

## Contributors

### Chris McEvoy

Security & Resilience Officer and  
Mutuality Champion  
Nationwide Building Society

### Nin Kaur

Senior Director Technology - Marketing, Digital  
Commerce & Strategy and D&I Leader  
Bacardi

### Darrell Bruce

Business Intelligence  
Engineer  
MediaCom

### Karen Blanc

Director of Inclusion &  
Belonging  
Kent

### Elizabeth Jessop

IT's Her Future  
Development Lead  
KPMG

### Kim Scofield

Founder and  
CEO  
Space42 and Blonde Bad Wolf Consulting

# Creating a culture where neurodiverse people can flourish

This guide was prepared during the Tech Talent Charter's May 2022 Hackathon, and is intended to support colleagues and leaders with quick, achievable actions in creating a culture where neurodiverse people can flourish, be successful and feel valued.

The guide contains some information on getting started, and is then broken down into "quick win" actions for you as a colleague, as a leader, and as an executive team. We hope it helps you in your journey to build an inclusive workplace.



# Creating a culture where neurodiverse people can flourish

## GETTING STARTED

How may we define Neurodiversity?

*'Neurodiversity is the diversity of human brains and minds, the infinite variation in neurocognitive functioning within our species.'*

<https://www.geniuswithin.org/what-is-neurodiversity/>



**"A culture** is a particular society or civilization, especially considered in relation to its beliefs, way of life, or art."

**"The culture** of a particular organization or group consists of the habits of the people in it and the way they generally behave."

Collins Dictionary

### In Brief

Neurodiversity is a viewpoint that brain differences are normal, rather than deficits



### Concept

The Neurodiverse concept can help reduce stigma around learning and thinking differences



### Mash-up of the words

"neurologically typical" and is often shortened to NT. A more correct word for someone who is not autistic is allistic



### Provoke thinking

Neurodivergent people experience, interact with, and interpret the world in unique ways



### Logo

To the left is the logo of Neurodiversity designed by autistics to represent the diversity of autistic spectrum







# Colleagues and Peers

## Get curious about ...

*Getting to know your Neurodiverse colleagues – ask questions about their lived experiences and learn about adjustments you can make to support them*

## Further reading

[Neurodiversity guide](#)  
[Peer training & mentoring](#)

## ACTIONS COLLEAGUES CAN TAKE

### 3 MINS

- Amend your signature to include an adjustment statement for Mail and Invites E.g. Please contact me in case I need to make any adjustments to this email or to any meetings to improve accessibility or participation.
- Encourage everyone to fill out their diversity characteristics on the company portal (where available) including neurodiversity as an option.

### 3 DAYS

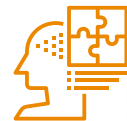
- Review your meetings schedule and consider any adjustments that may be needed to timings or location, especially if they are in person.
- Seek to add diverse perspectives to your meetings, groups, trusted circle.

### 3 WEEKS

- Create and share a “Manual of Me” to help normalise considerations we may all require from our colleagues and include questions such as “My communications channel preferences are...” and “The environments in which I thrive have....” and encourage others to do the same
- For inspiration and sharing capabilities try [www.manualof.me](http://www.manualof.me)

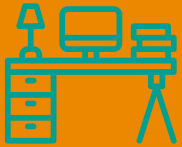
### 3 MONTHS

- Seek mentoring/reverse mentoring opportunities
- When in Personal Development Reviews providing Feedback, be mindful of how you express “strengths and weaknesses” and ask questions about how they felt about work assigned, how they felt while delivering.



**I had never met anyone with ADHD at work before“**

**“I have been receiving coaching and I must say it so interesting learning about my brain patterns and finally understanding why I do what I do.“**



# Workplace Environment

## Get curious about ...

*How you might include Neurodiverse voices into your D&I Employee Resource Groups and/or Belonging Initiatives*

## Further reading

[Microsoft Accessible Training](#)  
[Google Accessibility Training students](#)  
[Pomodoro Technique](#)

## ACTIONS LEADERS CAN TAKE

### 3 MINS

- Put up signs saying you are working towards becoming a neurodiversity inclusive employer
- Share an article with your team to raise awareness of neurodiversity inclusion

### 3 DAYS

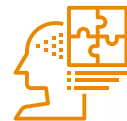
- Host neurodiversity listening groups to better understand what actions would support neurodivergent colleagues.
- Encourage the Pomodoro Technique to support sustained energy levels by blocking out time in diaries.
- Explore workplace accessibility training

### 3 WEEKS

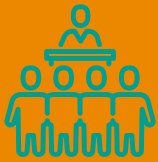
- Ensure that the adjustment policy is clear, with easy-to-follow steps on how to apply for workplace adjustments.
- Review reward structures and identify opportunities for equity that previously may have disproportionately impacted neurodivergent individuals.

### 3 MONTHS

- Re-design the office to be Neurodiverse friendly. Work with accessibility consultants and your neurodivergent staff. Ideas include silent work pods with adjustable lighting, clear mapping of meeting rooms, rooms for reflection, muted colours.



**“It’s about learning how we can get the best from our teams and building a diverse team”**



# Organisation Culture & Policies

## Get curious about ...

*Your hiring process and whether it includes considerations to support equity for Neurodiverse applicants*

## Further reading

[HR supports neurodivergent culture](#)

[CIPD supports neurodiversity at work](#)

## ACTIONS THE EXEC CAN TAKE

### 3 MINS

·Exec can emphasis the company's commitment to working where and how is best for the individual and ensure there are minimal to no mandatory days in the office

### 3 DAYS

·Endorse, fund and encourage teams to explore and educate themselves on the topic, such as an awareness event on "What is Neurodiversity?"  
·Encourage neurodiverse role-models from the highest levels of staff .

### 3 WEEKS

·Seek guidance from experts Sign up to disability organisations such as the valuable 500/ Business Disability Forum who can provide further guidance

### 3 MONTHS

·Introduce policies to support staff going through neurodiversity diagnosis by working with PMI providers/ occupational health providers.



**"Having people on the team who have a different way of doing things has gone down really well. A lot of what we do is very technical in nature, so having people who look at that in a slightly different way and spot better ways of doing things has been a real positive." KPMG discussing auticon**