
Employment & Education in the Deaf Community

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Background

- Employment - Data from the National Deaf Center show that in 2014 only 48% of deaf people were employed, versus 72% of hearing people.
- Employment experiences for deaf citizens are also qualitatively different than for hearing people in the United States in terms of earnings, part-time or full-time employment, opportunities for advancement over time, and the likelihood of being self-employed.





DEAF NEWS

DAILY MOTH



a \$225,000 settlement from

Background

- Education- the American School for the Deaf was founded in 1817 in Hartford Connecticut
 - The first permanent school for the Deaf in the U.S.
 - Founded by Thomas Gallaudet and Laurent Clerc
- This allowed for oralism methods to begin changing to signing/visual languages.
 - Oralism - the system of teaching deaf people to communicate by the use of speech and lip-reading rather than sign language.
- Laurent Clerc was the first Deaf teacher in America

Issues Within The Workplace

- Application challenges
 - Employer can ask if the person being interviewed would like to have an interpreter present
 - This is often skipped and causes issues during the interview process
- Employer misconceptions
 - hiring managers may regard the disability as a weakness, or evidence that they are unproductive
- Isolation at work
 - Hearing co-workers often expect deaf people to process knowledge and communicate as quickly as someone with normal hearing
 - Deaf employees may be seen as incapable, or lacking intelligence -- leaving them ostracized by their co-workers and vulnerable to poor job evaluations.

Types of Accommodations



- Interpreters
 - Interpreters facilitate communication between a deaf and hearing person. This can be done in a number of modalities identified by the deaf person
- Speech to Text Services (STTS)
 - Speech-to-text services (STTS) is an umbrella term used to describe an accommodation where spoken communication, as well as other auditory information, is translated into text in real-time. A service provider types what is heard, and the text appears on a screen for the consumer to read. There are three main types of STTS
 - Communication Access Realtime Translation (CART)
 - C-Print®
 - TypeWell

Types of Accommodations (cont.)

- **Note takers**
 - Note taking is an accommodation that captures important pieces of information in a systematic way. While most commonly used in the classroom, it can be used in any situation requiring learning, including job sites and internships
- **Captioned Media**
 - Captioning media is the process of making pre-recorded videos accessible. Captions represent all of the audio content including spoken dialogue, sound effects, and speaker identification. Video captions benefit **everyone** including deaf students, emerging readers, visual learners, non-native English speakers, and many others.
- **Testing Accommodations**
 - Test accommodations should allow deaf students to demonstrate content knowledge by reducing barriers due to testing design, wording and format.
- **Remote Services**

Issues With Accomodations

Deaf people who have no accommodations are limited to the information they can get

When no interpreters are available, they won't know the severity of what is happening

- Public announcements (hurricanes, tornadoes ect..)
- Slow talkers (hearing people think it's better to talk slower so they will be understood more)
- Being in the dark (not being able to see what people are signing or saying)
- Sign language misunderstandings (ASL interpreters who are not qualified)
- Going to movies (no captions)
- Job applications and interviews (not having an interpreter)

These are basic ideas hearing people don't think about, but deaf people worry about on a daily basis

Issues with accommodation (cont.)

Tampa Police Spokesperson on Fake Sign Language ...

YouTube·Inside Edition·Dec 5, 2017

ADA

Most people who are deaf or have a significant hearing impairment are protected from workplace discrimination under the Americans with Disabilities Act (ADA). If you're covered by the ADA, an employer may not discriminate against you based on your hearing impairment.

The ADA applies to:

- private employers with at least 15 employees
- employment agencies
- labor organizations
- labor-management committees, and
- state and local governments.

ADA
Americans with
Disabilities Act

What Is Covered by the Americans With Disabilities Act?

Covered

- ✓ Major depressive disorder
- ✓ Bipolar disorder
- ✓ Anxiety disorders
- ✓ Schizophrenia

Not Covered

- ✗ Adjustment disorders
- ✗ Relationship troubles
- ✗ Illegal drug use
- ✗ Irritability and/or stress



How The Americans with Disabilities Act (ADA) Protects People with Disabilities

ADA provides protection for disabled individuals in public places, including:



Police Stations



Schools



Courts



Parks



Workplaces



Public Transportation

ADA also requires state and local government services to be accessible to all disabled individuals. Accommodations include:



Wheelchair accessibility



Braille signs



Admittance of service animals



Availability of listening devices

Issues in Education

- Not having the proper language from the start causes setbacks in education
 - “Hearing students consistently absorb new information and knowledge through the dailey noises, conversations and language that's spoken around them.”
- Lip-reading is a hard concept to learn
- Deaf children spend more time in speech therapy
- English may not be 1st language
 - it will harder to learn/understand in school

Mainstream Schools

- Mainstream - the ideas, attitudes, or activities that are regarded as normal or conventional; the dominant trend in opinion, fashion, or the arts.
- Mainstream Schools - mainstreaming refers to the education placement of a Deaf student alongside his or her hearing peers.



Deaf Schools

- Deaf schools also known as Deaf institutes are specifically for Deaf students only
 - The communication and teaching are in American Sign Language (ASL) and all the students are Deaf.
 - Deaf kids who attend Deaf institutes are typically raised in a generationally Deaf family. Their first language is ASL and they do not speak or hear whatsoever. They are deeply immersed in the Deaf community and the Deaf culture.
 - Deaf students are surrounded by other Deaf students and are likely to be less lonely
 - Deaf culture and history are taught and encouraged with strong Deaf role models included

Mainstreaming vs. Deaf Schools

- Issues with mainstreaming
 - Students often find themselves in a setting that does not provide adequate access to the communication in the classroom
 - Auditory-oral children are often required to use a sign interpreter for support and conversely, signing students frequently do not have qualified interpreters to appropriately impart the teacher's instruction to the student
 - They are likely to be the only, or one of very few, deaf or hard of hearing students which could create a sense of loneliness
 - Teachers are rarely Deaf aware
- Pros to Mainstreaming
 - Could be better prepared for the "real" (hearing) world
 - More widely accessible

What's The Best Solution?

- There isn't any, because there are too many variables and other factors that could affect your decision.
 - Geography could determine which school you have access to
 - Finances could determine whether you choose to go private or public school
 - The level of hearing ability could decide whether it's better to be around hearing oral students or deaf students who speaks sign languages only
 - a person who is mildly deaf/hard of hearing and uses oral languages may prefer to go to mainstream school. But a profoundly deaf person who is fluent in sign languages is more comfortable at a deaf school.

Gallaudet

- First higher-learning institute for the Deaf and hard-of-hearing
- Washington, DC
- Chartered in 1864



“For over 150 years, our mission has been to empower deaf and hard of hearing communities globally. This mission lives through Gallaudet’s position as a space where the vitality of the deaf experience and vibrancy of sign language thrive.”

South Carolina School For The Deaf And Blind



- 1894
- Reverend Newton Pinckney Walker (founder)
 - His wife had 3 deaf siblings and saw the need for education for deaf children
 - He traveled to GA school for the Deaf and learned methods how to teach deaf children
- Started the school with 5 deaf children
- Location started in a hotel until they were able to get funding to build their own school
- Few years later he saw the need for education for blind children
 - James S. Henderson (graduate of TN School for the Blind) became principal

Sources

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