

During the hiring process, what do you as a deaf candidate need from an employer to feel included and comfortable?

I've been laid off from my previous job and went to Canadian Hearing Society for employment support where they recommended I attend a job fair. I saw a posting that one employer was hiring. I handed in my resumé and the necessary paperwork. I had asked if they wouldn't mind contacting Canadian Hearing Society because I'm Deaf and the correspondence could go through them.

Is there anything employers can do to improve engagement or allow you to work more effectively?

My employer contacted Canadian Hearing Society to provide a presentation on Deaf culture to help employees better understand the differences between the hearing world and the Deaf world. They can also teach ASL to employees who are interested. This presentation helps to break down the stigma surrounding Deaf individuals and educate others that Deaf individuals can do anything.

In my workplace, we have visual fire alarms installed which is an essential requirement. In the instance that we don't see the visual alarms, we have an alert system that sends a notification to our phones and we also have a buddy system. You can contact Canadian Hearing Society to conduct a detailed assessment and help you best understand your health and safety needs.

Once hired, what do you need from your employer to ensure you are engaged and effective in your workplace?

Regardless of the setting, such as a meeting, an interview or training, they always hire an interpreter. Without an interpreter, we would likely fail at tasks and have breakdowns in communication. My advice to employers and general managers would be to approach the individual and ask what their preference is for communication. Some may prefer to communicate by text or email or both. Some may prefer to have one on one communication in case they've missed an email and they'd appreciate that check in.