



NEURODIVERSITY



&

Diversity



&

Inclusion



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WHAT IS DIVERSITY AND INCLUSION?

Diversity means having people in your group, in your team, etc who differ in who they are, what they've experienced, or even how they think

Mogilski et al. (2025) states that there are two main forms of Diversity:

- I. Demographic Diversity: refers to the importance of including those in underrepresentation groups
- I. Viewpoint/Perspective Diversity: refers to the inclusion of ALL values, perspectives, ideas in which lead to enhanced creativity and knowledge, as well as reduce groupthink

Inclusion refers to the creation of a welcoming, safe environment where ALL individuals, no matter their background, race, gender, etc are included and integrated within a space (Mogilski et al., 2025)

Following this, Mogilski et al. (2025) also mentioned the importance of making sure that their resources, social support systems and practices are available and equipped to meeting the needs of EVERYONE



IMPORTANCE OF DIVERSITY AND INCUSION IN THE WORKPLACE

From Williams, 2026 she list many benefits of having both diversity and inclusion in the workplace. Here are three main I believe are important:

1

DIVERSE PERSPECTIVES

2

BUILDING A POSITIVE REPUTATION

3

ACCESS TO A LARGER TALENT POOL



BENEFITS OF EACH:

1. Diverse Perspectives

Having a diverse team allows for multiple options, unique thoughts and ideas to be shared and heard in which “forms the ladder” that leads to: better problem-solving, increased creativity and more innovation within an organization (Williams, 2026)

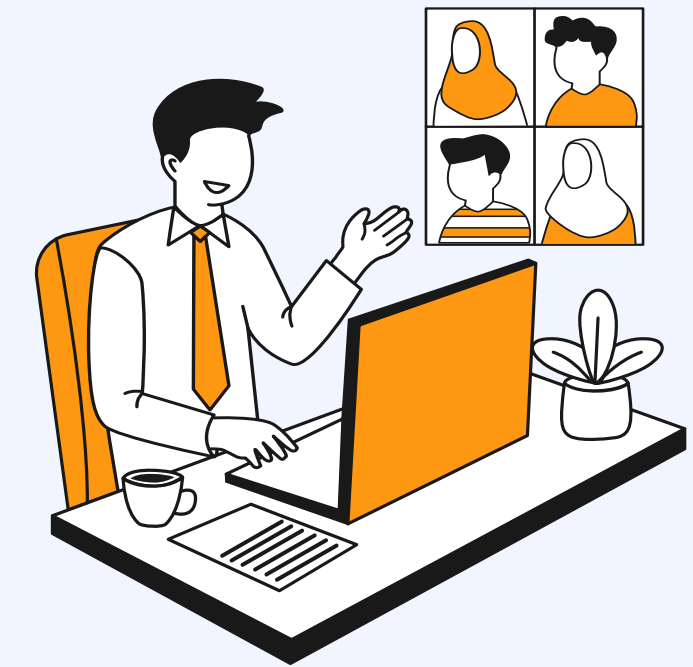


2. Building a Positive Reputation

Having a diversity and inclusion organization can boost the reputation both internally and externally, this includes your employees, clients, and customers

Internally: when organizations make their employees feel valued, respected, and included they are more likely to stay motivated and committed to their organisation, which: reduces turnover and improves job satisfaction and their performance (Williams, 2026)

Externally: clients, customers, and investors are more keen to inclusive companies as their commitment and dedication to diversity reflects progressive values and a broad understanding of the market (Williams, 2026)



3. Access to Larger Talent Pool

Having a diversity and inclusive workplace allows organisations to recruit and expand to a greater talent pool as it allows organizations to recruit the most deserving individuals (Williams, 2026). Lastly it was said by removing barriers and reducing bias in the recruitment process, companies can ensure fairer hiring decisions (Williams, 2026)



REAL LIFE EXAMPLES IN THE WORKPLACE

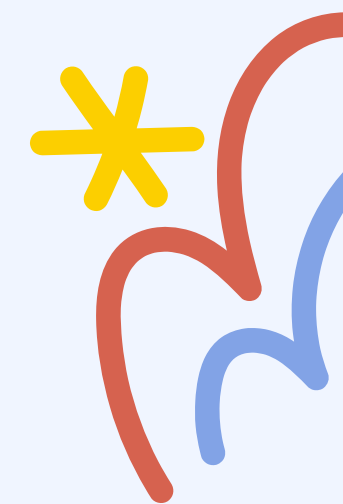
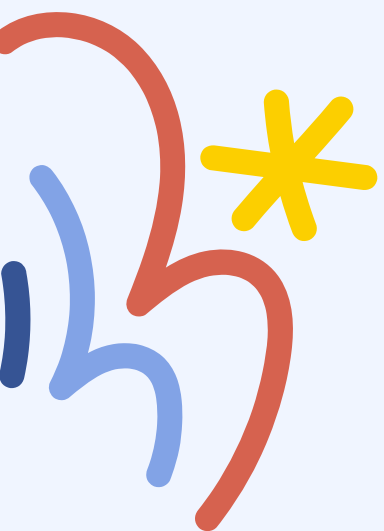
Organisations promote diversity and inclusion through initiatives such as:

