



**Calling All Students with Disabilities!**

**Are you looking to jump-start your career while still in school?**



**Disability:IN North Carolina\***

is inviting all ten HBCUs across North Carolina to partner and assist students with disabilities to launch their careers by building strong networks with businesses prior to graduation. Sponsored by Wells Fargo, the **CommunAbility:DI-NC Mentoring program** is offered to all students with disabilities (including visible and non-visible disabilities) who are interested in expanding their career opportunities. Students may register to attend any or all group mentoring sessions at **DI-NC.org**. **Students may also schedule individual mentoring sessions representing your declared major or, if you are undecided, explore different industries with one of our industry experts.**

Date	Group Discussion Topics- Wednesdays- Time 3pm to 4pm
September 20	Mentoring: The ROI from College Through Your Career
October 4	Forecasting Workforce Needs Via National & State Trends
October 25	Building Your Brand: Social Media, Networking, Positioning Yourself for Success
November 8	Self-Disclosure, Accommodations and Accessibility
November 29	Managing Your Career and Leadership Readiness
December 6	Leveraging Practicums, Internships and Future Mentoring Opportunities



Use the QR Code to Apply

The program is provided virtually, at no cost to all students who register for group or individual mentoring sessions. Join us to learn more about economic forecasts for healthcare, manufacturing, finance and insurance, pharma and biotechnology, agriculture and food production, travel and tourism, NC state jobs and much more.

**CommunAbility:DI-NC Mentoring Program will support you to:**

- Expand your professional network among industry leaders in your field of study.
- Develop meaningful relationships with professional mentors and expand your career development.
- Explore national and state economic forecasts for your future career.
- Learn to confidently discuss disability disclosure and accommodation requests.
- Acquire skills to confidently navigate implicit bias around disability within workplace.

**For more information, please contact Beth Butler Fadel at [beth@di-nc.org](mailto:beth@di-nc.org)**

*\*Disability:IN North Carolina, the leading nonprofit agency in driving disability inclusion throughout business in North Carolina through invigorating corporate disability initiatives, building best practices, and steering cultural transformation. Visit **DI-NC.org** to learn more about Disability:IN North Carolina.*

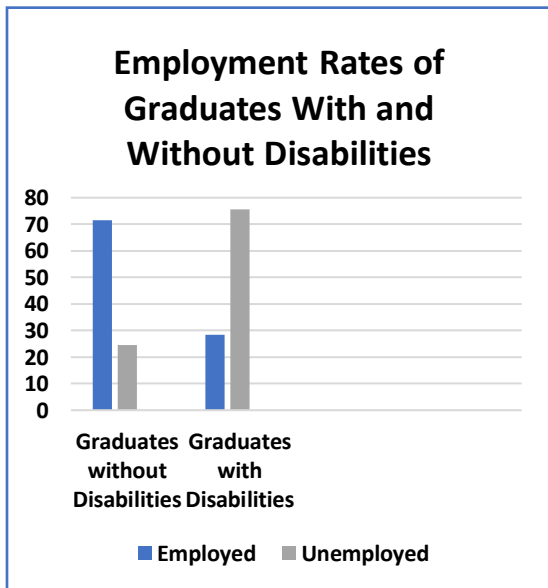


## CommunAbility:DI-NC Mentoring Program for HBCUs Sponsored by Wells Fargo



The importance of HBCUs cannot be overstated. Comprising just 3% of America’s colleges and universities, HBCUs produce 20% of all African American graduates and 25% of African American graduates in the STEM fields (science, technology, engineering, and mathematics) (Michael L. Lomax, 2015). HBCUs excel in meeting the needs of diverse students, offering high value for the cost of higher education by creating a nurturing culture that fosters student success.

*“Intersectionality is a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other.” Kimberly Crenshaw (Crenshaw, 1989).*



It is estimated that 20% of Americans have some type of disability and many are invisible (mental health, chronic illness, traumatic brain injury, autism, developmental disabilities and acquired disabilities due to injury or illness) (Statistics, 2019). It is generally accepted that people who have completed higher levels of education are more likely to be employed than those with less education.

### Students with Disabilities Face More Barriers

Research shows that students with disabilities are not fully aware of their own career development needs and are unsure about their needs upon entering employment. (E. Hitchings, 2002). ***Society is just beginning to acknowledge the disadvantages experienced by people of color with disabilities.*** Some intersections (race and gender) are more widely recognized, while the intersectionality of disability and race is vastly under researched.

Meeting specific job requirements and demonstrating transferrable skills is required of all recent graduates seeking employment. Students with disabilities must also determine their need for accommodations, be adept in disclosure and disability law conversations while being prepared to meet hesitancy on the part of employers to hiring people with disabilities. CommunAbility:DI-NC is designed to build confidence and connections to the business community.

**“28.5% of people with a disability who had completed at least a bachelor’s degree were employed in 2018, among college graduates with no disability, 75.5% were employed”. (U.S.**