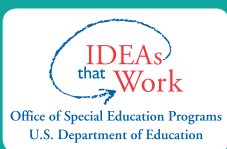




**NDC**  
National Deaf Center  
on Postsecondary Outcomes



# 2017 Year 1 Annual Report





# Table of Contents

From the Director’s Desk .....	4
Our Mission .....	5
Year 1 Accomplishments.....	7
Reaching Our Stakeholders .....	14
The Communities We Serve.....	16
The Nav Team .....	17
Looking to the Future .....	18



**Each morning** I wake up and think about gratitude—we know that a grateful start to the day supports a productive and creative work day. We at NDC are so very grateful and humbled to have the opportunity to work with such committed, passionate stakeholders! Thank you for the opportunity to work with you over NDC’s first year, which was about building a strong foundation, engaging with the community, and building an infrastructure.

We are continually reminded: Why are we here? Our purpose is to reduce the gap in postsecondary outcomes for deaf individuals.

How do we do this? NDC has a broad range of activities designed with diverse stakeholders in mind. Highest-quality, accessible, and relevant materials have been developed to support activities that increase dialogue, provide concrete strategies, and increase the use of evidence-based practices for the field.

This year you will see game-based experiences for students, increased e-learning opportunities, and rich multimedia content that bring the authentic stories of deaf individuals to the forefront of how we work to reduce systemic barriers to equal opportunities for success.

NDC is supported by an incredible network of professionals, collaborators, and community members. Please engage with us, either via social media, our website, bimonthly newsletter, listserv, or in person. We look forward to an exciting year ahead!

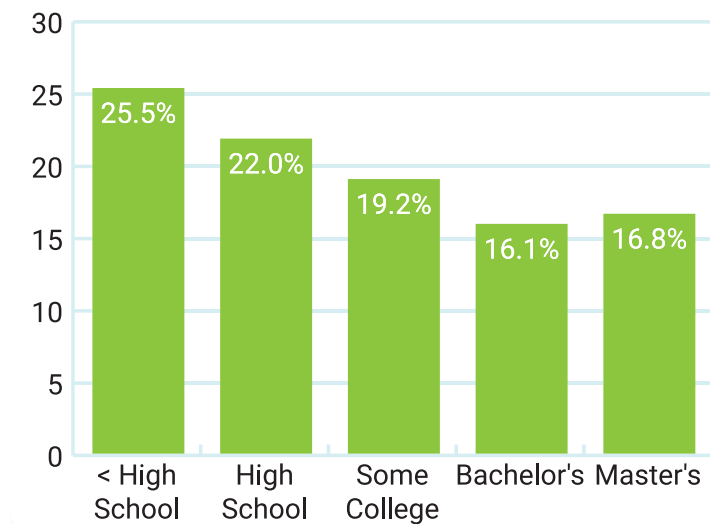
— Stephanie Cawthon

# From the Director’s Desk

## Our Mission

The National Deaf Center on Postsecondary Outcomes (NDC) is supported by a cooperative agreement with the U.S. Department of Education’s Office of Special Education Programs. NDC provides evidence-based strategies to deaf individuals, family members, and professionals at the local, state, and national levels with the goal of closing education and employment gaps for deaf individuals.

**Employment Gap**



**Educational attainment narrows the employment gap between deaf and hearing people.**



# Year 1 Accomplishments

## Engage for Change | local

NDC hosted six **Engage for Change | local** events, where participants shared ideas, strengthened community networks, and proposed strategies to create systemic change at the local level. These events were attended by more than 200 stakeholders across the United States.

## Engage for Change | state

NDC organized its first **Engage for Change | state** convening to learn about national and state data on outcomes for deaf individuals, strengthen cross-agency conversations on alignment with state initiatives, identify strategies and resources available to support systems change, and shape priorities for future NDC technical assistance activities.