Employee Resource Groups (ERGs)

- An example of a popular grocery store who has ERGs is Walmart. Walmart has several ERGs, including the African American Business Resource Group (AABRG), Hispanic and Latino Resource Group (HLARG), and PRIDE for LGBTQ+ their employees

Unconscious bias training

- An example of an company who has unconscious bias training is Google. Google launched unconscious bias training in 2014 to address gender and racial disparities.



Though it may sound easy to have an organization who is diverse and inclusive there are some issue and challenges that arise along the way.....

**3 KEY
ISSUES/CHALLENGES**

1

Mckinsey and Company, 2020 stated that a common challenge to achieving an inclusive and diverse workplace is due to stereotypes and prejudice, as well was mentioned in a survey that 84% employee have experienced workplace microaggressions

2

Tuttle, 2025 mentioned that organization don't feel the need to change or are resistance to change

3

TRG International, 2023 mentioned that communication was a big barrier in creating a workplace that is both diverse and inclusive

DISCUSSION + SOLUTION

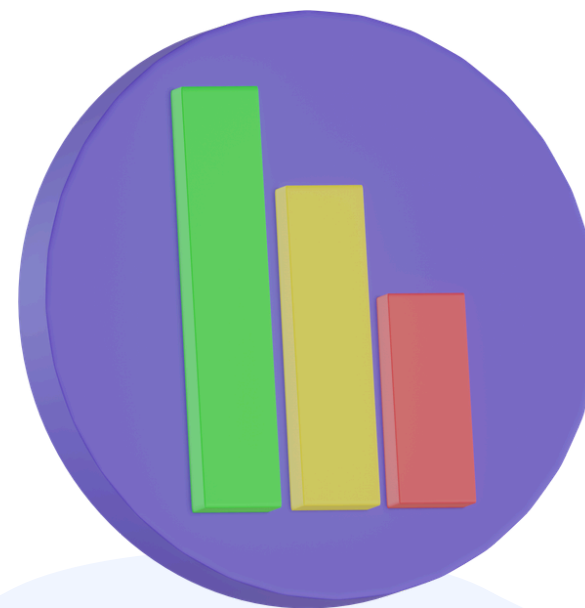
1

McKinsey and Company, 2020 stated that a common challenge to achieving an inclusive and diverse workplace is due to stereotypes and prejudice, as well as mentioned in a survey that 84% employee have experienced workplace microaggressions



Reduce bias in hiring and promotion processes
(McKinsey and Company, 2020)

McKinsey and Company, 2020,
stated to set and track diversity
goals

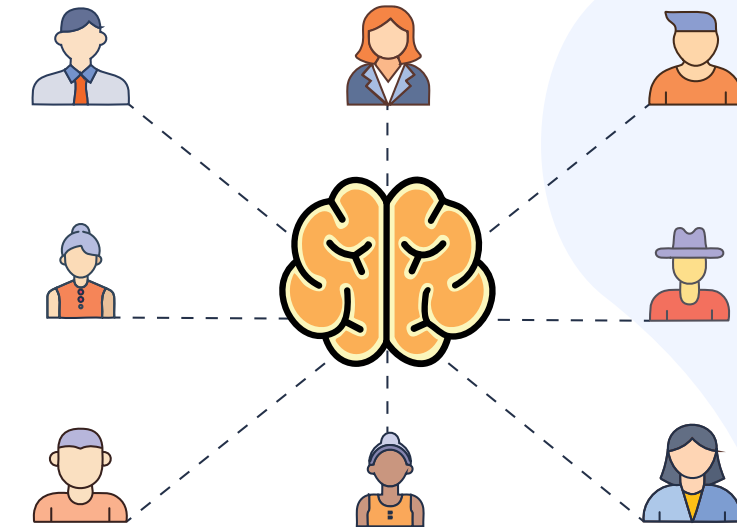


Lastly, overall the goal is to
increase diversity in both a
companies recruitment and
leadership (McKinsey and
Company, 2020)

