

WELCOME!

The event will begin shortly

Note: Your video and microphone have been turned off by default. We will be using the Chat and Q+A features.



Disability Employment Awareness Symposium

October 3, 2023





ASL Interpreters

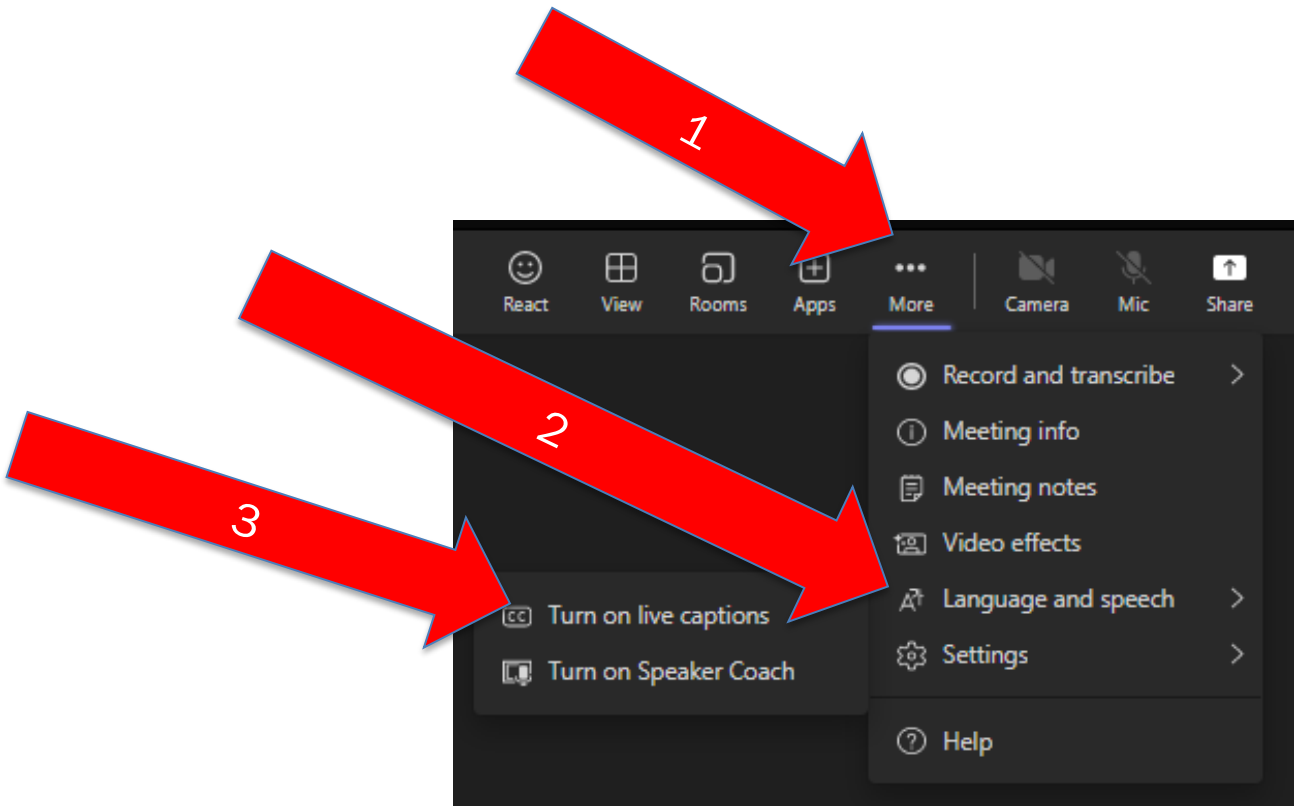
American Sign Language Interpreters (Cynthia and Tammy) will be providing interpretation for today's event.

Each speaker and ASL interpreter will be automatically spotlighted on Teams.

