



ASSESS YOURSELF

SET GOALS
Are your career ambitions related to any personal perspectives on disability?

POSITION YOURSELF
How well can you convey your strengths, skills or any growth areas?

ABILITY OVER ADVERSITY
How do you balance any perceived professional challenges posed by your disability?

KNOW YOUR NEEDS
Can you clearly identify how your disability may impact you in the workplace and what workplace accommodations you may require?

RESULTS DRIVEN
Now that you have assessed yourself, use this information to help guide or inform your job search...



FOCUS YOUR SEARCH

RESEARCH FIRST
Within your wider search, be aware of employers who are committed to inclusivity and accessibility.

TAKE INITIATIVE
Reach out to other professionals you admire - whether they have a disability or not - to ask for advice.

USE RESOURCES
Access the available services and agencies who can help you build skills, and assist with identifying and approaching employers who are actively recruiting.

CONSIDER ENTREPRENEURSHIP
Explore various paths which could lead to starting your own business or pursuing freelance opportunities.

RESULTS DRIVEN
Use the knowledge gathered from your support network as well as any newly developed goals to refine your professional documents...



PREPARE YOUR APPROACH

CRAFT YOUR STORY
Decide if disclosure is part of your personal narrative.

DEMONSTRATE CREATIVITY
Strong design in your cover letter, résumé and/or portfolio will draw attention to your skills and assets.

START SLOW
Entry level positions can provide room to demonstrate your potential for advancement.

DEVELOP YOUR ENERGY
A genuine, positive and enthusiastic attitude will definitively set you apart, and never goes out of style.

RESULTS DRIVEN
Careful attention to the details at this stage of employer outreach is critical, and success may result in an invitation to interview. If you are comfortable, don't forget to request any necessary accommodations for the interview...



THE INTERVIEW

PRACTICE MAKES PERFECT
Seek the opportunity to do a mock interview with a peer or colleague and reflect on the outcomes.

BE PROACTIVE
If you require accommodations during the interview process, ensure that you have properly communicated this to the employer.

UNDERSTAND YOUR RIGHTS
Consider whether you will need workplace accommodations for the specific position that you are interviewing for. It is your choice whether or not to disclose disability status and/or workplace accommodation needs.

BE PREPARED
If you are offered a job and choose to disclose disability status and/or workplace accommodations, be prepared to participate in the employer's workplace accommodation process.

RESULTS DRIVEN
An inclusive work environment benefits everyone. Building this kind of awareness can start with you...

RESOURCES

Employment Ontario
www.tcu.gov.on.ca/eng/employmentontario

Ontario Disability Support Program
www.mcass.gov.on.ca

Ontario Disability Employee Network
www.odenetnetwork.com

Ontario Human Rights Commission
www.ohrc.on.ca

OCAD University Student Accessibility Services
www.ocadu.ca/services/disability-services/student-accessibility-services

OCAD U Talent Network
www.ocadu.ca/talentnetwork

CONTACT US

Centre for Emerging Artists & Designers

416 977 6000
careerdevelopment@ocadu.ca
www.ocadu.ca/careerdevelopment



ACTION AND ACCESS

ON DISABILITY AND ENTERING THE WORKFORCE