

15-20%

of the U.S. population is **neurodiverse**

30-40%

of neurodiverse adults in the U.S. are **unemployed**

68%

of U.S. employees say they're **unfamiliar with the term "neurodiversity"**

22%

of U.S. employees are **aware of working with a neurodivergent colleague**

85%

of U.S. employees say they are **unaware of a single neurodivergent employee who has been promoted in their organization**

19%

of U.S. employees can **affirm that neurodiversity is part of their corporate DEI programs**

47%

of U.S. employees who value having options for different ways of taking in and communicating information reported **actually having these options available to them**

How can organizations benefit from hiring neurodiverse employees?

- **Introduces Diverse Perspectives**→ Integrating neurodiverse professionals into the workplace further enhances diversity, as each neurodiverse individual offers unique cognitive strengths. Abilities such as visual thinking, attention to detail, pattern recognition, visual memory, and creative thinking can reveal opportunities and insights that teams might otherwise overlook. These professionals bring valuable and distinctive approaches to problem-solving, potentially leading to innovative solutions and providing companies with a competitive advantage.
- **Increases in Productivity**→ The diversity of thought that neurodiverse professionals bring to the workplace often increases productivity. Additionally, many neurodiverse employees excel in attention to detail and sustained focus when provided with the right environment. JPMorgan Chase's Autism at Work initiative found that their neurodiverse employees were, on average, 90% to 140% more productive than those who had been with the company for five to ten years. Similarly, research by Deloitte indicated that teams with neurodivergent professionals in certain roles can be up to 30% more productive than those without them.
- **Attracts More Talent**→ Employers that promote and value integration and support of neurodiversity are likely to attract a broader pool of talent. For neurodiverse candidates, seeing themselves represented in the workforce fosters a sense of belonging, understanding, and acceptance. Neurotypical employees and consumers may also be more drawn to the company's services if they recognize that the company values inclusivity and diversity within its culture.

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The unique perspectives, skills, and experiences of neurodivergent persons are often undervalued in our society and in many of our workplaces. Employers who leverage this talent pool frequently enjoy higher productivity, better decision-making, higher employee satisfaction and retention, and more innovation in products, services, and solutions.

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- Alan Kriss, CEO of Specialisterne, 2021

How can companies support employees with neurodiversity?

- **Coaching and Mentorship**→ Mentors play a crucial role in supporting all employees, but their importance is particularly significant for neurodiverse individuals. Mentors can help develop and enhance the skills of neurodiverse employees, while also advocate for their inclusion, create empowering opportunities in the workplace, and promote acceptance across organizations.
- **Normalizing Accommodations**→ Individuals with neurodiversity may have sensitivities to factors such as temperature, sound, and lighting. Employers who offer accommodation such as noise-canceling headphones, private rooms, or flexible work schedules can enhance employee productivity and attract a wider range of talent.
- **Community**→ Implementing training programs and resource groups will educate employees about neurodiversity and welcome conversation. These resources foster empathy and inclusion in the workplace, and should be regularly updated to reflect the evolving understanding of neurodiversity.
- **Culture**→ Taking the time to understand and embrace neurodiversity enables HR leaders to create an inclusive work environment that effectively integrates neurodivergent employees, resulting in more innovative approaches to work, creativity, and a boost in team morale.

Corporate Examples

Company	Approach to supporting neurodiverse employees
EY	The <u>Neurodiversity-Powered Transformation</u> platform is a collaborative resource for organizations to learn about neurodiversity, its workplace benefits, and how to support neurodiverse employees.
Johnson & Johnson	The <u>Diversity Ability Talent Program</u> helps recruit candidates with diverse abilities. The company also provides the <u>Alliance for Diverse Abilities</u> ERG for neurodiverse employees, and engages with businesses owned by people with diverse abilities.
Microsoft	The <u>Neurodiversity Hiring Program</u> seeks to attract neurodivergent employees and provide them with the resources to be successful. The hiring process is specially designed to give candidates an opportunity to showcase their skills.
JPMorgan Chase	The <u>Office of Disability Inclusion</u> details the company's Access Ability Business Resource Group, their <u>Autism at Work</u> program, and <u>The Business Solutions Team (BeST)</u> , all resources that support neurodiverse employees.
Pfizer	The <u>Disability and Neurodiversity Hub</u> outlines the company's accommodations, hiring support, and Assistive Technology in place to support neurodiverse employees.