

The image features two women against a solid green background. The woman on the left has short, wavy brown hair, is smiling, and wearing a black and white patterned off-the-shoulder top with a pearl necklace. The woman on the right has long brown hair, is looking slightly to the side with an open mouth as if speaking or reacting, and wearing a white t-shirt under a black floral-patterned dress. Large, bold text is overlaid in the center, with each word on a separate colored rectangular background.

THINGS

NOT

TO SAY TO

A DEAF

PERSON

BBC



Big D and little d d/Deaf characteristics, history, identity, and needs

February 22, 2024

Michigan Department of Labor & Economic Opportunity
Michigan Rehabilitation Services



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY

MRS PROMOTING
ABILITIES
Michigan Rehabilitation Services



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MS/OTRL, ADAC

As individuals who support people with disabilities we work in a variety of settings with people of varying ages and challenges. One such challenge is hearing loss or absence of hearing. This session delves into understanding the differences between Deaf and deaf/hard of hearing (HoH), what challenges are encountered with both education and employment, and accommodations and strategies to meet the specific needs of these individuals. The more we know the more effective we can be in supporting them.

Why Are We Here?

Increase our knowledge and understand the difference between Deaf and deaf. And do not forget about hard of hearing/HoH.



- Understand the differences between Deaf and deaf and HoH.
- Identify challenges specific to each group category in the areas of education and employment.
- Identify and critique accommodations and strategies appropriate for each group category.



**“Communication is a tool that can help
break down barriers between us.”
– Unknown**

Deaf, deaf & HoH

Deaf

capital D, or refers to people who have been deaf at birth, or since before they started to learn to talk. They are pre-lingual deaf. It's an important distinction because Deaf people communicate in sign language as their first language.

For most Deaf people English is a second language, and understanding complicated messages in English can be a problem.

Deaf people can be considered as a group with a capital D if English is a problem. If you have been deaf, or born, or since before they started to learn to talk, you are pre-lingual deaf. It's an important distinction, because Deaf people tend to communicate in sign language as their first language.

For most Deaf people English is a second language, and understanding complicated messages in English can be a problem.

Deafness perceived as a culture rather than a disability is a characteristic of Deaf people in sign language. American Sign Language (ASL).

deaf culture, *n* 1. *Medical Dictionary for the Health Professions and Nursing* (2012). Available from: <http://www.medicinenet.com/deaf-culture/article.htm> 2. *Medical Dictionary for the Health Professions and Nursing* (2012). Available from: <http://www.medicinenet.com/deaf-culture/article.htm>

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deaf we

use the *lexeme* *deaf* when referring to the sociological condition of not hearing, and the *lexeme* *Deaf* when referring to a particular group of Deaf people who share a language – American Sign Language (ASL) – and a culture. The members of this group have invented their own sign language, use it as a primary means of communication among themselves, and hold a set of beliefs about themselves, and their connection to the larger community, distinguished from those, for example, of those who find themselves losing their hearing because of illness, trauma or age, although these people share the condition of not hearing, they do not have access to the knowledge, beliefs, and practices that make up the culture of Deaf people.

HoH_{Hard of}

hearing is a term that refers to someone with mild-to-severe hearing loss. Some hearing capability is still present.

Deaf, deaf, & HoH

Deafness is perceived as a culture rather than a disability, which is characterized by having its own language, American Sign Language (ASL). Members of this community hold a set of beliefs about themselves and their connection to the larger society.

Medical Dictionary for the Health Professions and Nursing. (2012). Retrieved March 20, 2023, from <https://medical-dictionary.thefreedictionary.com/deaf+culture>

use the lowercase *deaf* when referring to the audiological condition of not hearing, and the uppercase *Deaf* when referring to particular group of deaf people who share a language – American Sign Language (ASL) – and a culture. The members of this group have inherited their sign language, use it as a primary means of communication among themselves, and hold a set of beliefs about themselves and their connection to the larger society. We distinguish them from, for example, those who find themselves losing their hearing because of illness, trauma or age, although these people share the condition of not hearing, they do not have access to the knowledge, beliefs, and practices that make up the culture of Deaf people.

