

Thank you for attending!



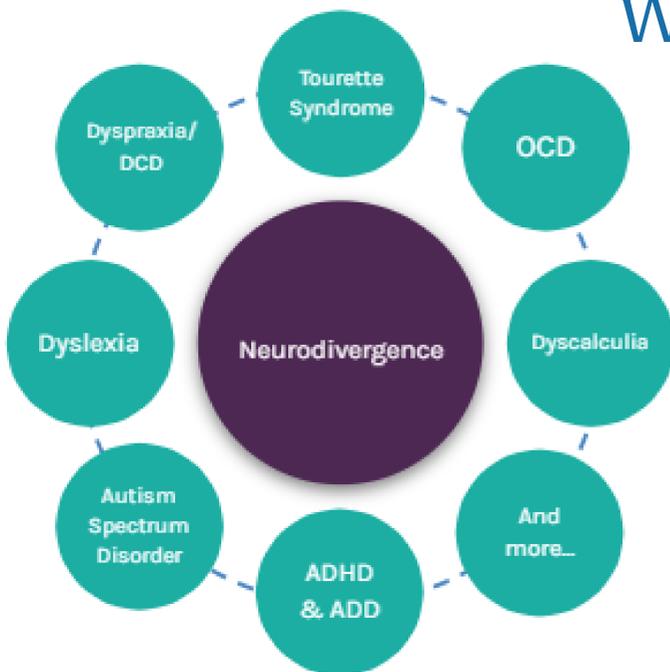
# NEURODIVERSITY RISING

BRIDGING GAPS IN WORKPLACE INCLUSION

Second annual event, November 19, 2021

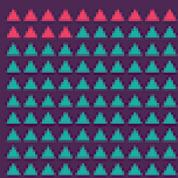
## What is neurodiversity?

natural variances in the brain that result in different ways of thinking, learning, and socializing



## Why we need to expand inclusion

- 20 to 30% of the population is neurodivergent
- Many forms of neurodivergence go unacknowledged at work
- Autism has been the focus but more progress & expansion is needed



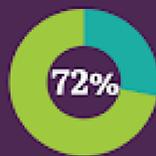
**fewer than 1 in 6** autistic adults are employed full-time  
source: Drexel



Adults with **Tourettes syndrome** experience higher **unemployment**  
source: Budman, Scabill, Walkup



Adults with ADHD are **60% more likely** to lose their jobs  
source: WHO



**72%** of **HR professionals** do not consider neurodiversity in their practices  
source: Chartered Institute of Personnel and Development

## Key tips and takeaways

from our expert speakers

### Rach Idowu



"Internal training is needed to **give ALL employees an understanding of neurodivergence**. It's a company-wide responsibility."

"Companies want **divergent thinkers**, out of the box thinkers, people who are good at problem solving--they can get this automatically with neurodivergent employees... **we need accommodations but we also bring strengths!**"

#### On disclosure

"**Have a script. Pick right timing** (perhaps not right after probation or negative feedback). **Advocate for your strengths** and what you'd like to do more of."

#### Closing thought

"It's important to know as managers you have a **duty of care for all employees**... it's ensuring that the wellbeing of your staff is upheld... and it starts with a better **understanding of all neurotypes**. I believe the **future is bright**."



### Tumi Sotire



"This term **neurodiversity** is all-inclusive... neurodiversity is a subset of biodiversity. So if you have a brain you fall under the umbrella of neurodiversity."

#### On disclosure

"When it came to finding work after my Masters, I **disclosed**... I wanted a job that **worked for my needs**."

#### Tips for regaining confidence

"Know your value. Break up things into small tasks. Ask yourself, 'Do I even want to be in this environment?' Revisit the conversation with your manager... Speak to allies... Join conversations like this."

#### Closing thought

"I'm **excited for where we are**.. just think about **Rach, for example**. She was just diagnosed last year and she's changing the world. **What an incredible time to be alive**."

### Dr. Tracy Johnson-Rockmore



"If companies don't **change their culture**, they're going to miss out on a lot of **amazing talent!**"

#### On innovation

"Sometimes we're not just outside-the-box thinkers, we're **creating our own box**."

#### Closing thought

"We all have to be able to work in an environment where we are thriving, because **we want to give back to society**... do your self-talk, remember your gifts that you came to this world to offer... **You are necessary and important**."

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