Managing Your Career: Strategies for Graduates with DisAbilities

Self-Advocacy and Disclosure

Video 1: Developing Self-Advocacy Skills
1. Career Planning
2. Understanding Employment Equity
3. Addressing Employment Barriers
4. **Self-Advocacy and Disclosure**
5. Workplace Accommodations
Module 4:
Self-Advocacy and Disclosure
Video 1: Developing Self-Advocacy Skills
Definition of Self-Advocacy

Occurs any time people speak or act on their own behalf to improve their quality of life, effect personal change or correct inequalities.

Examples of self-advocacy in university:

- Asking the AccessAbility office for test / exam accommodations

- Negotiating group project interim deadlines with group members to ensure you have sufficient time to prepare your materials
## Situations Requiring Self-Advocacy

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<tr>
<th>Asking for a vacation, raise or promotion</th>
<th>Asking for help or clarification of the instructions for a work assignment</th>
<th>Requesting alternative communication methods</th>
<th>Disclosing your need for accommodations to perform your job functions</th>
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Self-Advocacy Skills

Communication

Negotiation

Interpersonal Skills

Self-Awareness
Self-Advocacy Strategies

• Be able to describe your strengths and know your needs.
• Set goals and develop plans to be successful in advocating for your needs.
• Make decisions and accept responsibility for your decisions.
• Ask for assistance and support when needed.
• Learn who you need to talk to about your disability-related needs, either your direct supervisor or Human Resources.
Self-Advocacy Strategies

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Steps in Self-Advocacy

1. Identify and define the issue

2. Think of possible solutions (accommodations)

3. Ask for help to come up with solutions (accommodations) or to put solutions (accommodations) in place

4. Monitor the effectiveness of the solutions (accommodations)
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Self-Advocacy Example

1. **Issue:** Difficulty focusing / working in new open-concept workplace (distractions)

2. **Possible solutions**
   - Noise cancelling headphones, Seat facing a wall (reduce distractions)

3. **Ask for help**
   - Speak with supervisor about ensuring you can have a wall-facing seat

4. **Monitor**
   - Are you able to get more work done/ focus in the new seat / while wearing headphones?
How to Develop Self-Advocacy Skills

Workshops

Books

Online Articles

Talk to Others

Practice

Self-Advocacy Skills for Students with Learning Disabilities

Making it Happen in College and Beyond

A Resource for Students, Parents, and Guidance Counselors

Self-Advocacy for Students

By: Richard Gollihammer and Luiz

The need for self-advocacy skills is essential. Students who have special needs and others now must be a "rite of passage" enables the transition from school to college. Self-advocacy for college students be defined as the ability to recognize specific to one's learning disability, the dignity of oneself and others. Most involved with preparing students for college would agree that indep
Developing Self-Advocacy Skills

Preparation via knowing your disability-related needs and practicing your communication skills are the keys to self-advocacy.

See our My Accommodation Needs activity Worksheets: uoft.me/careeranddisability
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If you would like to provide feedback on these videos or if you have questions or concerns, please contact:

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