HoH Hard of
hearing is a term
that refers
to someone
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Deaf,
deaf,
& HoH

Deaf

Deaf is a cultural identity for people who are not just hard of hearing, but who are part of a community that shares a common language, experiences, and values. It is not a medical condition, but a way of life.

deaf

The lowercase “d” is used when referring to the audiological condition of not hearing. For example, those who find themselves losing their hearing because of illness, trauma or age; although these people share the condition of not hearing, they do not have access to the knowledge, beliefs and practices that make up the culture of Deaf people.

HoH Hard of hearing is a term that refers to someone with mild-to-severe hearing loss. Some hearing capability is still present.

Deaf,
deaf,
&
HOH

HoH

Hard of hearing is a term that refers to someone with mild-to-severe hearing loss. Some hearing capability is still present.

HoH

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Hearing Loss Simulator



“

**“Hearing people use their ears. We deaf people use our eyes.”
- Koko**



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History – Facts

- American Sign Language is the fourth most used language in the U.S.
- 1760 French Sign Language was established
- ASL traces its history to 1814 when the first school for deaf children was founded in Hartford, Connecticut
 - ASL is not a word for word translation
- During WWI and WWII, the deaf were not allowed to serve in the U.S. military. Many took jobs in manufacturing and new deaf communities flourished
- In Europe, the deaf were allowed to serve. In the field, commands were given using special signs that could be seen at a distance
- 1964 Phone/TTY for deaf was invented
- On average, it takes 7 years before someone acts on their hearing loss
- Individuals who are Deaf were allowed to earn a CDL in 2013



Deaf culture describes the social beliefs, behaviors, art, literary, traditions, history, values, and shared institutions of communities that are affected by deafness and which use sign language as the main means of communication.



"SIGNS
ARE TO
EYES
HAT
HATS
ARE TO
EARS."

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**“It’s not about the captioning or the interpreter
or the technology – it’s about community.”
– David Kelly**



Education Challenges for Deaf, deaf, HoH

- Late diagnosis, difficulty accessing quality education
- Supports available/provided not always appropriate
 - Deafness/HoH is not a learning disability
- Discrimination / Isolation / Negative Social Attitudes
 - Misconceptions about deaf people (include examples in note section)
- Traditional teaching methods heavily rely on spoken language (information is delivered exclusively by word of mouth), which can be inaccessible to students who are deaf / HoH
 - Results in difficulties understanding instructions, participating in class discussions, and comprehending spoken lectures

Employment Challenges for Deaf, deaf, HoH

According to the National Deaf Center, only 53.3% of d/Deaf people ages 25-64 were employed in 2017 compared to 75.8% of hearing people

