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**Diversity and Inclusion:
Employment**

**Marije Davidson BEM, Equality and Diversity Adviser
Matt Jones, Careers Advisor**

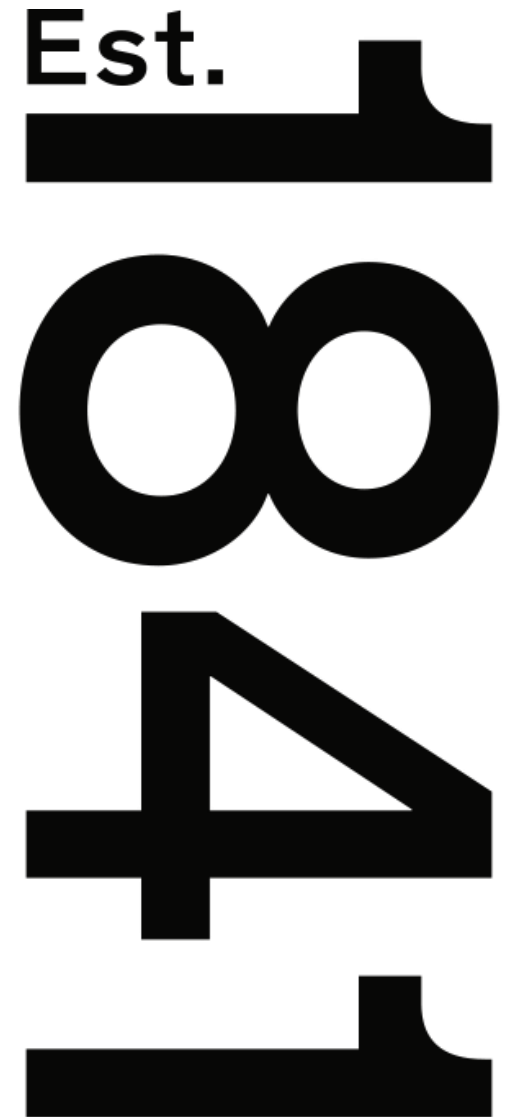
**DEAF PEOPLE CAN
DO ANYTHING,
EXCEPT HEAR**

- **For examples, visit Deaf Mosaic online.** This exhibition portrays many deaf people with different jobs. It has beautiful photos with short stories.
- deaf-mosaic.com (also on FB and Instagram)

Find an inclusive employer

Here are a couple of tips.

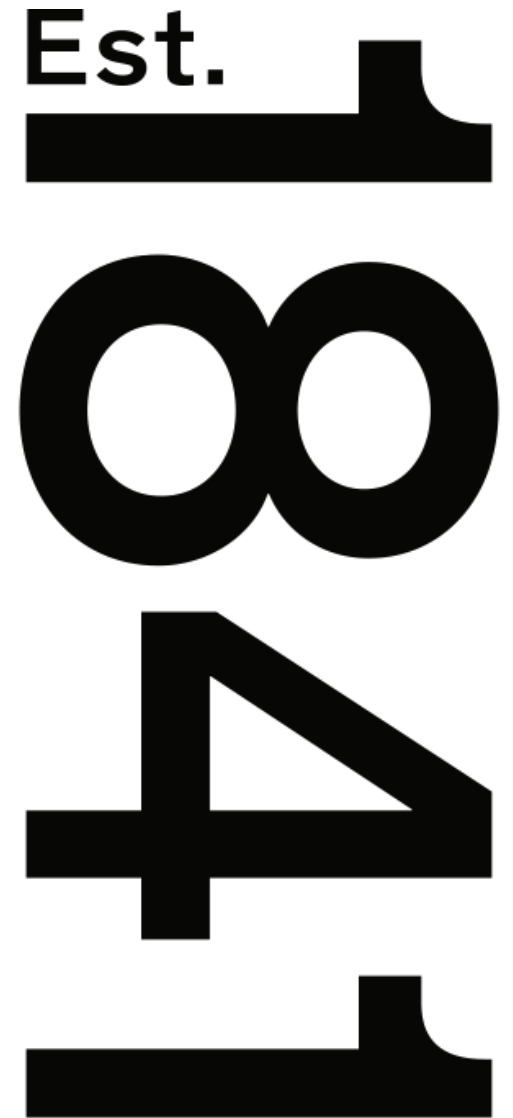
- Ask people you know.
- Look on the website: what does the employer say about their culture? Are they inclusive of disabled people?
- Does the employer have a Disability Confident logo?
- If an employer advertises a job, read what they say about reasonable adjustments.
- Look for a (paid!) internship.



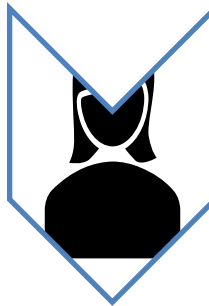
What are my rights?

- Same employment rights as everyone else, e.g. right to minimum wage.
- Right to be free of discrimination and harassment.
- Employers duty to make reasonable adjustments.

Visit [NDCS website](#) 'Work and Careers' for more detail about your rights, and what to do if you don't get a job and you think it's because you are deaf.

