

Intisari

Penyandang disabilitas seringkali tidak diperhitungkan partisipasinya dalam perkembangan sosial dan ekonomi, sehingga perannya menjadi rentan terhadap keadilan dan kesetaraan. Dalam beberapa penelitian sebelumnya, permasalahan tersebut dilatarbelakangi karena stigma bahwa penyandang disabilitas adalah individu yang bergantung dan membutuhkan supervisor. Meskipun sudah tertuang dalam peraturan Undang Undang, beberapa aturan kuota untuk pekerja penyandang disabilitas belum terlaksana dengan maksimal. Melihat kondisi tersebut, sebuah *coffee shop* bernama Sunyi House of Coffee and Hope mengembangkan sebuah inovasi dengan memberikan kesempatan kerja bagi penyandang disabilitas. Para karyawan dan barista di *coffee shop* tersebut merupakan penyandang disabilitas tuli. Penelitian ini ingin mengetahui wacana kesetaraan yang dibangun oleh Sunyi House of Coffee and Hope serta bagaimana peran Sunyi House of Coffee and Hope ini dalam menyupayakan sebuah kesetaraan bagi penyandang disabilitas sehingga diskriminasi terhadap mereka di dunia kerja dapat berkurang. Penelitian ini menggunakan pendekatan kualitatif khususnya metode analisis wacana. Peneliti mengumpulkan data melalui *platform* sosial media berupa Youtube, Instagram, dan Web. Untuk memperkuat data, peneliti juga melakukan wawancara bersama karyawan/barista Sunyi House of Coffee and Hope. Hasil penelitian ini menunjukkan bahwa Sunyi House of Coffee and Hope berperan sebagai fasilitator bagi pekerja penyandang disabilitas disana. Langkah untuk menyetarakan penyandang disabilitas yang dilakukan oleh Sunyi Coffee dikategorikan menjadi empat, yakni pengenalan dan edukasi inklusivitas kepada masyarakat, upaya mandiri barista dalam penyetaraan diri, upaya mengembangkan kemampuan disabilitas, dan memperluas jangkauan Sunyi Coffee sehingga dapat membuka lapangan kerja lebih banyak. Secara garis besar, Sunyi Coffee banyak melakukan kolaborasi dan edukasi, juga mengadakan event inklusi. Hal menarik yang berhasil peneliti temukan adalah fakta bahwa dengan menggunakan sistem dan metode membuat kopi yang dimodifikasi, barista penyandang disabilitas tuli ini memiliki kemampuan yang baik dalam melakukan pekerjaan tersebut. Namun disamping itu barista Sunyi memiliki kerentanan yang mana mereka cenderung menjadi sorotan dan mendapatkan perhatian lebih dari pengunjung. Limitasi penelitian ini terletak diantaranya pengambilan data dengan barista penyandang disabilitas dan pihak Sunyi yang terbatas sehingga analisis kurang mendalam dan mengenai keterbukaan barista penyandang disabilitas Sunyi. Penelitian ini diharapkan dapat memberikan sudut pandang baru dan referensi mengenai peran dan upaya dalam mengurangi diskriminasi penyandang disabilitas di dunia kerja.

Kata kunci : Penyandang Disabilitas, kesempatan kerja, pemberdayaan, kemandirian, kesetaraan.

Abstrack

Participation of people with disabilities are often not taken into social and economic development, so they are considered to be attractive. In some previous studies, this problem caused by the stigma that people with disabilities are dependent individuals and need supervisors. Although it has been stated in the law, several quota rules for workers with disabilities have not been implemented optimally. According to this condition, a coffee shop called Sunyi House of Coffee and Hope developed an innovation by providing job opportunities for people with disabilities. The employees and baristas at the coffee shop are people with disabilities deaf. This study wants to know the discourse developed by Sunyi House of Coffee and Hope and how the role of Sunyi House of Coffee and Hope is in an effort to reveal a discovery for people with disabilities so that their discrimination in the world can be reduced. This research uses an approach qualitative, especially the method of discourse analysis. Researchers collect data through social media platforms such as YouTube, Instagram, and the web. To strengthen the data, the researcher also conducted interviews with employees/baristas of the Sunyi House of Coffee and Hope. The results of this research show that Sunyi House of Coffee and Hope acts as a facilitator for workers with disabilities there. Sunyi Coffee's steps to equalize persons with disabilities are categorized into four, namely the introduction and education of inclusiveness to the community, independent barista efforts in self-equalization, efforts to develop disability capabilities, and expanding Sunyi Coffee's reach so that it can open up more job opportunities. In general, Sunyi Coffee does a lot of collaboration and education, as well as holding inclusion events. The interesting thing that was found was the fact that by using a system and method of making coffee that is possible, this barista with a deaf disability has a good ability to do this job. But on the other side, Sunyi baristas have a vulnerability where they tend to be in the spotlight and get more attention from visitors. The limitations of this research are the data collection of Sunyi and baristas with disabilities is limited so that the analysis is not in-depth. There are also limitations regarding the openness of the baristas with disabilities. This research is expected to provide a new perspective and reference regarding the role and efforts in reducing discrimination of persons with disabilities in the world of work.

Keywords: *Persons with Disabilities, job opportunities, empowerment, independence of disabilities, equality.*