Captioning



Turn on Auto-Captioning:



Co-Curricular Record

1. Students from **Humber or Guelph Humber** attending today's **LIVE symposium** can add to their **Co-Curricular Record**
2. You will have to attend the event until the end
3. Once the event is over, you can log onto the **CCR portal** with MyHumber credentials, search for today's event, and add the experience to your record

Event name: Transition to Work – Disability Employment Awareness Symposium

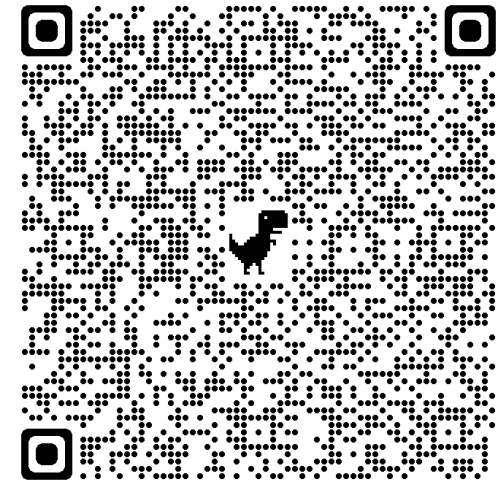
CCR portal: <https://www.humber.ca/student-life/ccr/>



Feedback Survey

At the end of the event we will ask you to complete a survey about the day

- Click the link in the Teams chat, or
- Check your emails later for the link, or
- Scan this QR code:



Engagement Guidelines



- We have built in time for questions throughout the day
- Please keep questions brief
- Comments and technical questions can be typed in the **Chat**. Questions for presenters should be made in the **Q+A** box when prompted and we will do our best to get them answered.
- Please keep your questions and comments polite and respectful – remember intention vs impact

Agenda

Time	Activity
9:00am – 9:10am	Welcome, Overview of the Day
9:10am – 9:15am	Land Acknowledgement
9:15am – 9:25am	Ice-breaker
9:25am – 9:50am	Keynote Presentation – Pina D’Intino – How to Prepare for an Inclusive and Successful Employment Experience
9:50am – 10:00am	Break
10:00am – 11:00am	Panel Discussion, Q+A - How to Prepare for an Inclusive and Successful Employment Experience
11:00am – 11:15am	Break
11:15am – 11:30am	Career Supports at Humber, Guelph-Humber and Seneca
11:30am – 11:45am	Career Supports Q+A
11:45am – 12noon	Wrap-up, survey, upcoming events, prize-draw

Welcome!

Brought to you by Humber and Guelph-Humber's **Transition To Work Program & Committee:**

- Accessible Learning Services
- Advising and Career Services
- Community Employment Services
- Partnership with Seneca College



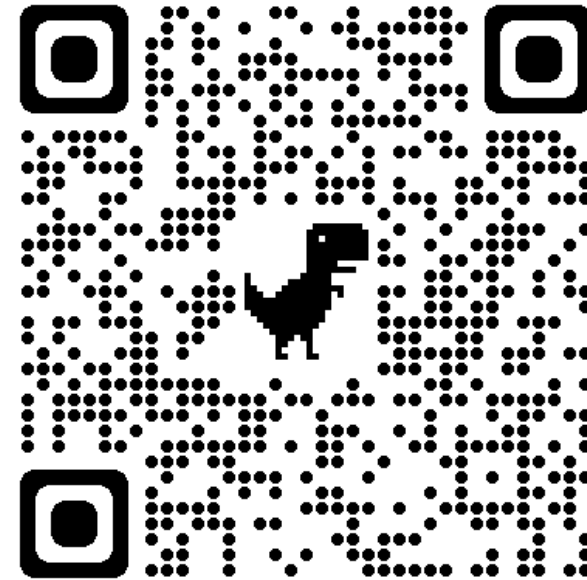
Transition To Work Program

The Transition to Work Program develops and runs events at the college that help equip individuals with disabilities with knowledge and skills needed to make a successful transition into the workforce.



Transition To Work Website

<https://careers.humber.ca/transition-to-work.php>



Land Acknowledgement



Humber Indigenous Education & Engagement



<https://humber.ca/indigenous/our-services>

First Peoples@Seneca



<https://www.senecacollege.ca/student-services-and-support/first-peoples.html>

Ice-Breaker



Introducing...



Pina D'Intino

Owner, [Aequum Global Access Inc.](#)

International Accessibility Speaker and Entrepreneur

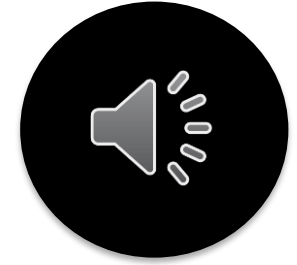
How to Prepare for an Inclusive and Successful Employment Experience

1st Break

Coming up after the break...