The event, which took place in June, was attended by 71 state education and employment representatives from 38 states, territories, and the District of Columbia. With ongoing support and resources from NDC following the event, state leads are working to build state teams, gather stakeholder input, collect data, and begin designing state-level improvement efforts to close gaps in deaf education attainment and employment.

## Engage for Change | national

The **Assessment Task Force**, which met for the first time in October, identifies important issues related to postsecondary outcomes for deaf individuals. Accessible assessment, in both postsecondary and professional settings, is a persistent barrier to equal opportunities for deaf individuals as they transition from high school to postsecondary education and enter the work force. This task force identifies ways to address those issues and bring solutions to targeted audiences through dissemination of white papers, policy briefs, and data.

The **Postsecondary Interpreting Task Force**, which met for the first time in December, focuses on important elements related to interpreting in postsecondary education settings. Research has shown that even with access to the most highly qualified interpreters, deaf individuals still do not get the same quality or quantity of information in postsecondary classrooms (Marschark, 2005). This task force seeks to review the policies and practices of institutions of higher education that are considered exemplars of access services to better understand what contributes to their deaf students' success in both classroom and extracurricular settings.

# Reports and Resources

NDC posted more than 80 resources for free download on the website, in addition to dozens of printed publications. The following is a sampling of those resources.

## Shifting the Dialog, Shifting the Culture

This book discusses the individual and systemic factors that both facilitate and inhibit the attainment of postsecondary education, training, and career goals for deaf individuals.

**NEW BOOK RELEASE!**

"What this book hopes to do is to look holistically at the journey toward postsecondary outcomes for deaf individuals in a way that considers the interaction between individuals and the many layers of the overall system in which they navigate."  
— Drs. Stephanie Cawthon & Carrie Lou Garberoglio

Available through Amazon and Gallaudet University Press\*  
\*Use promo code SHIFT to receive a 20% discount for the hardcover format of the book

Development of this book was supported in part by pepnet2 and NDC, funded by OSEP

## Deaf People and Educational Attainment in the United States: 2017

This report provides a comprehensive overview of the most current data on educational attainment trends and trajectories for deaf individuals in the United States, serving as a resource for community members, educators, researchers, and policymakers.

The report was accessed by more than 300 unique users.

National Deaf Center on Postsecondary Outcomes

# Deaf People and Educational Attainment in the United States: 2017

Carrie Lou Garberoglio  
Stephanie Cawthon  
Adam Sales

# DEAF PEOPLE AND EMPLOYMENT IN THE UNITED STATES: 2016

Carrie Lou Garberoglio, Stephanie Cawthon and Mark Bond

## Deaf People and Employment in the United States: 2016

This report provides a comprehensive overview of the most current data on employment trends and trajectories for deaf individuals in the United States.

The report was cited in a December 18 article on npr.org titled "How Is the World Treating People With Disabilities?"

It was accessed by more than 2,500 unique users.

National Deaf Center on Postsecondary Outcomes

# Postsecondary Achievement of Deaf People in Arkansas: 2017

Carrie Lou Garberoglio  
Stephanie Cawthon  
Adam Sales

## State Reports on Employment and Educational Attainment


These reports provide current estimates of postsecondary achievement for deaf individuals in each state.


The reports were accessed by more than 250 unique users.

**Factsheet: Postsecondary Outcomes of Women**

This infographic illustrates postsecondary outcomes for women of varying demographics, highlighting earnings gaps.


FACTSHEET: Postsecondary Outcomes of Deaf Women




**EDUCATION**  **82%** of deaf women complete high school.

**EARNINGS** Average annual income of deaf women: **\$42,934**  
Wage gap is wider for deaf women than for hearing women.

Deaf women earn **76 cents** to each dollar that deaf men earn.



Hearing women earn **82 cents** to each dollar that hearing men earn.

