

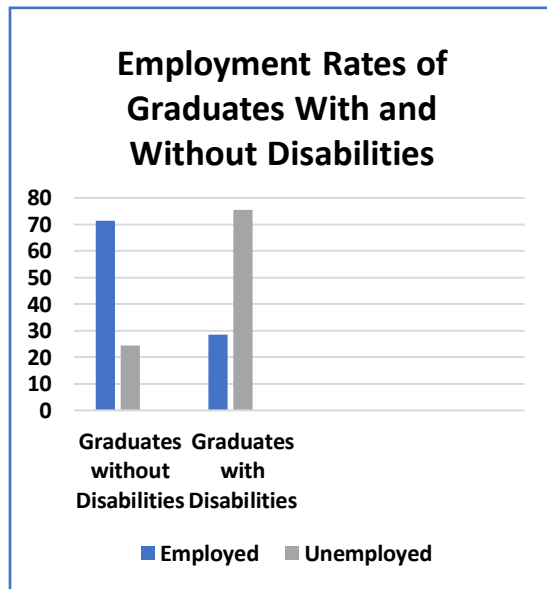


CommunAbility:DI-NC Mentoring Program

CommunAbility:DI-NC Mentoring is Seeking Business Mentors to Support

Students With Disabilities

“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).



CommunAbility:DI-NC Mentoring is now recruiting business mentors. If you, your organization or your colleagues are interested in serving as a career mentor as a way to expand your talent pipeline for people with disabilities within your company, this opportunity may be for you. We are looking for mentors with a range of backgrounds in industry role, organization type, and career journey to serve as mentors for students with disabilities.

Of particular interest to us and to our potential mentees are people that may have a disability themselves and bring a diverse range of professional and personal backgrounds. While specific cultural backgrounds may be significant for some mentees, they are certainly not the sole determining factor in the mentor-mentee relationship. We encourage everyone interested in being a mentor to apply by reaching out to Beth Butler Fadel at beth@di-nc.org or Pat Keul at pat@di-nc.org with any questions and complete the business mentor application by using the QR code below to initiate the pairing process with our student participants.

“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. Bureau of Labor Statistics, 2019)

About CommunAbility:DI-NC Mentoring

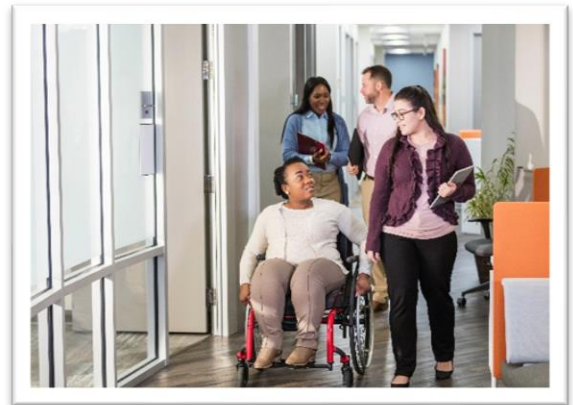
It is estimated that 20% of Americans have some type of disability and many are invisible (mental health, chronic illness, traumatic brain injury, autism, developmental disabilities and acquired disabilities due to injury or illness) (Statistics, 2019). It is generally accepted that people who have completed higher levels of education were more likely to be employed than were those with less education. However, for graduates with disabilities, the road to employment is not assured.



Use QR Code to apply for the program

Students with Disabilities Face More Barriers

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. 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). Research also suggests that colleges and universities need to develop evidence-based, structured models of support for students with disabilities to achieve employment after college. For example: Students with disabilities may be aware of accommodations they needed during school or college but may not understand how to address their accommodation needs at work. ***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.



Wells Fargo: Founding Program Partner for CommunAbility:DI-NC *

CommunAbility:DI-NC Mentoring has now expanded to all ten Historically Black Colleges and Universities in North Carolina as well as UNC-Charlotte. Wells Fargo is the founding program sponsor for the CommunAbility:DI-NC Mentoring program. Wells Fargo is committed to this program and has demonstrated their commitment by funding a multi-year build out of the program across all HBCUs in North Carolina. In 2020-21, Disability:IN North Carolina piloted the CommunAbility:DI-NC Mentoring Program with the University Of North Carolina at Charlotte. Going forward, this program is poised to also expand nationally and include other institutions of higher learning.

How CommunAbility:DI-NC Mentoring Works : The CommunAbility:DI-NC Mentoring program matches a variety of business mentors to students with disabilities for group and individual mentoring sessions. Business mentors are matched to students whose majors align with each mentor's area of expertise. CommunAbility DI-NC partners with the Career Center staff and Disability Services staff, supplying cross-training and technical support to both departments via peer counseling, business mentoring and disability inclusion strategies. The goal of CommunAbility: DI-NC Mentoring program is to create a network of support to mentor students with disabilities to successfully transition to the careers they have trained for during college.

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