

2023 PHILLY SHRM
SYMPOSIUM



Neurodiversity Landscape: Understanding Current Practices for Neuroinclusion

9:45am – 10:45am



What we'll discuss:

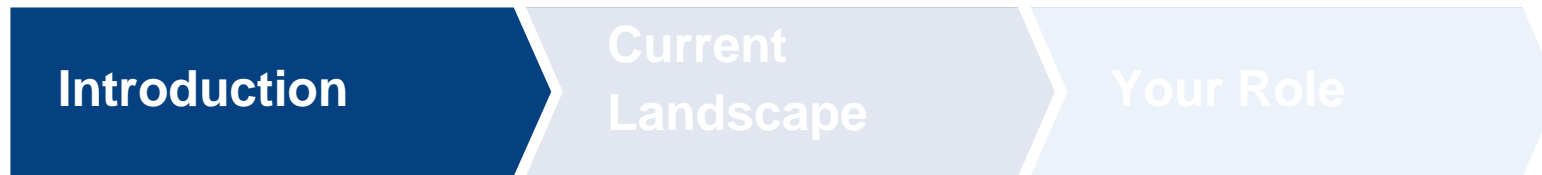


- To presenter
 - To neurodiversity
-

- What companies are doing re: neurodiversity
-

- Next steps for neuroinclusion
-

What we'll discuss:



- To presenter
 - To neurodiversity
-

- What companies are doing re: neurodiversity
-

- Next steps for neuroinclusion
-



Cait Russell, OTD, OTR/L

- Director, Neurodiversity Employment Network: Philadelphia
 - Neurodiversity advocate & ally
 - Business & Occupational Therapy Professional
 - Philadelphia area native
-



Our Mission

to be a network connecting employers, academics, providers, vendors, job seekers, and other allies in the Greater Philadelphia region supporting one another to enable neurodivergent individuals to gain meaningful employment.

**Quarterly Large
Group Meetings**

**Centralized Resource
Listing**

**Individual
Connections**

Networking Group

We are a connector, a primer, an incubator, and a place to share knowledge.

Navigators

Helping people understand their tracks, spheres of influence, and how to take the next step

**WHO
WE
ARE**



Momentum Builders

Collaborative, not consultative

Pipeline Preparers

Providing tools to get from awareness to action

OUR NETWORK



Educators

K-12 settings and
post-secondary
education



Providers

Hiring services for
stakeholders



Employers

Now or within 6
months!



Job-Seekers

Actively seeking
meaningful
employment



Advocates & Allies

Supporters of the
mission



At its core, diversity is about welcoming alternative ways of thinking and gaining access to different ways of seeing the world.”

—IEDP

Neurodiversity:

the idea that neurological differences like autism and ADHD are the result of normal, natural variation in the human genome (*John Elder Robinson*).

Neurodivergent:

Differences: Autism, ADHD, Dyslexia, Dysgraphia, Dyscalculia...

Identity-First:

Autistic vs. person with autism



NOTE ON LANGUAGE



Neurodiverse: inclusive



Neurodivergent: individual



Autistic: one type of neurodivergence



Identity-first language

(Singer, n.d; Walker, 2014; Botha & Frost, 2020; Bottema-Beutel et. al, 2020; Bury et al., 2020)

What we'll discuss:



- To presenter
 - To neurodiversity
-

- What companies are doing re: neurodiversity
-

- Considerations for coaching
-



Employers are embracing neurodiversity for several reasons.

1. Diversity, equity, inclusion, and belonging
2. Business benefits
3. Key talent & leadership that may have been missed before



Employers:



Deloitte.



JPMORGAN
CHASE & Co.



What are some potential barriers to neuroinclusion?



Lack of knowledge

Understanding neurodiversity, individual differences & management needs



Interview Process

Reliance on neurotypical norms (e.g. eye contact), lack of clarity around process



Workplace practices

Communication, lack of feedback, 'hidden curriculum', community, physical environment



Supports Available

Benefits & supports available to employees may not have considered neurodivergent needs

What are some potential barriers to neuroinclusion?



Lack of knowledge



Interview Process



Workplace practices



Supports Available

Personal perspective: What makes a workplace feel inclusive for neurodivergent team members?

“It’s a whole spectrum of neurodiversity, so everyone’s experience is different.”

“For one, the employer should be actively aware that neurodiversity exists and *that they will have neurodiverse team members.*

Employers need to have a genuine interest in the success of neurodiverse talent.

