Welcome

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Discover an Untapped Resource: Working with Deaf and Hard of Hearing People.

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Rochester Institute of Technology (RIT) & National Technical Institute for the Deaf (NTID)

Background

NTID is one of the 8 colleges of RIT

Approximately 1,100 deaf and hard-of-hearing in NTID/RIT, 15,000 total in RIT

Academic programs: NTID - Associate; RIT - Bachelor and Master degrees

Almost half of the deaf students are enrolled in other RIT colleges, supported by NTID

RIT has one of the oldest and largest cooperative education programs in the world, almost all academic programs require one or more co-op

Agenda

• Welcome and Introductions
• RIT NTID Background
• Program Overview
• Working Together - Video
• Listening Exercise
• Communication Strategies
• NTID Center on Employment Services
Program Goal

To build bridges of understanding between deaf and hearing employees so that the most productive and mutually beneficial work relationships can be developed.
Understanding Deafness

LOUDNESS

Understanding Deafness

CLARITY
Understanding Deafness
General Communication Strategies

• Get the deaf person's attention before speaking
• State the topic of discussion
• Speak slowly and clearly
• Look directly at the deaf person when speaking
• Do not place anything in or over your mouth when speaking
• Maintain eye contact with the deaf person
• When speaking, avoid standing in front of a light source

General Communication Strategies

• Use open-ended questions
• Be courteous to the deaf person during conversation
• First repeat, then try to rephrase the statement
• Use pantomime, body language, and facial expression to help communication
• Choose an environment that is conducive to communication
• Take time to communicate
Group Communication Strategies

• Let deaf employees determine the best seating arrangement in order to see the speaker and interpreter
• Provide new vocabulary in advance
• Consider the layout of the room to provide good communication
• Avoid unnecessary pacing or speaking when writing on a blackboard
• Use interpreters during group meetings
• Use visual aids

Group Communication Strategies

• Make sure deaf persons do not miss vital information
• Repeat questions or statements made from the back of the room
• Slow down the pace of communication to facilitate understanding
• In the discussion, allow full participation by deaf persons
• Have minutes or notes taken for later reference
NTID Center on Employment Services

Assists deaf NTID/RIT students with job searches
Offers orientation and training programs for employers
Arranges for employers to recruit on-campus, post-jobs, and request resumes
Is available for consultation before, during, and after the hire
Coordinates faculty and staff visits to selected co-op students and their employers

NTID Annual Job Fair - December 6, 2005
Why Hire NTID/RIT Interns?

Co-op provides a diverse group of intelligent, qualified, and hardworking temporary help with technical skills and new ideas

Reflects on the strength of the firm’s diversity awareness programs

Adds depth to everyone’s work experience

Creates a positive image to a large consumer group of deaf and hard-of-hearing

Gives an opportunity to evaluate potential employees on a short-term commitment basis