

Resources for Students of Color

Like other college students seeking employment after graduation, you want to find an opportunity that allows you to contribute and develop your skills in an organization which supports and mentors your career advancement. At the same time you want a workplace environment that recognizes your diversity and values the contribution you can make.

How do you determine if the organization is the right fit and has a welcoming, supportive climate? Research! Research! Research! Begin by determining who works at the organization. Learn what the demographic composition is at all staff levels. Find out if the organization has affinity groups. Check if the organization has received any recognition for diversity-related performance. Know its non-discrimination policies. This information can be acquired through articles, associations and networking with others in the industry or the organization. Attend career-related events targeting diverse students where you can comfortably ask questions.

During the hiring process continue the evaluation. Has the correspondence been informative, supportive and welcoming? If on site, observe the workplace. Does it appear to be a comfortable climate? How does the staff interact with each other? Who is in what position? How have they advanced? Ask why they selected the organization and what has caused them to stay. Connect with racially diverse alumni in the organization, professional associations and University of Maryland affinity alumni groups.

Staff members within the University Career Center & The President's Promise are available to discuss how these and other issues may impact your job search. Go to www.careers.umd.edu for more information and to schedule an appointment or call 301.314.7225. Remember when you transition from college to the workplace, it will be different. At the same time you want your new environment to be equitable and offer the same opportunity for success and advancement as any student entering the workforce.

SOME HELPFUL WEBSITES

- **Maryland Diversity (marylanddiversity.com)** provides employment information focused towards Maryland's diverse population.
- **IMDiversity (imdiversity.com)** provides career and self-development articles and offers an employment database for diverse populations.
- **DiversityInc (diversityinc.com)** offers articles for job seekers with questions about the job search.
- **DiversityJobs (diversityjobs.com)** hosts a job search database and provides links to articles related to diversity in the workplace.
- **Diversity Employers (diversityemployers.com)** provides jobs and information on organizations committed to recruiting diverse talent.
- **Black Enterprise (blackenterprise.com/career)** offers career advice to explore opportunities and successfully advance.
- **AsiaMedia (jobs.asiamedia.com)** provides job opportunities with Asian-friendly employers and career resources for Asian Americans.
- **Hispanic Alliance for Career Enhancement (haceonline.org)** maintains a resume database of Latino professionals in a wide range of disciplines.
- **Native American Jobs (employment.nativeamericanjobs.com/jobs)** offers employment resources and job directory of Native American employers and career possibilities.

Written by Pamela Allen, Program Director—Career Foundations with the University Career Center & The President's Promise

Resources for Students with Accommodations or Disabilities

As a student or alum with a disability or with accommodations, you may have additional questions as you transition to the workplace.

You may even have questions about whether or not you have a disability. If you receive accommodations through campus Accessibility and Disability Services, or had an IEP or a 504 plan in high school, you qualify as a person with a disability under the American with Disabilities Act. But that's not all! The ADA defines disability as any impairment that substantially limits major life activities such as seeing, hearing, speaking, walking, breathing, performing manual tasks, learning, caring for oneself, and working. Most students are unaware that this includes two conditions that are prevalent on our campus: ADHD and mental health issues.

At each stage of the recruitment and hiring process—career preparation, job search, application, interview—you may need to consider how your accommodations or disability will affect your performance. And that just means you got a job. What about succeeding in the job? Will your need for accommodations or disability affect your performance on the job?

Disclosing a disability is an individual decision. You are never required to disclose a disability at any point in the employment process. However, your disability may be visible, or you may want to disclose in order to receive accommodations, or you may feel that your disability is an important part of who you are. Whether you need to disclose, when to disclose and how to disclose can be complicated.