DISCUSSION + SOLUTION

2

Tuttle, 2025 mentioned that organization don't feel the need to change or are resistance to change



CLEAR AND CONSISTENT communication about the importance of diversity and inclusive efforts matters! They positively benefit both the organization and you as an employee (Tuttle, 2025)

DISCUSSION + SOLUTION

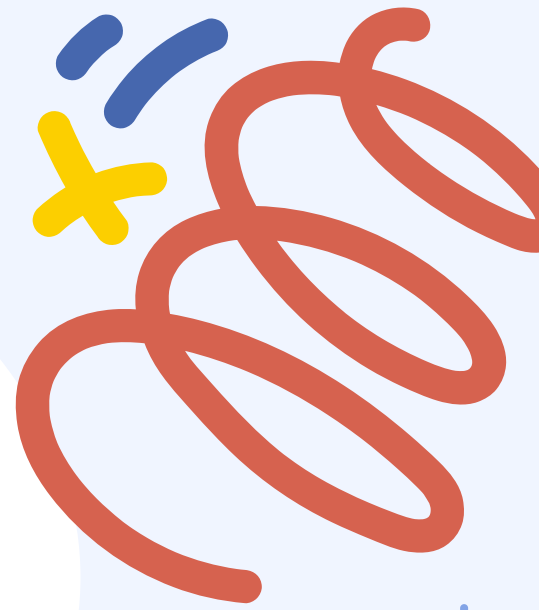
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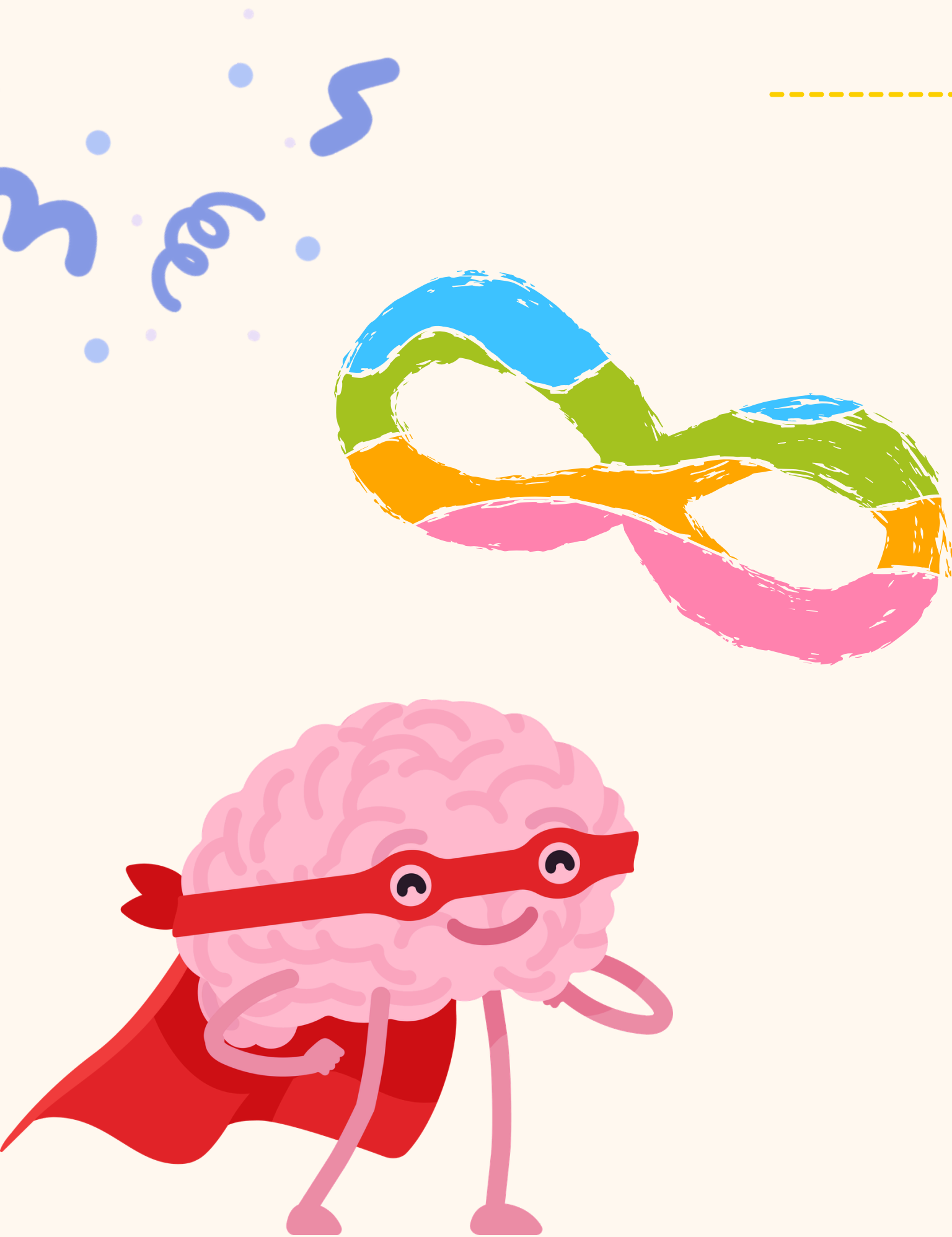
TRG International, 2023 mentioned that communication was a big barrier in creating a workplace that is both diverse and inclusive



