EU Digital Framework for Sign Languages

Project Guidelines

PROJECT AIM

The project aim is to develop a database providing at least 500 lemmas in International Sign related to the lexical domain of digitalisation and ICT.

As a result, deaf and hard of hearing people have the opportunity to expand their skills and knowledge in an era in which digital competences have become an essential requirement of today's job market.

https://digitalsignlanguage.eu

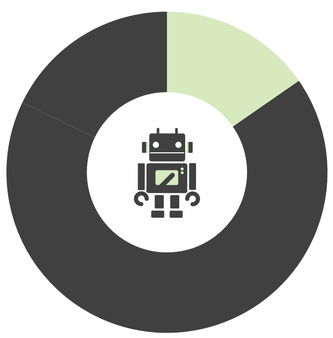
@eu_digitalsignlanguage

@digitalsignlanguage

PROJECT PRODUCTS

LANGUAGE FRAMEWORK FOR INTERNATIONAL SIGN FOCUSED IN DIGITAL AND ICT FIELDS

521 terms were created, divided into five different subdomains



Artificial intelligence

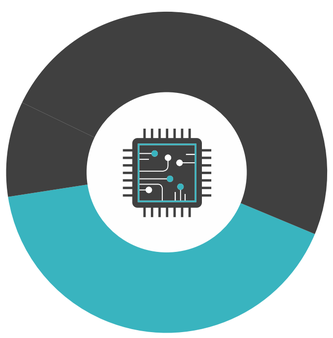
80

Audiovisual production

83

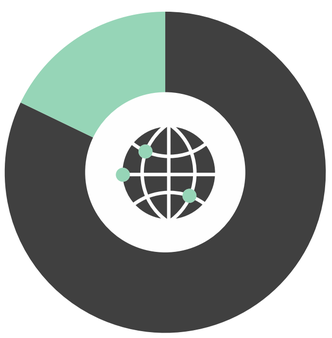
Cloud networking

50



Computer science

215



Internet of things

93

DIGITAL LEARNING PLATFORM

click to view
(link to site)

WHITE PAPER*

click to view
(link to site)

GUIDELINES

click to view
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*Guide for microlearning, which presents, develops and provides research in the digital field and its new expressions

GOOD PRACTICES

Good practice is the result of a plan or action that has proven to be effective, efficient, sustainable, and/or transferable and leads to a desired outcome. In the search for the best of what is being done in the field of inclusion of deaf or hard of hearing people, the partnership of this project has looked for good practices of inclusion in different areas (see below) in each partner country. These good practices should serve as leverage and as an example of an inclusive process for other companies that are still reluctant to hire people with disabilities, especially the deaf or hard of hearing. The good practises presented by the partnership are therefore divided into three main areas:

a) The different areas in which the partnership has looked for good practises;
b) The misconceptions of employers when hiring deaf people;
c) Good practises consisting of guidelines for the inclusion of deaf workers in professional environments.

AREAS

During the collection of good practices for the guidelines, focus was placed on the following areas:

- Recruiting strategies
- The Role of human Resources
- Accommodations for deaf accessibility
- ICT and digital accessibility
- Fostering a culture of diversity

TIPS AND CONCLUSIONS FOR COMPANIES

When approaching the recruitment of certain specific groups, fear of the unknown is usually what holds back Human Resources from taking a step towards an inclusive employment; so this partnership has collected highlights concerning inclusive employment.

The recruitment of people with disabilities, including deaf or hard of hearing individuals, is crucial for companies and corporate organisations. By diversifying their workforce and promoting inclusion, companies can benefit from a wider range of perspectives, increased creativity, and improved productivity. Additionally, hiring people with disabilities can help companies meet legal requirements and enhance their corporate social responsibility.

To ensure successful recruitment and integration of deaf and hard of hearing individuals, companies should implement best practices such as offering accommodations, providing accessible communication channels, and fostering an inclusive workplace culture. To foster an inclusive workplace culture, companies can provide sensitivity training for all employees and offer professional development opportunities for individuals with disabilities.

Despite the potential benefits of hiring deaf employees, there are several factors that may hold back Human Resources from taking steps towards inclusive employment, such as: Lack of awareness and understanding of the needs and abilities of deaf people, concerns about communication barriers and potential accommodations that may be required, bias and discrimination, which may stem from stereotypes and misconceptions about their abilities.

It's crucial that companies ensure job descriptions and application processes are accessible and clear for deaf applicants.
Providing accommodations in the workplace, such as visual alarms or captioning services, ensure that deaf employees can perform their job duties effectively.

Opportunities for career development and advancement for deaf employees may be offered, such as mentorship and training programmes that are tailored to their needs.

Fostering a welcoming and inclusive workplace culture encourages greater diversity and respects the unique needs and experiences of deaf employees.

Providing training and resources for managers and colleagues enables them to learn about deaf culture and effective communication strategies.

By creating a more inclusive workplace, employers can not only attract and retain talented deaf employees but also reap the benefits of a more diverse and innovative workforce.

PROJECT CONSORTIUM

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EU Digital Framework for Sign Languages

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