UNIVERSITY OF
TORONTO
SCARBOROUGH

Academic Advising
& Career Centre

AccessAbility Services

Managing Your Career:
Strategies for Graduates with Dis*Abilities*

Self-Advocacy and Disclosure

Video 1: Developing Self-Advocacy Skills

UNIVERSITY OF
TORONTO
SCARBOROUGH

1. Career Planning
2. Understanding Employment Equity
3. Addressing Employment Barriers
4. Self-Advocacy and Disclosure
5. Workplace Accommodations

Module 4:

Self-Advocacy and Disclosure
Video 1: Developing Self- Advocacy Skills

UNIVERSITY OF
TORONTO
SCARBOROUGH

Academic Advising
& Career Centre

AccessAbility Services

Definition of Self-Advocacy

Occurs any time people speak or act on their own behalf to improve their quality of life, effect personal change or correct inequalities.

Examples of self-advocacy in university:

Asking the Access*Ability* office for test / exam accommodations

Negotiating group project interim deadlines with group members to ensure you have sufficient time to prepare your materials

Situations Requiring Self-Advocacy

Asking for a vacation, raise or promotion

Asking for help or clarification of the instructions for a work assignment

Requesting alternative communication methods

Disclosing your need for accommodations to perform your job functions

Self-Advocacy Skills

Communication

Negotiation

Interpersonal Skills

Self-Awareness

Self-Advocacy Strategies

- Be able to describe your strengths and know your needs.
- Set goals and develop plans to be successful in advocating for your needs
- Make decisions and accept responsibility for your decisions.
- Ask for assistance and support when needed
- Learn who you need to talk to about your disability-related needs, either your direct supervisor or Human Resources.

Self-Advocacy Strategies

- Be able to describe your strengths and know your needs.
- Set goals and develop plans to be successful in advocating for your needs
- Make decisions and accept responsibility for your decisions.
- Ask for assistance and support when needed
- Learn who you need to talk to about your disability-related needs, either your direct supervisor or Human Resources.

Steps in Self-Advocacy

1. Identify and define the issue

2. Think of possible solutions (accommodations)

3. Ask for help to come up with solutions (accommodations) or to put solutions (accommodations) in place

4. Monitor the effectiveness of the solutions (accommodations)

Steps in Self-Advocacy

1. Identify and define the issue

2. Think of possible solutions (accommodations)

3. Ask for help to come up with solutions (accommodations) or to put solutions (accommodations) in place

4. Monitor the effectiveness of the solutions (accommodations)

Self-Advocacy Example

1. Issue: Difficulty focusing / working in new open-concept workplace (distractions)

2. Possible solutions

Noise cancelling headphones, Seat facing a wall

(reduce distractions)

3. Ask for help

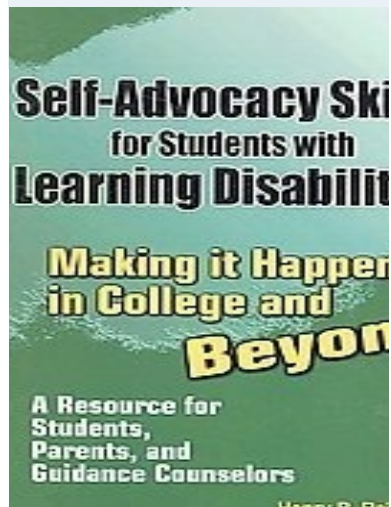Speak with supervisor about ensuring you can have a wall-facing seat

4. Monitor

Are you able to get more work done/ focus in the new seat / while wearing headphones?

How to Develop Self-Advocacy Skills

UNIVERSITY OF TORONTO SCARBOROUGH

Academic Advising & Career Centre

AccessAbility Services

Workshops

Books

Online Articles

Talk to Others

Practice

Developing Self-Advocacy Skills

Preparation via knowing your disability-related needs and practicing your communication skills are the keys to self-advocacy.

See our My Accommodation Needs activity Worksheets: uoft.me/careeranddisability

Developing Self-Advocacy Skills

Preparation via knowing your disability-related needs and practicing your communication skills are the keys to self-advocacy.

See our My Accommodation Needs activity Worksheets: uoft.me/careeranddisability

UNIVERSITY OF
TORONTO
SCARBOROUGH

**Academic Advising
& Career Centre**

Access*Ability* Services

If you would like to provide feedback on these videos or if you have questions or concerns, please contact:

AA&CC: aacc.utsc@utoronto.ca

Access*Ability* Services: ability.utsc@utoronto.ca