Encourage a clear and simple communication style. This means avoiding slang or words that people may not understand (TRG International, 2023)

Have cross-cultural communication training as this can help all employees understand language, accents, and cultural differences





WHAT IS NEURODIVERSITY?

Neurodiversity refers to a range of differences in the ways individuals either perceive, process or interact with the world around us, as this is due to natural variations in brain function (My Neurodiversity, n.d)

From My Neurodiversity, n.d., they stated that these natural variations can be conditions such as:

Autism
ADHD
Dyslexia
OCD
Tourette's

And **MANY MORE!**



IMPORTANCE IN THE WORKPLACE

“A lack of awareness and understanding has led to hiring processes, management practices, and workspaces being designed only with neurotypicals in mind” (CareScribe Ltd., n.d.)

Everyone wants to work for an organization in which they feel safe, valued, and cared for as CareScribe Ltd., n.d. mentioned that workplaces aren't facilitating neurodiversity and as a result their staff doesn't feel safe to talk about their condition, and employers are making assumptions about skill sets.

IMPORTANT!

RELEVANCE IN THE WORKPLACE



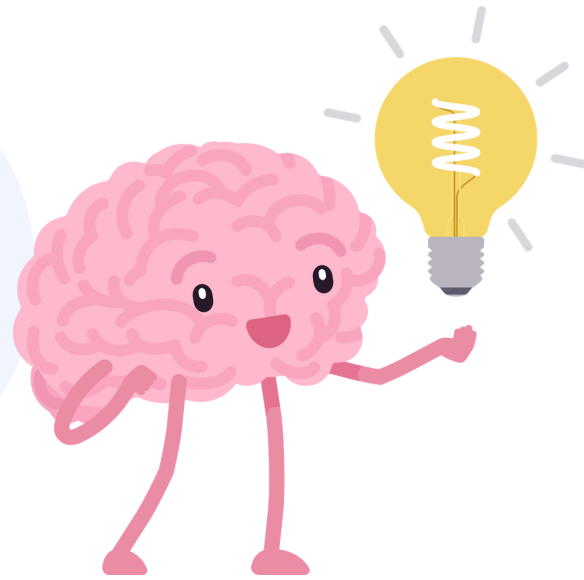
As of recently, many organizations key goals and objectives are looking for individuals who can “create” rather than just “do” their task at hand (LeFevre-Levy et al 2023).

LeFevre-Levy et al. (2023) mentioned that due to the increased use of technology within today’s working world, different abilities associated with these, such as spelling, reading and remembering quickly, and organizational skills, are becoming less important and needed in the workplace. These skills mentioned may be troubling for those who are neurotypical. Means that strength in which neurotypical individuals bring, such as novel and scientific thinking, fun and creativity, etc., are becoming more relevant and important within the workplace (LeFevre-Levy et al 2023).



BENEFITS AND EXAMPLES

Having different perspectives! Having both neurotypical and neuroatypical perspectives, ideas, and viewpoints brings so many benefits. It brings more innovation, it can expand minds as it makes people look at different and new ways of doing things (LeFevre-Levy et al 2023).



From LeFevre-Levy et al. (2023), Autism spectrum disorder brings so many benefits to the workplace:

- High levels of concentration
- Good and careful attention to detail
- Great memory

LeFevre-Levy et al. (2023) mentioned that individuals with ADHD:

- An enhanced ability to focus
- Well suited to fast paced environments



MORE BENEFITS

From CareScribe Ltd., n.d.