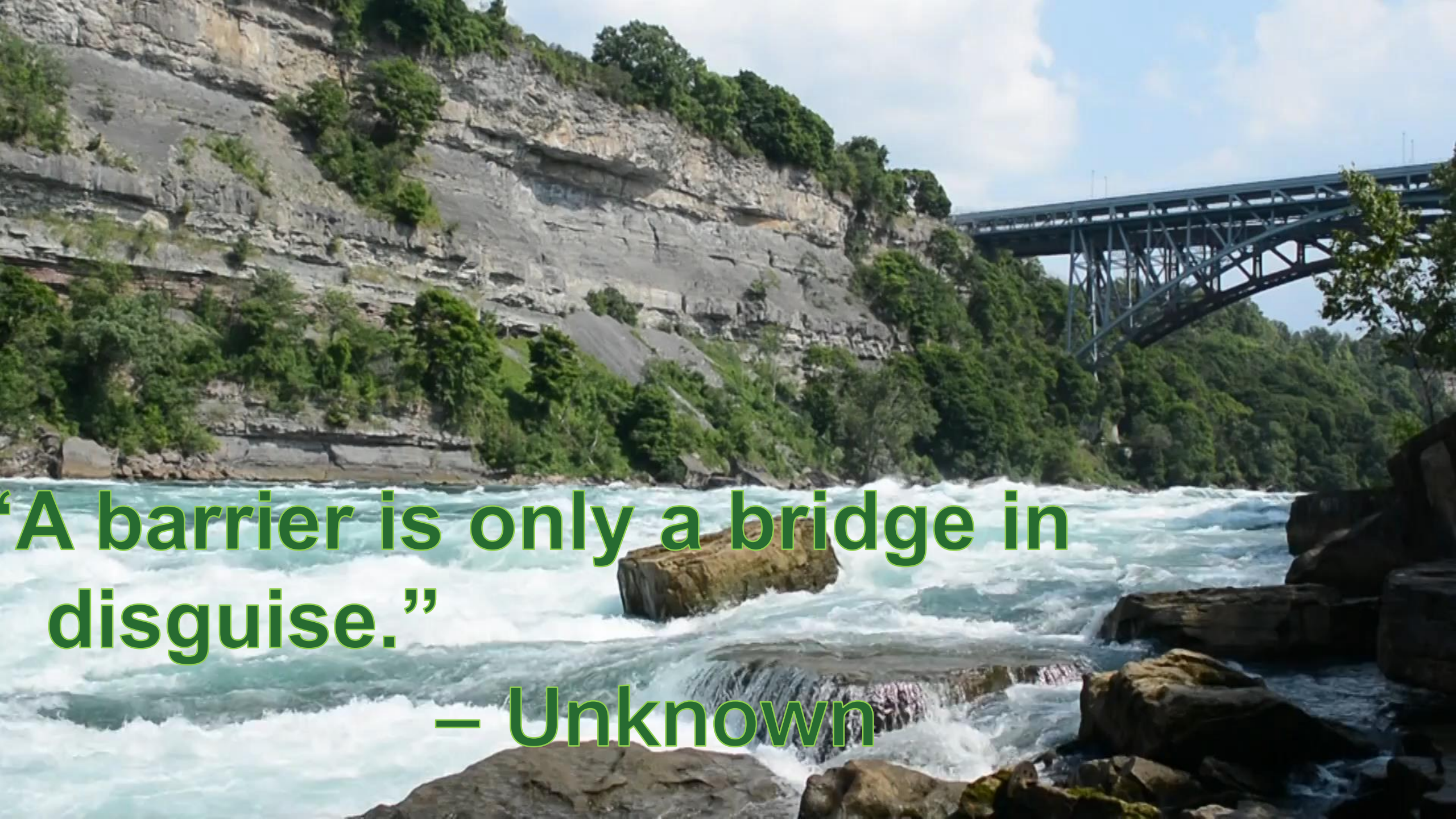
Individuals who are d/Deaf are opting out of employment

- A lack of options
- They are frequently hired to do low-level jobs that lack career development and advancement.
- They get burned out facing countless barriers

*Stephanie Cawthon, PhD, Director of the National Deaf Center

Employers have a legal responsibility to create fair workplaces for all employees and job applicants who need reasonable accommodations.

- Misperception of abilities
- Lack of education/knowledge of legal responsibility / ADA requirements
- Fear (unknown, costs)

A scenic view of a river with rapids and a bridge. The river flows through a rocky landscape, with white water rapids and a small waterfall in the foreground. A large, multi-lane bridge with a steel truss structure spans the river in the background. The surrounding cliffs are covered in green vegetation.

“A barrier is only a bridge in disguise.”

– Unknown

Accommodations

Accommodations should be made on a case-by-case basis, considering each person's individual limitations, essential job functions and accommodation needs.

Not all people who are d/Deaf or HoH will need accommodations to perform their jobs, others may need only a few accommodations.

Accommodations:

Deaf

deaf

Hard of Hearing

ASL (AMERICAN Sign Language)



Identification Stating d/Deafness?

