### DOES THE COMPANY VALUE DIVERSITY & INCLUSION?

- Research the company website and values.
- Is there a diversity mission statement or strategic plan the company follows?
- Review the company’s leadership team and board. Is it diverse?
- Check out employee reviews on Glassdoor
- Review national online lists such as Diversity Inc.’s Top 50.
- Ask about diversity and inclusion in your interview.
- Speak to employees who work at the organization.
- Does the organization have programs, resources or councils that are identity specific?

### FEDERAL/STATE CAREER RESOURCES

- **Reasonable Accommodation** – Guidance on Reasonable Accommodation information under ADA
- **Schedule A Hiring Authority** – Guidance on the non-competitive hiring process for persons with disabilities
- **Selective Placement Program Coordinator (SPPC)** – SPP Coordinator works directly with applicants to find jobs posted in the USA Jobs website
- **Vocational Rehabilitation Agencies**: State programs that provide career counseling, job training and job placement services with people with disabilities
- **Workforce Recruitment Program** – Recruitment and referral program that connects employers to college students and recent graduates with disabilities

### ONLINE CAREER RESOURCES

- **abilityJOBS** – Provides a system for people with disabilities to search for jobs
- **Bender Consulting Services** – Recruit and hire people with disabilities for competitive career opportunities
- **Disability Disclosure** – Advice on when, how, who and if you want to disclose your disability at work
- **EARN** – Employer Assistance and Resource Network on Disability Inclusion
- **Hire Disability Solutions LLC** – Provides career services for people with disabilities including job searching strategies and consulting services
- **Job Accommodation Network** – Leading source of free, expert and confidential one-one guidance and technical assistance on job accommodation solutions
- **RespectAbility** – Provides a selection of information, resources and websites to help persons with disability search for a job
- **Source America** – Connecting applicants to non-profits

### ONLINE COMMUNITIES

Online communities can help provide moral support and career support. Search the social platforms for groups for persons with disabilities related to your career field of interest.

### CONNECT WITH FELLOW ALUMNI

To join or create a diversity council, please reach out to your university.

- **Chattanooga Health Science Center**
- **Knoxville**
- **Martin**
- **Southern**