INCLUSIVE EMPLOYMENT OF DEAF PEOPLE:

STRATEGIES, CHALLENGES & ADVANTAGES. A PRACTICAL EXAMPLE. Mag.a Monika Haider, CEO of equalizent



WHO WE ARE

equalizent is a company with long standing expertise in Deafness, Sign Language and Diversity Management. We are a qualification centre for people who are Deaf or Hard of Hearing. Our training institute is fully accessible. We use Austrian Sign Language (ÖGS) and spoken German in our work and 30% of our employees are Deaf or Hard of Hearing.

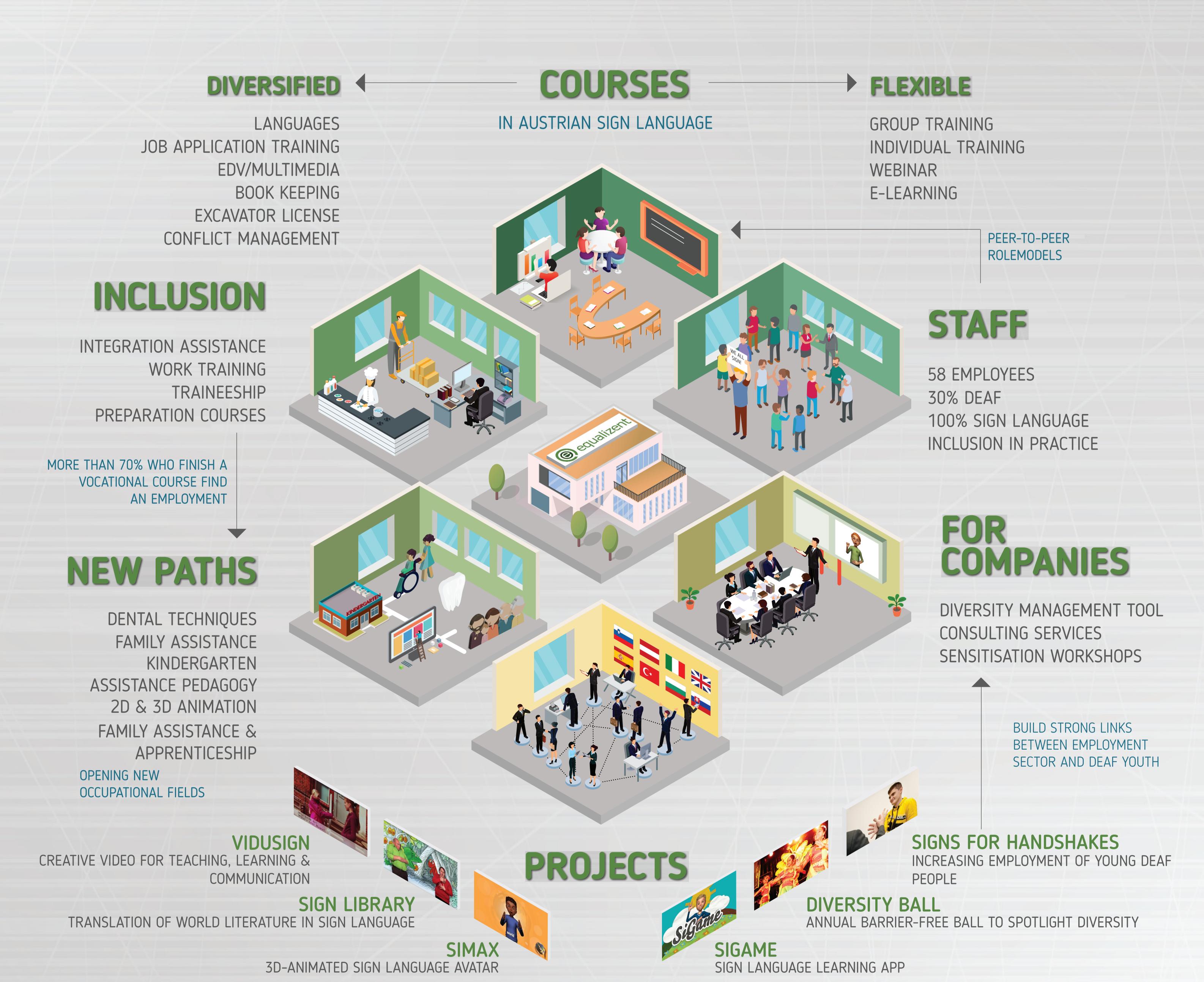
WHAT WE DO

Our specialism: All courses for Deaf people are in ÖGS. Our trainers are Deaf, and act as role models and peers for our trainees. We offer education courses, job orientation and job application training to enable inclusion in the first job market. Diversity Management: Sensitisation workshops for companies on Deafness. diversity.management.Tool! for managing diversity in companies. Diversity Ball to increase awareness of social diversity and to live it openly.

WHERE WE ARE GOING

Many occupational fields are closed to Deaf people. Every year we open a new area through political lobbying and preparation for entrance examinations in ÖGS.

We innovate to facilitate education (sign language library, museums guide, teaching materials, ...). Our aim is to spread our expertise to other countries.



Pillar 2: Structures & policies

DEAF PEOPLE IN AUSTRIA

65 %

have low level jobs 7 %

are taught in sign language in school

2005

sign language was officially recognised in austria

60 %

of interpreters work full time

115

interpreters in total

10,000Deaf people



















