**WRT 205**

**Developing a focused explainer topic**

Review your list to the left—which of these issues do you think a person would need to understand in order to understand why this broader topic interests you? Circle them and prioritize—what’s really important? What really intrigues you? Why?

I am intrigued by the concept of hiring individuals with disabilities and at what point should the disability be disclosed. Will this disclosure cause stigmatized populations to be discriminated against (even if it’s never obvious to the individual)?

Why does this intrigue me? I’m one of those populations. This will be a real situation that I’ll encounter.



Frame your project statement here: I think [X] is a really important topic in organizational culture, so I’m going to explain this foundational idea [Y] to you all. *[In other words, you’re going to focus on some very specific component that is essential to our understanding of the larger whole; you’re going to articulate both the small bit and the Big Picture here.]*

I think disclosing of disabilities to a potential employer is a really important topic in organizational culture so I’m going to start with this foundational idea of pre-employment disclosure and the effect on hiring of individuals with disabilities. I will then introduce information on disclosing disabilities to a current employer and does this create discrimination. Is there a stigma?

As I’ve been reading through others’ suggested additions to our canon, here are some issues that especially interest me:

People with disabilities

Employment of people (that are not the norm or coming from the military)

Invisible disabilities

Looking at this list of connections, highlight key foundational concepts/ideas/ terminology—list those here.

Disability

stigma

discrimination

workplace authenticity

Here are some ways in which these issues connect to other things we’ve read and/or to prior interests I have:

These issues connect to our readings about businesses not hiring or hiring diverse individuals.

Diverse individuals enhance businesses.

I also connected this to readings about veterans not being employed and the effect it had on them.

Another connection is not having diverse professors at colleges…how might this affect students with disabilities?

Does disclosing a disability in an interview then make it less likely for an individual to be hired?