Higher rates of productivity

- neurodivergent individuals can score 30% better productivity when compared to their neurotypical staff



Reduced attrition rates

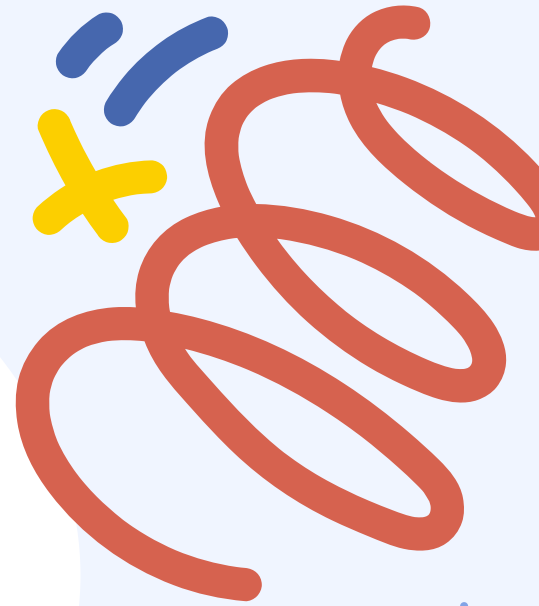
- It mentioned that employees are 50% less likely to leave a workplace when adjustments are made and are tailored to their specific needs

Increased focus, observation, and problem-solving

- Neurodivergent individuals often show higher potential for problem-solving



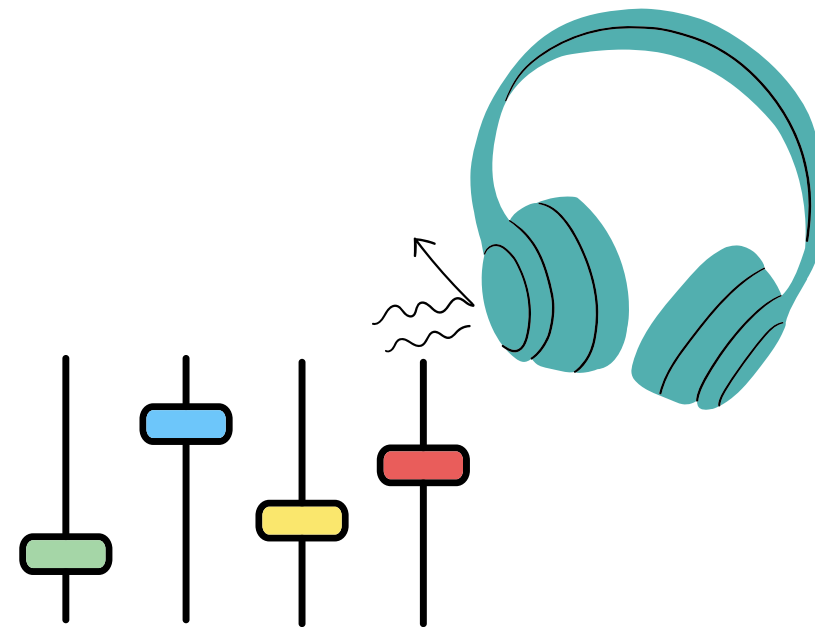
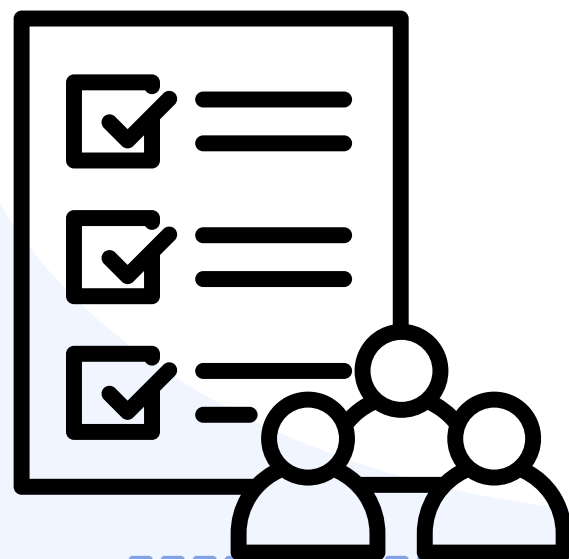
STRATGIES



Design Inclusive Hiring Practices
(Warner, 2025)

Starts with CLEAR and simple job
postings, NO jargon!

Have interview processes that work
for ALL individuals, meaning have
alternative assessments and flexible
interview formats



Create Sensory-Friendly
Workspace (Warner, 2025)

Within your organization, have
quiet zones, adjustable lighting,
or remote/work from home
options

Educate and Empower All
Employees (Warner, 2025)

Provide BOTH training and
resources that ALL employees
have access to to encourage staff
to understand neurodiversity and
reduce stigma to help create a
safe and welcoming workplace.



CONCLUSION

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Neurodiversity brings valuable strengths



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Small changes can make a big difference



Thank You



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