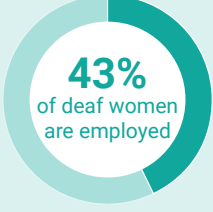


**Wage gap is wider for deaf women of color.**  
For each dollar a white deaf man earns:

A white deaf woman earns	An Asian deaf woman earns	A Native American deaf woman earns	An African American deaf woman earns	A Latina deaf woman earns
77 cents	74 cents	67 cents	62 cents	57 cents

**20%** of deaf women earn a bachelors' degree or above, compared to **17%** of deaf men.

**EMPLOYMENT**






**43%** of deaf women are employed

- 45%** of white deaf women are employed
- 42%** of Asian deaf women are employed
- 40%** of Latina deaf women are employed
- 37%** of African American deaf women are employed
- 27%** of Native American deaf women are employed

Data sources: American Community Survey, 2014 and 2015

\* In this document, we use the term *deaf* in an all-encompassing manner to include individuals who identify as Deaf, hard of hearing, hearing impaired, late deafened, and deafdisabled.

This document was developed under a grant from the U.S. Department of Education, OSEP #HD326D160001. However, the contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement by the federal government.

© 2017 National Deaf Center on Postsecondary Outcomes  
Fact Sheet: Postsecondary Outcomes of Deaf Women licensed under Creative Commons BY-NC-ND 4.0

# Social Media Outreach



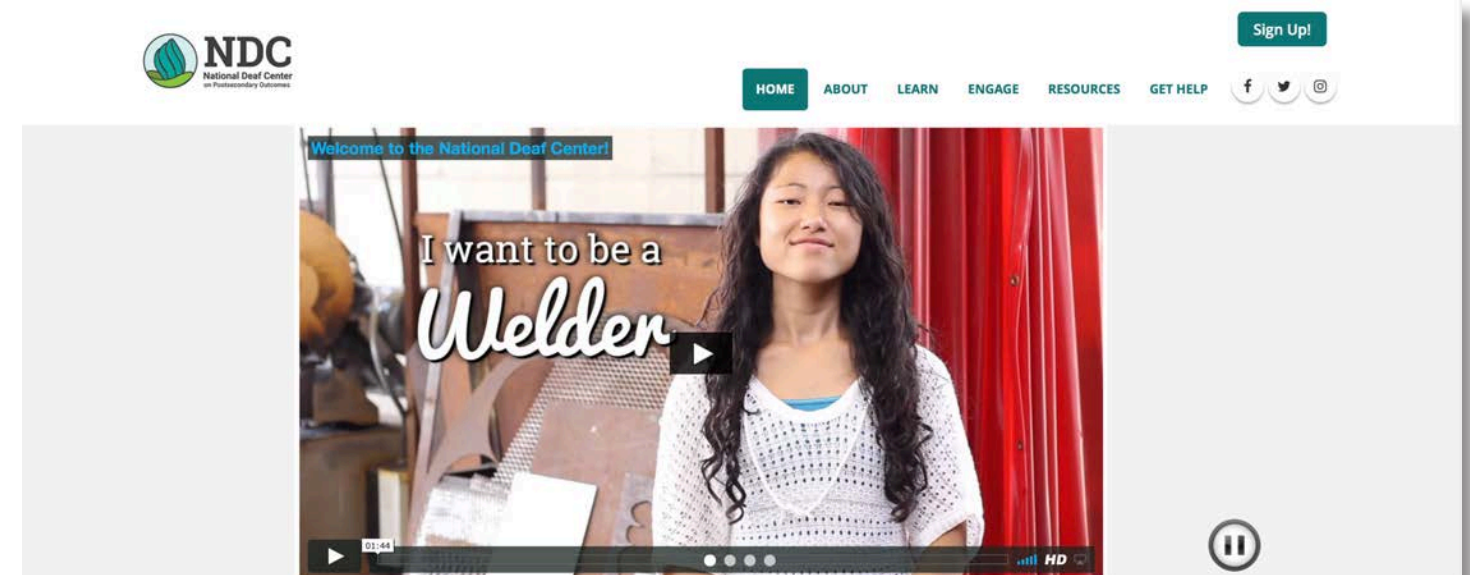
Through its Facebook page, which has more than 3,800 followers, NDC engaged with its community, producing more than 100 posts, including Research Translated! videos, photos from events hosted by NDC and its stakeholders, and links to publications and news articles that highlighted NDC's work and other important facts about postsecondary outcomes for deaf individuals.



