UNIVERSITY
CAREER CENTER

**UNC Charlotte
University Career Center
Disability Focused Programming**

Lee Anne Tourigny

COORDINATOR FOR DISABILITY OUTREACH

Graduate Assistant

Working towards Master's in Psychology, along with the non-profit certificate program

D@W Disability at Work

The Future of the Neurodiverse Workforce

- Overview on Programing and Services

- Challenges, Successes, & Lessons Learned

- Resources

- Questions

OVERVIEW

**Overview on
Programing and Services**

NOT EVERY DISABILITY IS VISIBLE.

STUDENTS MOVING FORWARD

Providing students on the autism spectrum with professional development and career branding activities

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UPCOMING EVENTS

FEB. 6
- "Burnout to Balance" Workshop
- 11am-12pm, Online (Zoom) & In Person

FEB. 20
- Building Your Public Speaking Skills
- 1-2pm, In Person

MAR. 12
- Beyond 'Best Practices': Building Yourself Up at Work
- 1-2pm, Online (Zoom) & In Person

APR. 2
- Salary Negotiations
- 1-2pm, Online (Zoom) & In Person

REGISTER HERE

Talk with a Career Coach!

Make an appointment with a career coach to discuss how your disability identity intersects with your career journey!

Talk with a disability focused career coach

Make an Appointment

COMMUNABILITY:DI-NC MENTORING PROGRAM

Career mentoring for students with disabilities

Group Mentoring Sessions:

March 20
Financial Education for Life
April 24
Intentional Preparation for Leadership & Entrepreneurship

*Group and/or individual mentoring offered!

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ARE YOU IN?

Disability:IN North Carolina
Your business partner for disability inclusion.

Disability Focused Programing

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CAREER.CHARLOTTE.EDU

@CLTCAREERCENTER

October 2023: National Disability Employment Awareness Month (NDEAM)

NDEAM SERIES
National Disability Employment Awareness Month

EVENTS

Oct. 5 — Knowing your rights in the workplace

Oct. 12 — Disability:IN North Carolina
Your business partner for disability inclusion.

Oct. 17 — Career Trek: Bitty & Beau's Coffee

Oct. 19 — Navigating the job search with a disability with AbilityLinks

Oct. 26 — Panel on Accommodations and Disclosure

Register Now!

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FALL 2023
NDEAM ART CONTEST
DEADLINE: OCT 29TH

THEME: Advancing Access and Equity

WHO: UNCC Students, alumni, and staff of all abilities are welcome to submit!

SUBMISSIONS: Paintings, drawings, sculptures, photographs, and posters

PRIZES

1ST: $50 Amazon gift Card
Displayed at UCC Art Gallery
Disability @ Work Newsletter

2ND: $25 Amazon gift Card
Displayed at Office of Disability Services
Disability @ Work Newsletter

3RD: $10 Amazon gift Card
Disability @ Work Newsletter

SUBMIT HERE!

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Disability:IN North Carolina
Your business partner for disability inclusion.