- Medical ID
 - Bracelet
 - Necklace
 - Shoe tag
- Alerting others
 - Button/pendant
 - Name tag
 - Flyer
 - Silicone bracelets
 - Communication Visor Card

Communication Visor Card

I AM DEAF OR HARD OF HEARING.

This card is for law enforcement officers. This card will help you communicate with me.

QUICK COMMUNICATION TIPS:

- Get my attention first.
- Make eye contact when you speak.
- I may need to communicate through a qualified sign language interpreter.
- I cannot lip-read everything you say.
- A hearing aid or cochlear implant does **not** allow me to understand everything you say.
- Shining a flashlight in my face may make it hard for me to understand you.

The best way to communicate with me is:

Icons representing communication methods:      

To find qualified interpreters through the Online Interpreter Directory visit Michigan.gov/240444

MDCR

This card is endorsed by:

Logos of various Michigan law enforcement agencies.

Please point to the pictures that help me understand what you want.

I NEED TO SEE YOUR:

Icons representing items needed:    

VIOLATIONS:

Icons representing violations:        

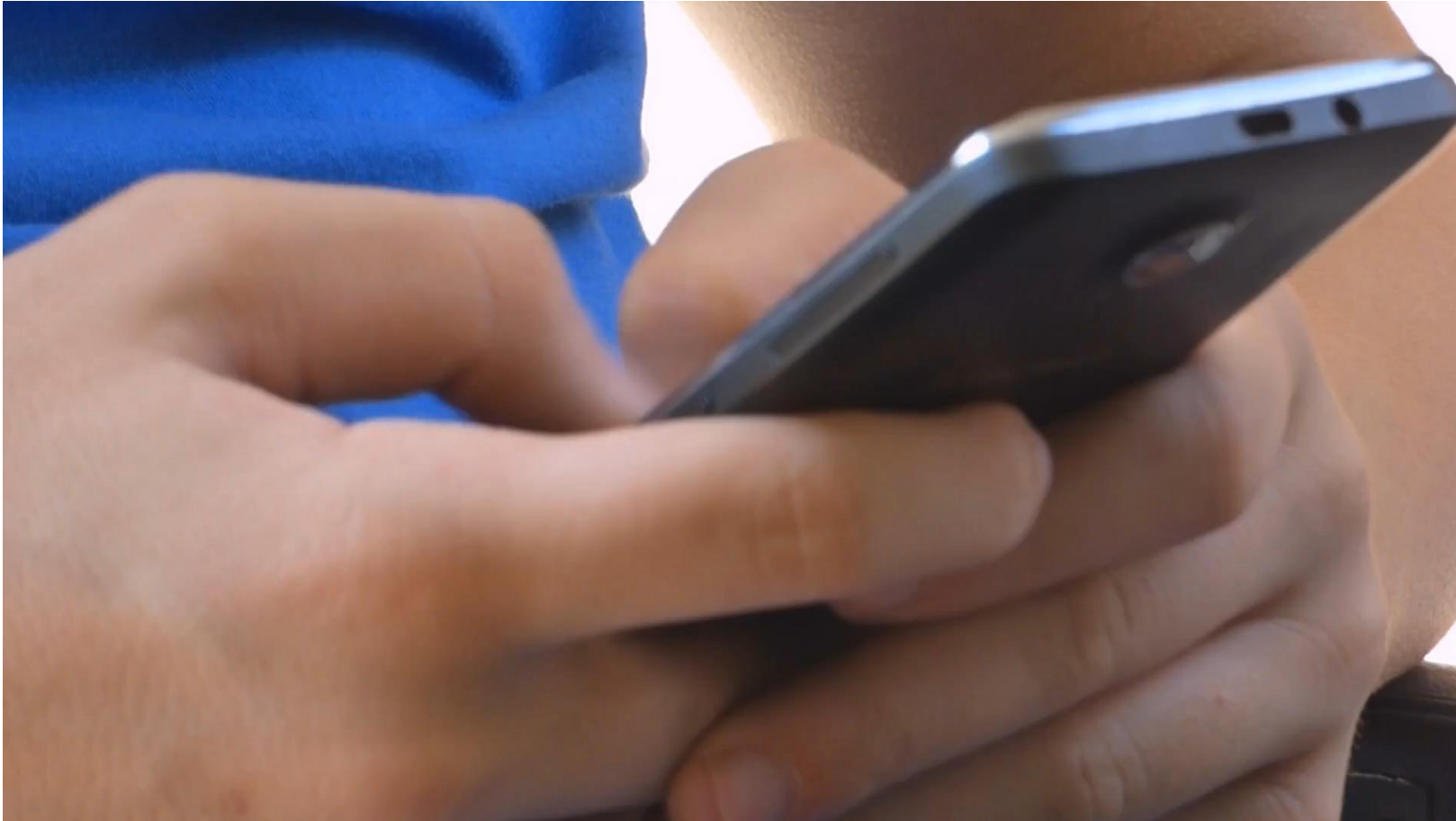
HELP:

Icons representing help:     

Ubi-Duo



Texting as an accommodation



Video Phone



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

Closed Captioning



CART

Communication Access
Real-time
Translation (CART) Service
is a verbatim, word-for-
word, instant translation of
the spoken word into written
text.



Video Relay Service (VRS)

Video Relay Service (VRS)



Video relay caller uses webcam or video phone to sign to a video interpreter



The interpreter voices to hearing telephone user and interprets messages back to deaf video relay caller



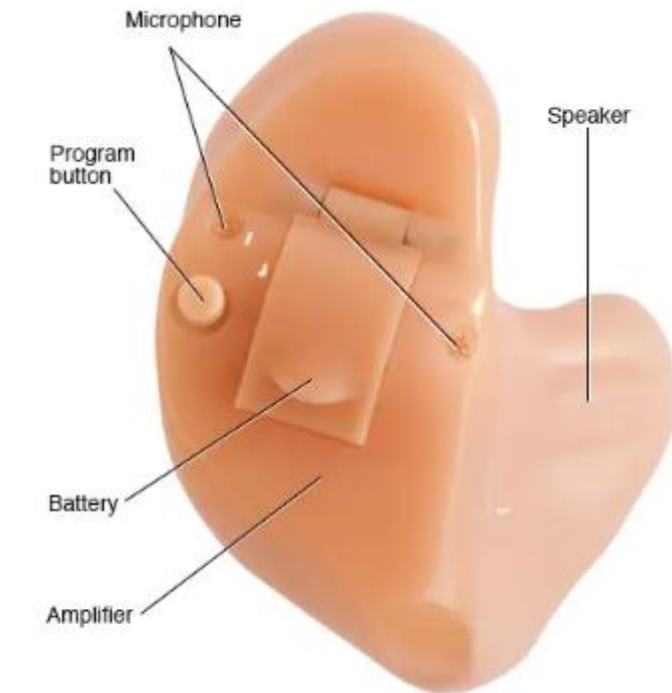
Computer display with Video Interpreter

Video Relay Service (VRS) is a form of telecommunications that enables individuals who use ASL to communicate with voice telephone users through video equipment.

Door Knocker



Hearing Aid



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Prescription and Over the Counter Hearing Aids

OTC – available for people with mild to moderate hearing loss

[Hearing aids: How to choose the right one - Mayo Clinic](#)

People are going deaf
because music is
played louder and
louder, but because
they are going deaf, it
must be played louder
still.