- Presentation from 4 industry panelists
- Q+A session (use Q+A feature in Teams)
- Next break around 11:00 am





Myths and Facts about people with disabilities

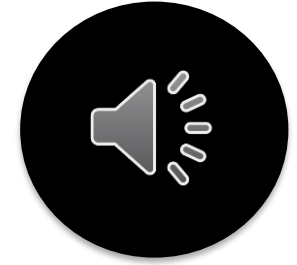
Myths and Facts



MYTH: All people with disabilities require job accommodations.

FACT: Studies have shown that less than one-quarter of employees with disabilities need accommodations.

Myths and Facts



MYTH: Disabilities are always visible.

FACT: Many people have invisible disabilities. Examples of invisible disabilities include learning disabilities, ADHD, medical conditions, mental health disorders, etc. Also, you may not be able to tell just by looking at a person that they are visually impaired or deaf, for example. Do not make assumptions about a person's abilities.

Myths and Facts



MYTH: All Learning Disabilities are the same.

FACT: There are a variety of learning disabilities, and each can have a different impact on different individuals.

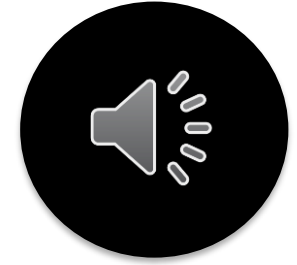
Myths and Facts



MYTH: People with mental health needs, even those who are managing their mental health conditions, cannot tolerate the stress of holding down a job.

FACT: People with mental health conditions can be just as productive as other employees, especially when they are able to manage their mental health condition well. Employers often do not know if someone has a mental health condition, but if the condition is known to the employer, they often report good attendance and punctuality as well as motivation, good work, and job tenure on par with, or greater than, other employees.

Myths and Facts



MYTH: Employees with disabilities have a higher turnover and absenteeism rate than employees without disabilities.

FACT: Studies have shown that less than one-quarter of employees with disabilities need accommodations.

Myths and Facts



MYTH: It is too expensive to accommodate employees with disabilities.

FACT: Most employees with disabilities require little or no accommodation in the workplace.

In many cases an employee already has any special equipment they may need, and if not, there are many government programs available to assist employers with these costs.

Myths and Facts



MYTH: Employees with disabilities have a higher turnover and absenteeism rate than employees without disabilities.

FACT: Studies have shown that employees with disabilities are not absent any more than other employees, and in some cases have a lower absenteeism rate.

Myths and Facts



MYTH: People who are blind acquire a "sixth sense."

FACT: Although most people who are blind develop their remaining senses more fully, they do not have a "sixth sense."

Myths and Facts



MYTH: People with mental illnesses are violent and unpredictable.

FACT: In reality, the vast majority of people who have mental health needs are no more violent than anyone else. You probably know someone with a mental illness and don't even realize it.

Myths and Facts



MYTH: Employees with disabilities will miss too much work and won't be able to effectively perform their job responsibilities.

FACT: Employers report performance rating of average or above average for 90% of employees with disabilities. Additional studies found:

- 86% of employees with disabilities have average or above average attendance records.
- 33% of employers say that person's a with disability work as hard as other employees while 46% say that persons with disabilities actually work harder.

Myths and Facts



MYTH: All persons with hearing disabilities can read lips.

FACT: Lip-reading skills vary among people who use them and are never entirely reliable.

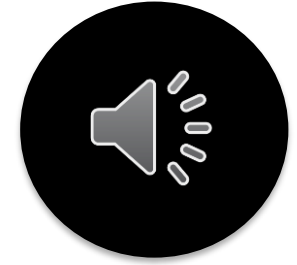
Myths and Facts



MYTH: Individuals with disabilities are more sensitive than other people, more courageous, kinder, more creative, more admirable or more conscientious.

FACT: Individuals with disabilities do not possess any special characteristics and they are just like other persons.