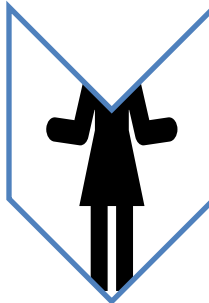


How do I tell an employer I am deaf?



- **Identify**

- Take the time to think about your deafness.
- How can you explain your deafness to the employer in a way that is personal to you and clear?



- **Impact**

- Which specific aspects of your job role could have an impact on you because you are deaf?
- What helps you to do your job well?



- **Impress**

- What are the unique strengths has your deafness supported you to develop?
- How can you use these strengths within the job role?

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Identifying your personal strengths

According to Linley et al., our individualised strengths are skills, attributes or competencies that:



Performance

... we're good at; either naturally or through practice



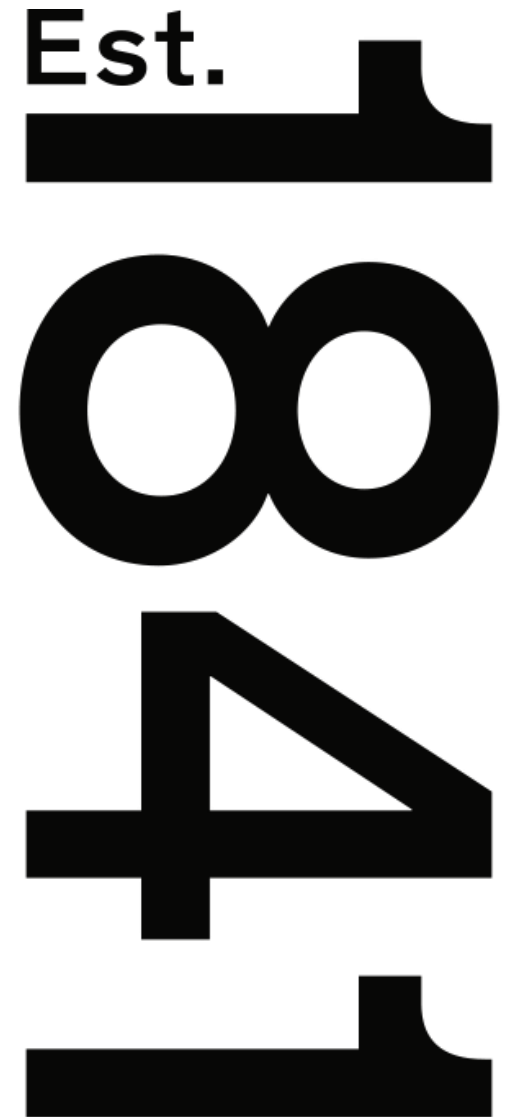
Energy

... make us feel energised or bring us satisfaction



Use

... we use often or are a fundamental part of our lives



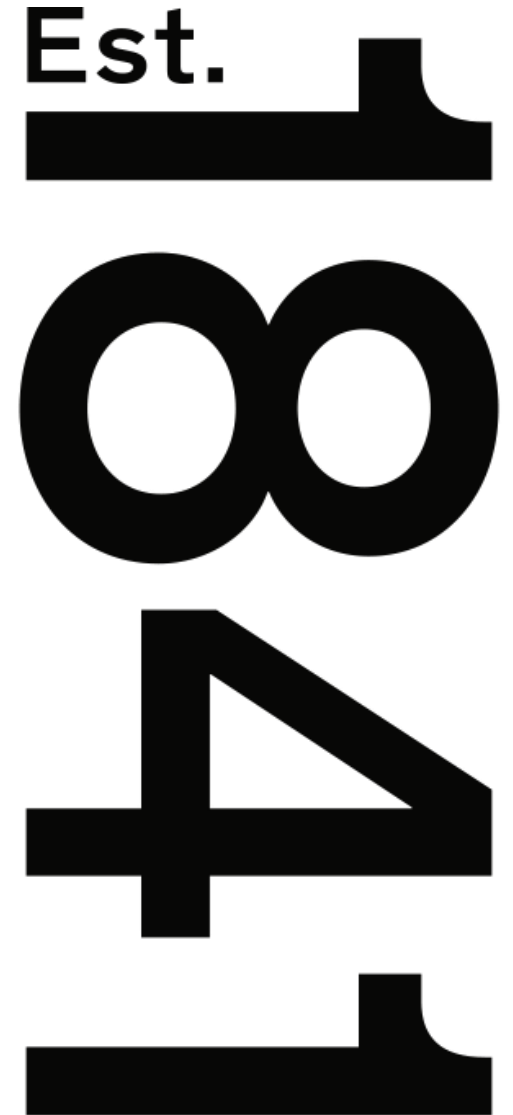
Identifying your personal strengths: Deaf Gain

We're able to reframe the concept of deafness, including the recognition of the unique strengths that individuals in the deaf community bring to the workplace. Examples include:

- Ability to retain focus and concentration on tasks
- Unique perspective of the world
- Innovative with excellent problem solving skills
- Excellent spatial awareness and peripheral vision
- Creativity and expressiveness
- Better visual ability and attention to detail

Watch a short clip in ASL with captions What is Deaf Gain (3m:25s)

<https://blog.ai-media.tv/blog/video-what-is-deaf-gain>



Activity!