-Milan Kundera



Phone Apps

- RogerVoice – Captions content of phone calls in realtime
- Moozumo – Real time texting (no need to hit send; message disappears when you hang up)
- Hand Talk – Avatar translates text and audio to ASL
- ASL Swipekeys – English typed onto a keyboard is translated into fingerspelling. If a message with fingerspelling is received, Swipekeys will translate
- Live Transcribe – Realtime transcription of speech into text
- Voxsci – Speech-to-text app that translates voicemail messages into texts and emails
- TapSOS – App used to communicate with emergency services
- Braci Sound Alert – App that records the sounds in the environment then provides a visual and vibrational alert on the phone when recognized (i.e.doorbell)



Hand Talk app



DeafSpace

Elements fall into five categories

1. Sensory Reach
2. Space and Proximity
3. Mobility and Proximity
4. Light and Color
5. Acoustics



Sensory Reach

Refers to the needs of people who are deaf to become spatially oriented and visually aware of the activities in their surroundings.

Because they are highly attuned to visual and tactile cues such as shadows, vibrations and the position of people in an environment, people who are deaf can "read" their surroundings and various activities in ways that hearing people do not.

Space and Proximity

- A visual-spatial language such as ASL necessitates signers maintain enough distance to accommodate each other's signing space when conversing
- This space is typically greater than what is maintained by people having a spoken conversation
- As more signers join the conversation, the space between them grows so that all participants can access the communication
- The layout of furniture and rooms takes into account these characteristics of signed communication



Mobility and Proximity

- When walking and conversing at the same time, signers usually maintain a wide space between them in order to facilitate clear visual communication
- They will also scan the surroundings to check for hazards and to navigate, adjusting their path when necessary
- Landscapes, buildings, pathways, and rooms can be designed so signers can move through space unimpeded



Light and Color

- Glare, shadow patterns, and backlighting are all examples of poor lighting conditions that disrupt visual communication
- They also contribute to eyestrain, which in turn can contribute to a loss of concentration
- By installing proper electrical lighting and design and architectural elements that modulate natural light, a gentler light better suited to visual communication, can be created



Acoustics

- Deaf people with some level of hearing may use hearing aids or cochlear implants
- Different sounds in the environment can be distracting to these people
- Hard building surfaces tend to reflect sound waves in a way that causes reverberation that can be not only distracting, but also painful
- The minimization of reverberation and background noise should be a priority when designing spaces used by people who are deaf