There should be room for mistakes in the workplace. That’s why critical feedback exists. We want critical feedback so that way we do not get let go or fired from a position before we are given a

- Emma Billingsley, NEN Advisory Board

How are employers approaching neurodiversity & inclusion?

HIRING & PROGRESSION

Changing hiring processes, whether in specialized processes or changes to the general process, mentorship, career progression

INCLUSIVE COMPANY CULTURE

Creating a culture of inclusion that celebrates neurodiversity and improving employee experience

What about company culture?

If you want neurodivergent employees to stay, advance, & thrive, you need to create an inclusive company culture.



Company approaches to neuroinclusion:



Training and Education

Company wide-training on neurodiversity, manager training, communication training



Interview Processes

Skills-based hiring, questions sent in advance, differing options for interviews...



Workplace Practices

Universal design: Work from home, designated desks, office practices (e.g. agendas, explicit norms, scheduled feedback), ...



Supports Available

Employee Resource Groups for neurodivergence, mental health supports, career coaching opportunities, etc.

Example:



Training and Education

Company wide-training
on neurodiversity,
manager training,
communication training



Example:



Interview Processes

Skills-based
hiring,
questions sent
in advance,
differing
options for
interviews...

III. Recruitment Process

Process Overview

The recruitment process for candidates applying for the Advisory Board role is as follows:

1. Online Application using Google Forms (Due by 2/10/23)
2. Interview with Cait & Other Team Member(s) (Between 2/13/23-2/24/23)
3. Cait & Team Member(s) Recommend Candidates to Board of Directors on 3/7/23
4. Notification of decision by 3/13/23

We are happy to provide any accommodations or adjustments for interviews or the online application. Requests can be made to cait@neurodiversityemploymentnetwork.org and do not require any documentation or explanation.

Interviews

We seek to make the interviews as inclusive as possible.

During interviews, NEN team members will:

- Avoid tardiness and rescheduling, unless requested by a candidate
- Provide information about the interview process beforehand
- Provide the opportunity to complete the interview via chat
- Focus on skills and aptitudes, not on a candidate's socializing or communication style
- Ask the same interview questions of all candidates
- Ask competency-based questions informed by the job requirements
- Explain the next steps in the recruitment process

Interview

Candidates whose initial application matches our requirements are invited to a first interview: a 15-30 minute audio or video call. Non-speaking candidates can choose to do the first interview via text chat. Candidates will be notified ahead of time if more than one interviewer will be present during the interview.

For the First Interview:

- The interview will be scheduled at a time that is convenient for the candidate, and an invitation will be sent to the candidate ahead of time. If a candidate would prefer to do the interview via text chat, they can do so by emailing cait@neurodiversityemploymentnetwork.org in advance of their scheduled interview time to request a text chat interview.
- The interviewer will provide a brief introduction.
- The interviewer will ask a series of questions focused on Neurodiversity Employment Network, your past experiences (work/volunteer/academic), and the skills you can bring to the advisory board role.
- Candidates are encouraged to ask questions at any time during the interview, and are encouraged to add clarity at the end of the interview to any previous response.
- Applicants are welcome to email the interviewer after the interview, if they would like to add additional information to previous responses and/or explain a response or behavior, e.g., nervousness, frankness.
- During the interview, applicants may request: time to think, for a question to be repeated, or to skip a question and return to it at a later time.
- Applicants may request to have the interview rescheduled without consequence (before or at the start of an interview), if unable to proceed for personal reasons, e.g., relocation of home, anxiety, or illness.
- For applicants who have challenges with providing full answers, the interviewer will restate and provide prompting to encourage the candidate to add detail to responses.
- For applicants who have a tendency to elaborate and go over the allotted time for a question, the interviewer will provide gentle reminders of time restrictions.



Example:



Workplace Practices

Universal
design: Work
from home,
designated
desks, office
practices (e.g.
agendas, explicit

- We put measures in place to ensure live interactions have **Multimodal Communication** options, including options for video/audio, chat and transcription, which means each team member can communicate and contribute in a way that's most comfortable and productive.
- With everyone being able to **Work from Home**, outside of limited synchronous standups and meetings, team members decide not only where they work but when, which helps us work in the way that's most productive for each of us
- We structure salaried roles with options for **Desired-Time-Equivalent** work weeks, including full-time, three-quarters-time and half-time, with prorated salaries, so no team member has to choose between a stable salary and a desirable workload.