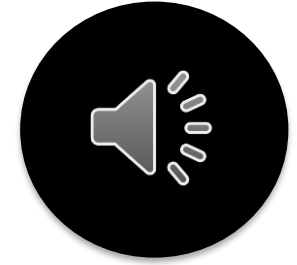
Myths and Facts



MYTH: Learning Disabilities are Intellectual Disabilities.

FACT: Learning disabilities are completely separate from physical, developmental and intellectual disabilities.

Myths and Facts



MYTH: People who are deaf make ideal employees in noisy work environments.

FACT: Loud noises of a certain vibratory nature can cause further harm to the auditory system. People who are deaf should be hired for all jobs that they have the skills and talents to perform. No person with a disability should be prejudged regarding employment opportunities.

Industry Panel Discussion and Q+A



Sandi Gauder



ACT ON ABILITY

Lizz Hodgson-Noble



Aiann Oishi



Rosanne Barlias

2nd Break



Coming up after the break...

- Mini presentations about career supports at Humber, University of Guelph-Humber, and Seneca
- Q+A session (use Q+A feature in Teams)
- Wrap-up and Prize Draw!

Humber College

Accessible Learning Services – Supports for current students with disabilities including academic accommodations, assistive technology training and disability-related funding.

Career & Student Success Advisors - Help to guide your academic and career journey and connect you to on-campus resources and support services.

Career Support Peers - One on one appointments for current students for general career development support such as resume review, cover letter review, LinkedIn profile, and mock interviews.

Career Connect - Job portal for full-time, part-time, contract, summer, volunteer and on-campus positions for current Humber students and recent graduates.

Devant - Free online career development tool that allows students to do access live workshops and events, an AI interview tool, step-by-step resume building in various formats, cover letter editing and so on.

Online and in person events and workshops including Career Steps Workshops, Transition to Work, Career Month, Community Events and much more!

Website resources - Support for students with career development, student success, goal setting, job search and more!

Career Advancement Services & Humber Community Employment Services provide support after graduation

<https://careers.humber.ca>



HUMBER



**WE ARE
HUMBER**

Seneca College

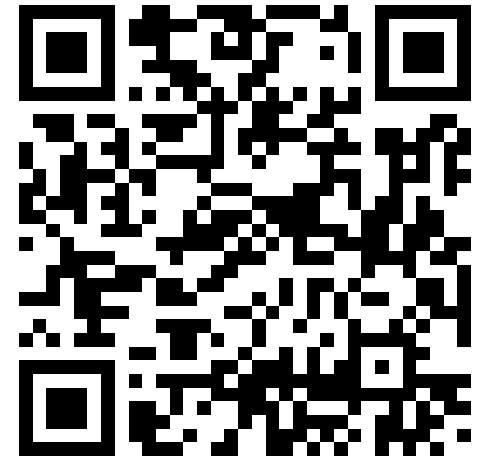
Seneca Works:

<https://inside.senecacollege.ca/student/sw/>

To access:

- Career planning and job search resources
- Workshops and events calendar
- Career Fairs and job postings
- Appointment bookings

Seneca
WORKS



University of Guelph-Humber

Access support as students and alumni:

- Career Planning and Job Search Strategies
- Resume and Cover Letter Critiques
- Interview Preparation and Practice
- Post-graduate Resources and Tips
- Networking Events and Workshops

guelphhumber.ca/career/contact
career@guelphhumber.ca

Scan to book an appointment with your Career Services Coordinator



Q+A – Career Supports at Humber, Seneca, UGH



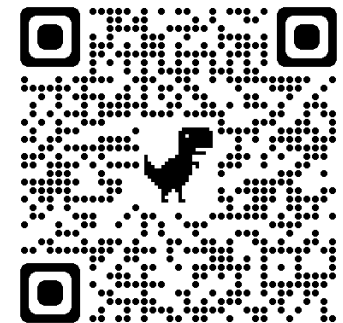
Use the Q+A function to ask questions



Co-Curricular Record

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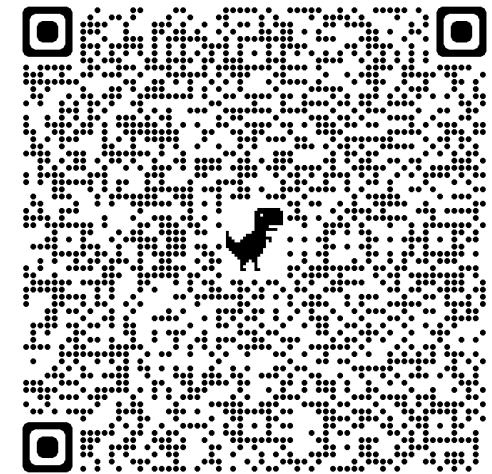


