

Thank you for attending!



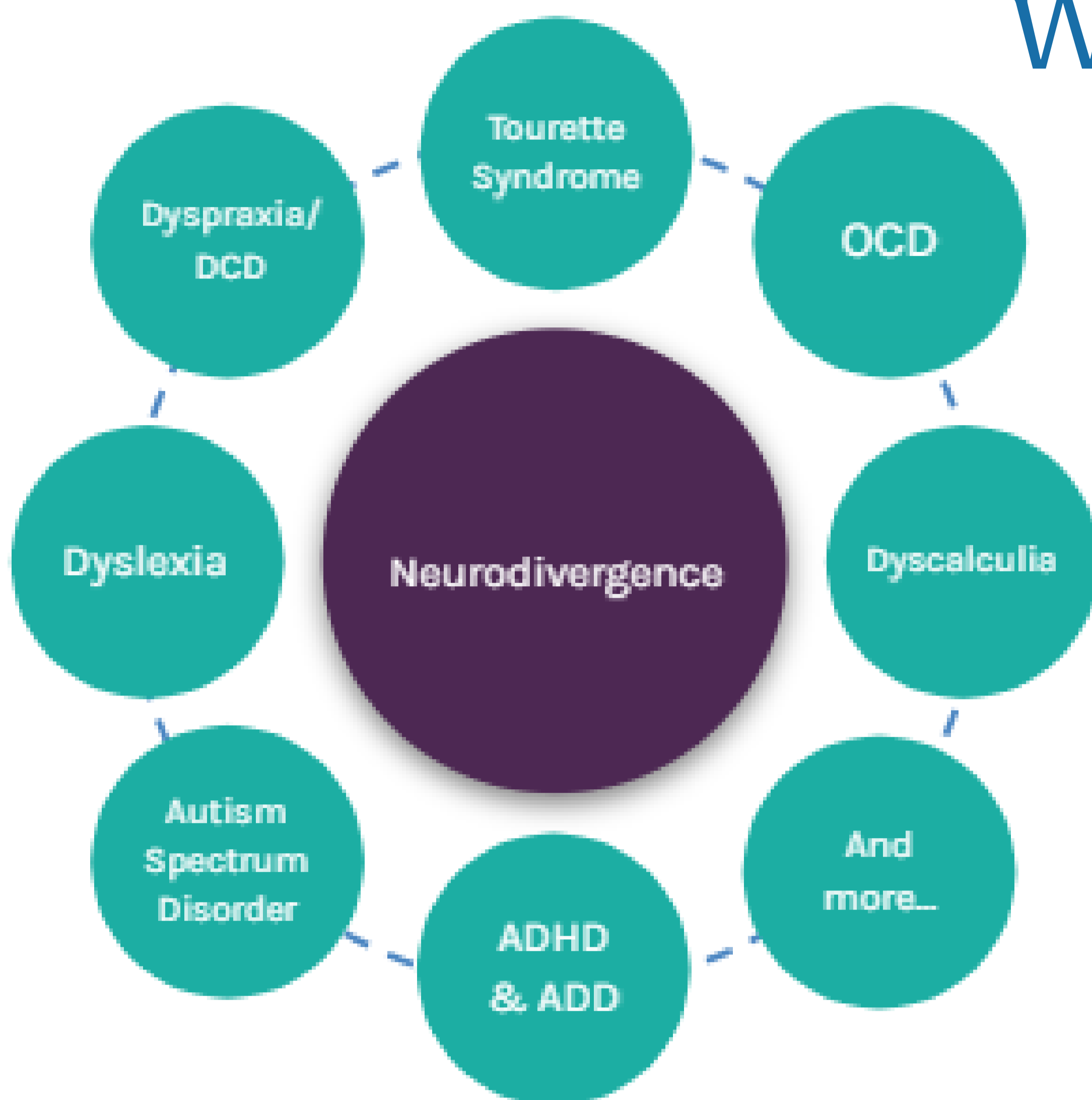
NEURODIVERSITY RISING

BRIDGING GAPS IN WORKPLACE INCLUSION

Second annual event, November 19, 2021

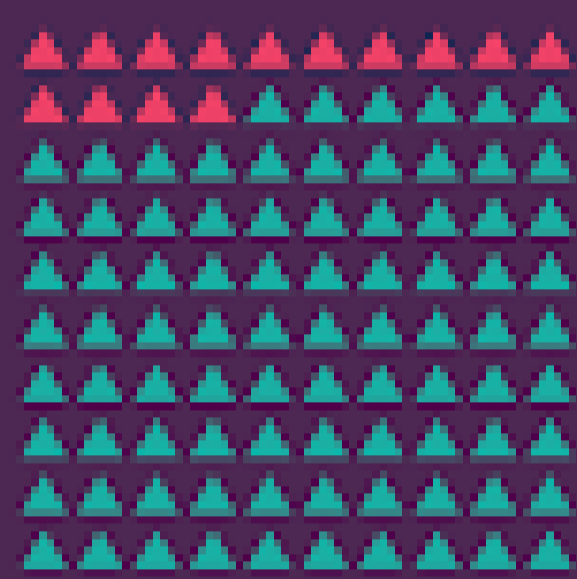
What is neurodiversity?

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



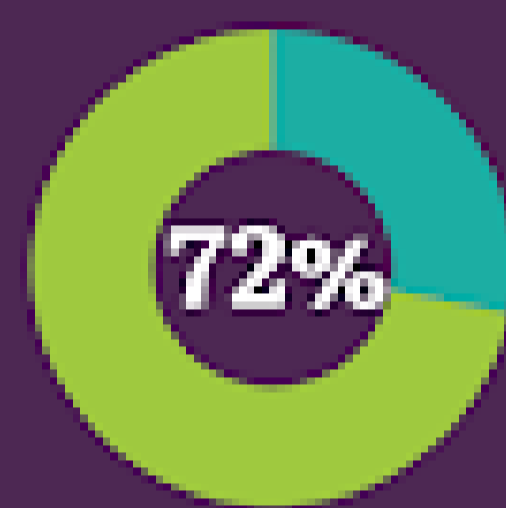
fewer than 1 in 6 autistic adults are employed full-time
source: Drexel



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