Example:



Supports Available

Employee Resource Groups for neurodivergence, mental health supports, career coaching

JAN
Job Accommodation Network

EMPLOY

Organizing/Planning/Prioritizing

- Products
 - Applications (apps)
 - Apps for Organization/ Time Management
 - Electronic Organizers
 - Ergonomic Equipment
 - Organization Software
 - Timers and Watches
 - Calendars and Planners
- Services
 - Job Coaches
 - Professional Organizers
- Strategies
 - Color-coded Manuals, Outlines, and Maps
 - Job Restructuring
 - On-site Mentoring
 - Reminders
 - Supervisory Methods
 - Task Flow Chart
 - Task Identification
 - Task Rotation
 - Task Separation
 - Written Instructions



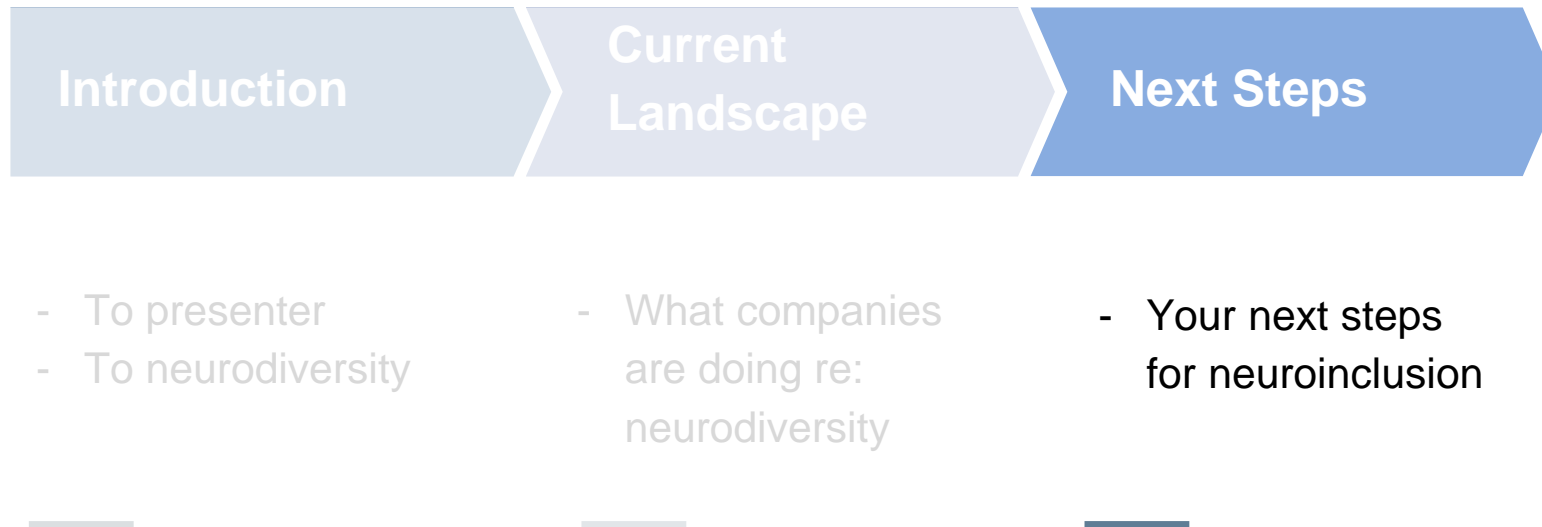
NEURODIVERSITY
A UBISOFT ERG



Presented By



What we'll discuss:





Educate yourself on neurodivergence

Do you know best practices for communicating with neurodivergent co-workers, bosses, or direct reports?

Are you aware of how you might be more inclusive?



Educate yourself on available opportunities

Staying aware of neurodiversity programs, inclusive cultures, supports, etc. can help you recommend next steps for your organization.

Service Providers in Neurodiversity & Employment:



SPECIALISTERNE



& more!

Start somewhere.

Nothing about us without us.

Case Study

Zechariah Dice

HR Business Partner | Parkway Corporation

Thank you!

Questions?

neurodiversityemploymentnetwork.org

cait@neurodiversityemploymentnetwork.org



THANKS FOR JOINING US!

**Please join us in the foyer area outside this ballroom
for a short break.**

Our keynote will start in 15 minutes.