized, and **intriguing** to the listener. She presented in a positive manner that clearly created a strong rapport with the audience.

- Debra Ruddell, MS, MCC, DCC, Georgia Career Development Association, President

Dr. Higgins presentation of Diversity & Inclusion in Career Services was a **masterful illustration** of how college demographics are changing and how career services practitioners need to adapt to meet the needs of our students. Dr. Higgins' **unique presentation style** blended current research and real-world applications to illustrate how career services can better meet the needs of a diverse student population and prepare them for the transition to the global workforce.

- Dr. Robert Shindell, Vice President & Chief Learning Officer, Intern Bridge, Inc.

Dr. Marian Higgins has been in the forefront in disrupting career development and how we think about diversity and inclusion. In my experience, Dr. Higgins has been thoughtful and respectful in providing safe spaces to have dialogue about diversity and inclusion for students and for staff.

- Sarah Park, Associate Director, Industry Relations, UCLA

Speaking Topics

Diversity, Equity and Inclusion in Career Services

Reflecting larger trends in the American population, college demographics are ever-changing. Proportions of students who were once considered underrepresented or "minorities" are now growing and will soon be the majority. Career services professionals are on the front line and must be equipped to appreciate the diversity of students while also understanding and addressing the challenges they face relating to inclusion and equity in the workplace.

In this session, Dr. Higgins will share how diversity, equity and inclusion impact our students and our work as career development professionals. Dr. Higgins will reveal skills and strategies to:

- Support students in identifying and pursuing their career goals and aspirations
- Recognize ways to modify the delivery of career services to reflect inclusivity of all students
- Advocate for students in search of equitable workspaces as they transition from college to the workforce

Ethical Considerations for Multicultural Competency in Career Development Work

As a part of our professional practice and ethical commitment, career development professionals should give attention to being multiculturally competent. Multicultural competency entails having the awareness, knowledge, and skills to engage our clients based upon their identities, values, and experiences.

During this session, Dr. Higgins will help you develop the awareness, knowledge, and skills to:

- Become aware of how your identity creates the lens for interacting with others
- Develop an understanding and appreciation for others' identities
- Recognize barriers to multicultural competency such as unconscious bias, inequalities, inequities, and microaggressions
- Understand the professional and ethical implications related to multicultural competency
- Identify ethical decision-making models that guide practice when thinking about your personal and professional identities and serving clients