The best-performing Facebook post to date is a Research Translated! video titled "High Expectations Contribute to Future Success," which was posted on November 2 and has more than 47,300 views, 1,200 shares, and 3,800 reactions.

# New-and-Improved Website

NDC's website was revamped this year to improve the overall aesthetics and usability for NDC's increasingly diverse group of stakeholders. In 2017, 17,238 unique visitors to the website generated more than 97,000 pageviews and 12,000 resource downloads, according to Google Analytics.



Welcome to the website of the **National Deaf Center** on Postsecondary Outcomes (NDC)!

# NDC Videos

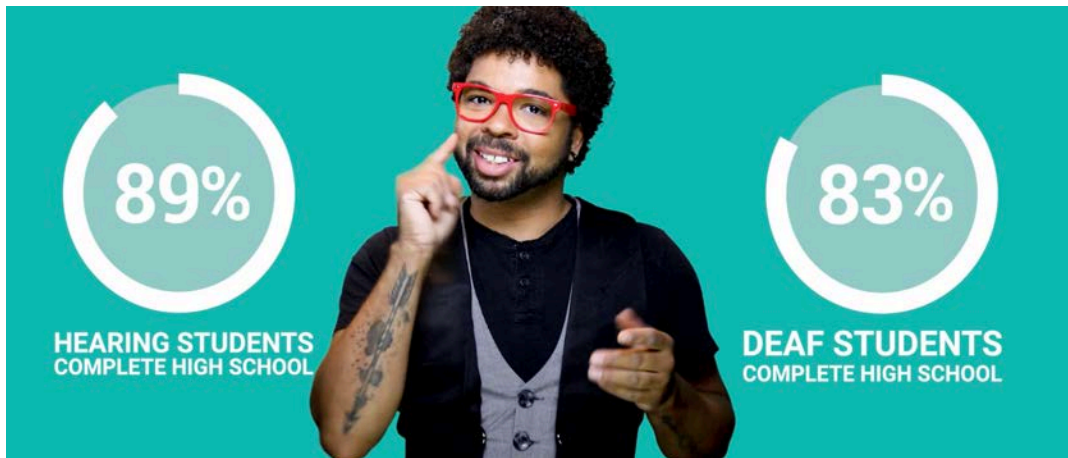
NDC developed six *Research Translated!* videos, which were viewed more than 163,000 times. The videos highlighted publications on employment data, educational attainment data, after-school activities, online chat and literacy, community resources, and the impact of higher expectations.



*Research Translated! After-School Activities*



*Research Translated! Online Chat and English Literacy*



*Research Translated! Educational Data*



*Research Translated! High Expectations*



*Research Translated! Community Resources*



*Research Translated! Employment Data*

# Reaching Our Stakeholders

In 2017, NDC attended 10 conferences and hosted six **Engage for Change | local** events. In addition, the Nav Team engaged with a variety of stakeholders in more than 200 cities. This map shows where NDC traveled for some of the conferences, where NDC hosted the **Engage for Change | local** events and **Engage for Change | state** events, and where the Nav Team inquiries originated.

