

three simple steps

TO A MORE INCLUSIVE WORKPLACE



Want to create a neuro-diverse workplace that embraces, accepts & enriches the lives of your employees?

With a little bit of creative thinking and flexibility, you'll be well on your way to building your own successful team!

STEP 1

Address Biases

We all have biases that affect the way we interact with the people around us. If you want to have a more inclusive workplace, it's essential that you take time to examine your own biases, especially when it comes to neuro-diversity.

Ask yourself these questions...

Who do I know with a disability?

What is my experience with them?

What assumptions do I make about people who move or talk differently from me?

Do I interact with people that have different lived experiences than me?

What privileges do I have that others do not?

What can I do next to increase my awareness and understanding?

STEP 2

Rethink Interviews

Many neurodiverse individuals have difficulty with what we might call good "interview skills." Consider whether success in those skills is essential to success in the job itself.

Try one of the following alternatives to a traditional interview...

- Provide a list of questions the individual can complete ahead of time.
- Offer opportunities for written responses or recorded verbal responses
- Provide a series of unpaid training experiences, notifying applicants of the process and what to expect
- Have an internship period built into the hiring process

STEP 3

Develop Support Systems

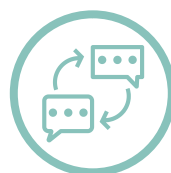
Helping your diverse workforce be successful will require providing a variety of support structures as needed. Flexibility and creative thinking are essential for building your dream team!



- Give work that's not time sensitive
- Utilize text alerts
- Implement a buddy system
- Be flexible with arrival time



- Be considerate of noise or lighting issues in your workplace
- Rethink your existing dress code and identify areas of flexibility
- Have quiet spaces available
- Provide chairs & tables at appropriate heights



- Make clear, concise scripts for customer interaction
- Be prepared to help coworkers interact more effectively with one another
- Give ample opportunities for employee feedback and be willing to adjust as needed

Providing all individuals with a path to successful employment will help make our world a more beautiful, diverse place in which to live!