

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

To be inclusive, organizers can arrange for sign language interpreters at job fairs. This would give Deaf attendees an equal opportunity to access information and communicate with people. Interpreters are key for job interviews. Information would be accessible, and everyone there would understand what's going on. Without an interpreter, communication would fall apart. For example, interpreted practical tests during interviews gives the candidate a fair chance at the job opportunity. This would be critical to be able to move through the interview stages. I'm impressed with my employer's commitment to provide interpreters and to address accessibility needs.

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

To improve engagement, I suggest that employers contact Canadian Hearing Society. I am an ambassador for the hiring of Deaf people. You could contact me for more information, but it's probably best to contact Canadian Hearing Society's Employment Program. They are the experts, and have many individuals on their caseload who are actively seeking employment.

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

My boss checks in with me and asks how everything is going. I feel valued by my employer when asked about how the interpreting services, or how the monthly meetings are working out. I think this makes us feel on par with our colleagues. Myself and my Deaf colleagues have access to different training opportunities provided to us, such as forklift operator and crane operator, along with other workshops. Our company is committed to providing interpreting services in making this training, as well as our monthly meetings accessible for everyone. I do feel engaged at work. Here's a good example. I work in one particular area of the company and a fellow colleague, knowing I was Deaf, approached me using their phone with a voice to text app to communicate. This was really heartening and I was impressed with their willingness to make the effort to communicate with me. I applaud that individual. Another thing is that some of my colleagues have made the effort to learn some signs such as 'Good morning' 'Good afternoon' 'Good evening' 'See you tomorrow' and 'I'm well'. Overall, my current workplace is amazing. They really value all their Deaf employees. I'm very grateful.