## ● Conferences

American Deafness and Rehabilitation Association (ADARA)  
Portland, OR

Association of College Educators – Deaf and Hard of Hearing (ACE-DHH)  
San Antonio, TX

International Pacific Rim Conference on Disability and Diversity (PacRim)  
Honolulu, HI

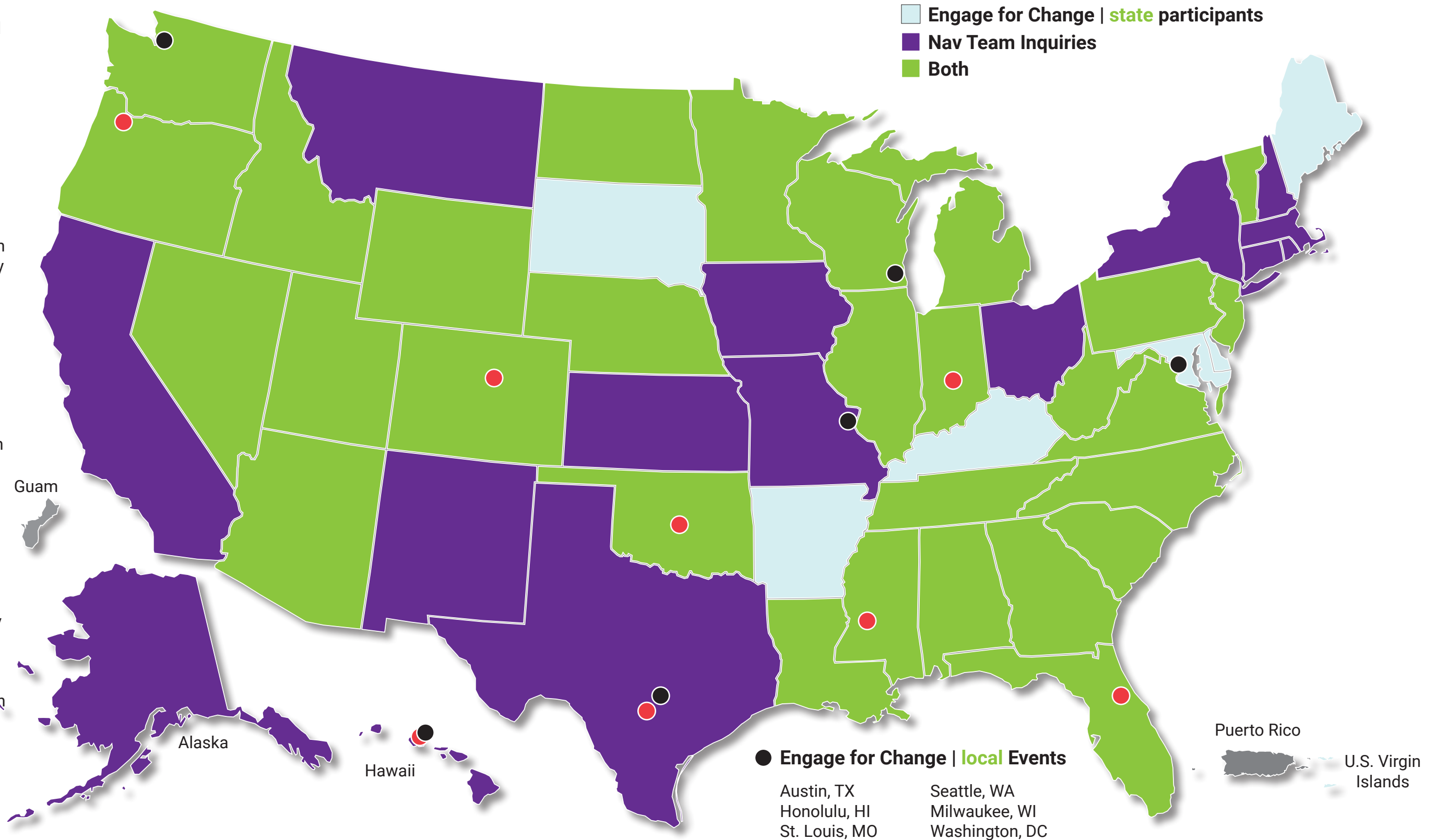
Southeastern Regional Institute on Deafness (SERID)  
Jackson, MS

National Deaf Education Conference  
Indianapolis, IN

National Leadership Training Conference  
Oklahoma City, OK

Association on Higher Education and Disability  
Orlando, FL

National Association of Interpreters in Education  
Denver, CO





# The Community We Serve

NDC works with a broad and diverse set of stakeholders from across the United States and its territories. Below is a sampling of some of the stakeholders with whom we have collaborated.