Lip Reading



Bible and Reading



Deaf Bible 4+

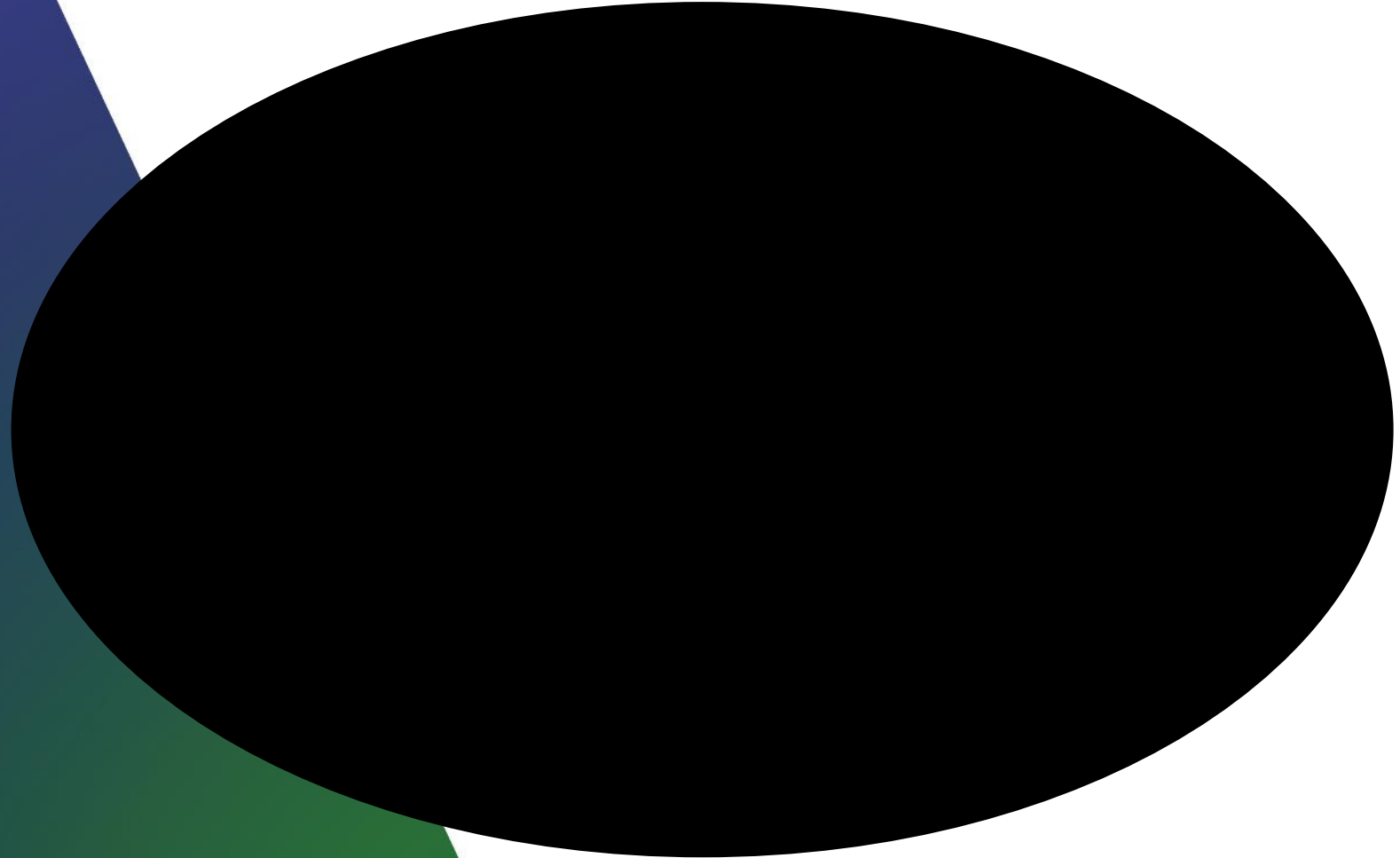
Sign Language Bible

[Deaf Bible Society, Inc.](#)

★★★★★ 4.6 • 242 Ratings

Free

Bible and Reading



“

**“If Communication is not accessible,
inclusion is impossible.”**

– Unknown

What accommodations are available on Teams or Zoom?



Tip 1: Turn on live captions

Tip 2: Pin important people in your meetings

Tip 3: Use the shortcut to quickly turn your camera on or off

Tip 4: Access meeting recordings and transcripts

Tip 5: Pop out the meeting into a separate window

“additional” Reasonable Accommodations

Written notes/memos



“additional” Reasonable Accommodations

Note-taking assistance



“additional” Reasonable Accommodations

Altering marginal job functions



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**“Kindness is a language which the deaf
can hear and the blind can see.”
- Mark Twain**

“Disability is not a noun, it’s a verb. To me it’s action, courage, bravery and a way of life.”

– Christopher Reeve

Resources

No dDeaf individual wants to act as a walking teacher or a human lesson to the unfamiliar, so we encourage digging deeply into good resources, literature and media to start your journey in understanding.

- [Seek the World](#)
- [DPAN TV](#)
- [Deaf in America: Voices from a Culture](#)
- [For Hearing People Only: Answers to Some of the Most Commonly Asked Questions about the Deaf Community, Its Culture and the “Deaf Reality”](#)
- [On the Beat of Truth: A Hearing Daughter’s Stories of Her Black Deaf Parents](#)
- [Deaf Education](#)
- [National Association of the Deaf](#)
- [National Black Deaf Advocates \(NBDA\)](#)
- [Deaf Queer Resource Center](#)
- [Christine Sun Kim](#)
- [Deafinitely Dope](#)
- [Harold Foxx](#)
- [The ASL App](#)



Thank you!



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