OFFICE OF DISABILITY SERVICES

March & April 2024: Disability @ Work: The future of the Neurodiverse Workforce

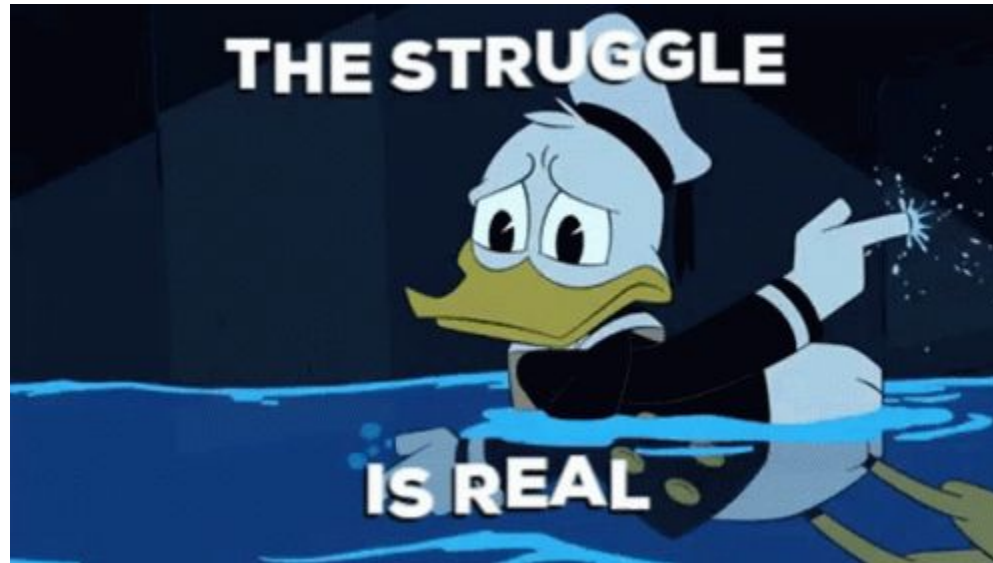## DISABILITY @ WORK: THE FUTURE OF THE NEURODIVERSE WORKFORCE

What is Neurodiversity?
led by Dr. Dave Caudel from The Frist Center for Autism and Innovation
Thursday, March 14th 11 AM – 12 PM

Job Searching as a Neurodivergent Job Seeker
led by David Barlaam from Honeywell
Thursday, March 21st 1–2 PM

Panel on Interviewing as a Neurodivergent Candidate
led by representatives from Bank of America
Thursday, March 28th 10–11:30 AM

NeuroInclusion in the Workplace
led by Musi Lee from JP Morgan Chase & Co
Thursday, April 4th 11 AM–12 PM

Introduction to Digital Accessibility
led by Laura Trybus
Thursday, April 11th 11 AM–12 PM

Learn More!

D@W Disability at Work
The Future of the Neurodiverse Workforce

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Projects, Trainings & Resources

- Neurodiversity video featuring students and faculty/staff (https://youtu.be/QGGNMwKfsR4?si=9DwiM9OzfekggMJK)
- Disability and inclusion focused art contests: https://career.charlotte.edu/identityatwork/disabled/art
- Disability @ Work monthly newsletter
- Employer workshops, UNC Charlotte Faculty and Staff trainings, UCC staff trainings
- Accommodations handout *(in progress)*
- Quiet room during career fairs
- Resources on website: https://career.charlotte.edu/identityatwork/disabled

Challenges, Successes, & Lessons Learned

- New to a role and learning the environment
  - Understanding the needs of the population you are working with
- Attendance & Engagement
  - Knowing how to market to your audience
- Finding the right topics with the right speakers

- 2024 Disability @ Work Series
- Employer and Faculty/Staff Workshops
- Neurodiversity @ Work Video
  - Looking at disability in a new light
- Disability @ Work Newsletter
- Working with staff in our office

Lessons Learned

- Partnerships with multiple offices and/or departments are essential
    - Personal relationships are VERY important and takes time
    - Don't reinvent the wheel
- The worst someone can say is no or not respond at all
- Don't be afraid to try new things
    - Get comfortable with adjusting or changing programs and events as needed
- Spread events out over time
- Share information through multiple methods and multiple formats
- Network with other professionals through conferences & other events
    - Learn how YOU network best
- Some events need a bit of education/ awareness around them

Resources

Associations, organizations and resources

- **Disability:IN-NC: https://di-nc.org/**
- Disability:IN: https://disabilityin.org/
- Disability Rights North Carolina: https://disabilityrightsnc.org/
- Employer Assistance and Resource Network on Disability Inclusion: https://askearn.org/
- IAAP: International Association of Accessibility Professionals: https://www.accessibilityassociation.org/s/
- **JAN: Job Accommodation Network: https://askjan.org/**
- **Mentra: https://www.mentra.com/**
- National Organization on Disability: https://www.nod.org/
- **Neurodiversity in Business: https://neurodiversityinbusiness.org/**
- Podcast: episode How Career Services Can Support Neurodivergent Students: https://www.gouconnect.com/podcast-episode/how-career-services-can-support-neurodivergent-students-jackie-warner/
- SourceAbled: https://jobs.sourceabled.com/

Questions?