Audiologists



Disability service professionals



Employers



Individuals



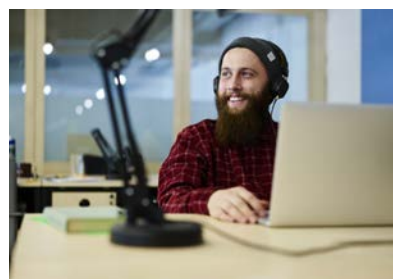
Interpreters



Parents



School administrators



Speech-to-text providers



State administrators



Students



Teachers



Vocational rehabilitation professionals

# The Nav Team

## Direct Support

The Nav Team responded to more than 400 inquiries received by e-mail and through the NDC website. Inquiries dealt with issues ranging from student access to campus policies affecting disabled students and were initiated by a wide variety of stakeholders, including individuals, families, and professionals who work together to support postsecondary outcomes for deaf individuals.



Tia Ivanko



Stephanie Zito



Lauren "Lore" Kinast

## Testimonials

As the following testimonials suggest, the Nav Team's assistance has been well received.

"Thanks for the excellent feedback and resources. This is very, very helpful. I have never dealt with a situation like this before, so I believe I have to move forward cautiously, taking many factors into consideration. I may be in touch again as I revamp my intake procedures and contracts."

"Many thanks to my 'experts,' who obviously spent considerable time and energy putting together this thoughtful and very complete answer to our questions. As a group, I am guessing that those of us who subscribe to the ICU list are now more knowledgeable about CDIs than the vast majority of disability services folks out there."

"Thank you! This is incredibly helpful ... so many valuable resources! The guiding questions are especially helpful, and I will watch the video this afternoon. Again, thank you for taking so much of your time to respond to my posting."

# Looking to the Future

In 2018, NDC looks forward to continuing to engage with its stakeholders in support of its belief that all deaf people can succeed. The following are some of NDC's plans for Year 2.



Release an interactive online **game** for deaf youth

Convene **task force meetings** on developmental education and accessible media

Host more **Engage for Change | local** events in new cities

Attend **conferences**, such as the following:

- National Deaf Education Conference
- American Society for Deaf Children
- National Association of the Deaf
- Association on Higher Education and Disability
- Association of College Educators – Deaf and Hard of Hearing
- Oklahoma Deaf Education Leadership Day
- California Educators of the Deaf and Hard of Hearing
- American Educational Research Association
- Indiana Deaf Educators and Educational Interpreter Conference
- Hearing Loss Association of America
- Alexander Graham Bell Association for the Deaf and Hard of Hearing

Expand **NDC | explore**, a variety of e-learning opportunities ranging from short modules to longer series of courses

**NDC** presents **explore**  
—an online learning platform—

**Video-Based Modules and Certification Courses**

- Note-taking skills
- Communication modalities
- Myths and misconceptions
- Effective communication
- Institutional responsibilities
- Accommodations determination
- Student empowerment
- Qualified provider hiring

**Learn** from nationally renowned experts

**View** real stories of deaf people

**Collaborate** with your colleagues nationwide

**real people. real stories.**

**NDC** National Deaf Center on Postsecondary Outcomes  
@ NationalDeafCtr @ NationalDeafCenter  
www.nationaldeafcenter.org


**IDEA's** the Work Office of Special Education Programs U.S. Department of Education

**TA&D** NETWORK



# NDC

National Deaf Center  
on Postsecondary Outcomes

 @ NationalDeafCtr  
  @ NationalDeafCenter