Feedback Survey

Please complete the survey with your feedback about today's symposium and ideas for future events



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Wrap-Up – Next Events

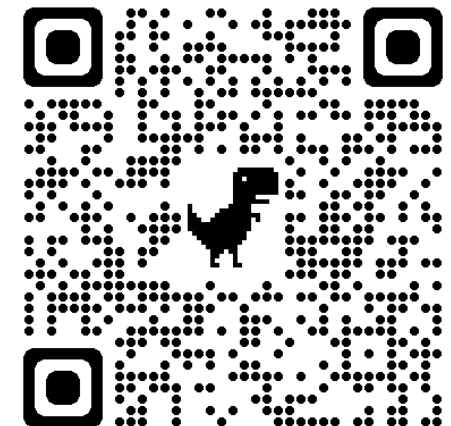
Meet Your Advisors

- October 19 – Lakeshore – 12noon-1:30pm
- October 30 – North – 12noon-1:30pm

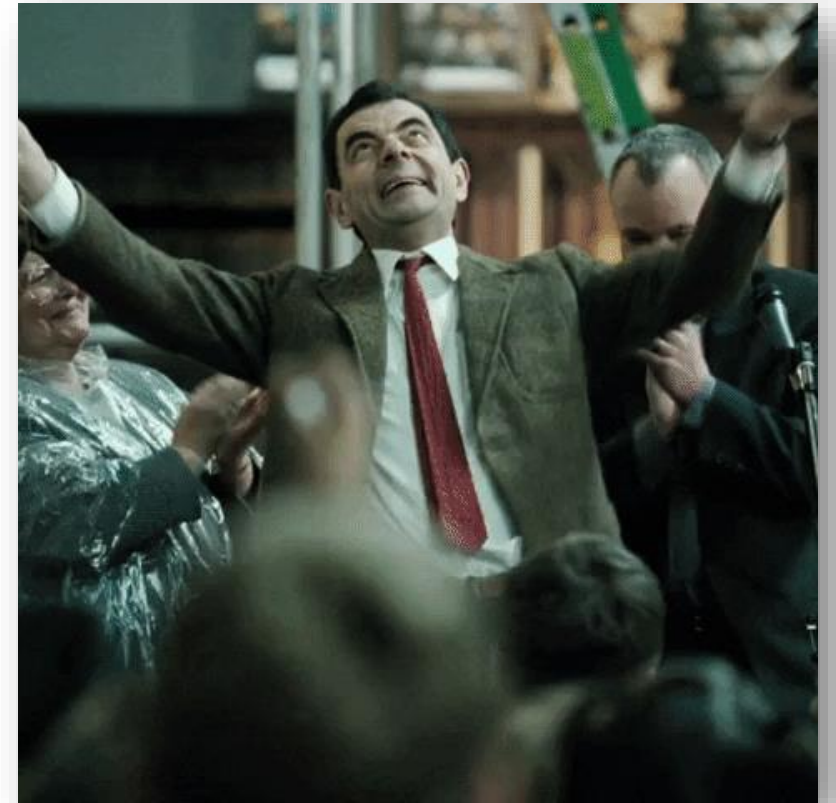
Current Humber College students are invited to register for these events

Light it Up for NDEAM – Oct 19 – Lakeshore Welcome Centre

<https://careers.humber.ca/transition-to-work.php>



Prize Draw!



Thank you for joining us!

IMPORTANT RESOURCES:

Transition to Work

<https://careers.humber.ca/transition-to-work.php>

Humber Career Services

<https://careers.humber.ca/index.php>

Guelph-Humber Career Services

<https://www.guelphhumber.ca/career/contact>

Co-Curricular Record (Humber & Guelph-Humber)

<https://www.humber.ca/student-life/ccr/>

Seneca Careers

<https://inside.senecacollege.ca/student/sw/>

Humber Community Employment Services

<https://humber.ca/community/ces.html>