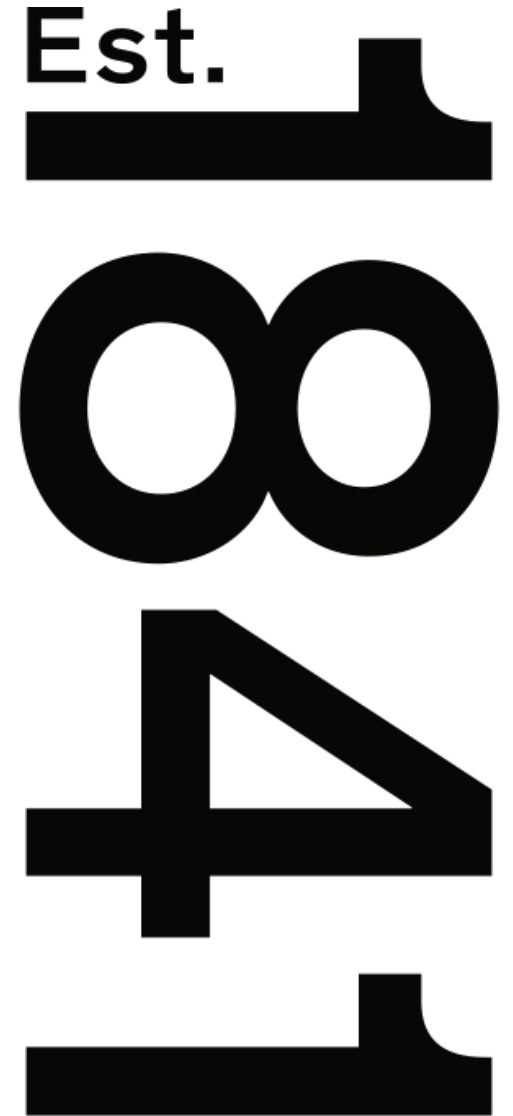
What do you identify your strengths to be?

Take some time to consider which unique strengths you have.

Write up (or sign or draw):

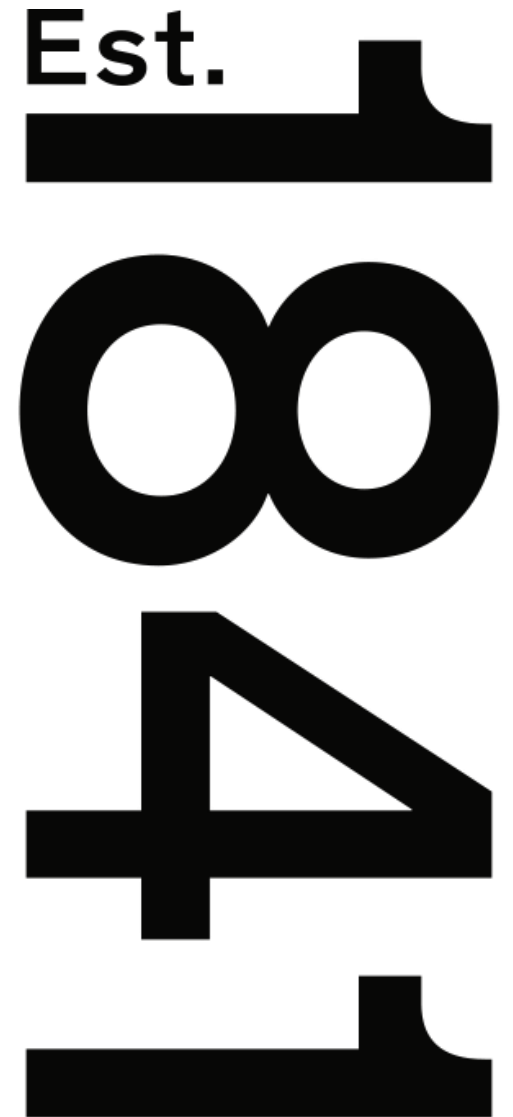
- What are those strengths?
- How can you explain these to an employer in a way that is positive and clear?

Practise and keep adding ideas!



Useful Resources

- NDCS – [Work and careers](#)
- Disability Rights UK – [Careers and Work for disabled people](#)
- AbilityNet - [Name it and claim it: disclosing your disability at university](#)
- The Open University – [Explaining a disability when applying for jobs](#)
- RateMyPlacement - [Using Your Disability to Stand Out: What's Your 'Plus'?](#)
- Prospects – [Choosing a Career](#)
- Prospects – [Applying for jobs](#)
- Prospects – [Example of how to disclose a disability in a cover letter](#)
- Prospects – [Example Interview Questions and Answers](#)



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Open Days 2021

To book on a virtual open day or visit our on-
demand Open Day:
[Yorks.ac.uk/study/undergraduate/open-days/](https://yorks.ac.uk/study/undergraduate/open-days/)



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