



Neurodiversity:

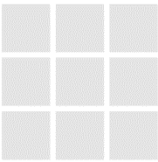
HERE'S WHAT YOU ARE MISSING –
HERE'S THE POTENTIAL

Zosia Zaks and Julie Lewis
November 1, 2018



“To measure the success of our societies, we should examine how well those with different abilities, including persons with autism, are integrated as full and valued members.”

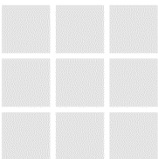
Ban Ki-Moon, Former Secretary General of the United Nations



Diversity

Diversity is a business enabler:

- Diverse organizations are more attractive employers for potential employees – especially younger potential employees
- Organizational diversity is reflective of a diverse client base
- Organizations benefit from diverse perspectives, experiences and workstyle
- These differences create value for clients, stakeholders and partners



Neurodiversity is Diversity

Neurodiversity as a business enabler, here's what you're missing:

- Organizations that embrace neurodiversity are reflective of the marketplace
- Organizations that embrace neurodiversity are more attractive employers for potential employees – especially younger potential employees
- Neurological differences can mean new, different and innovative perspectives
- Neurological differences can be leverage to create value



75%

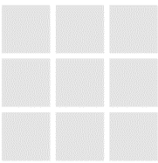
Percentage of the American workforce that will be comprised of Millennials by 2025, per Brookings Institute Study; “How Millennials Could Upend Wall St. and Corporate America” (2014)

74%

Percentage of the Millennials who believe when an inclusive culture exists, organizations foster innovation, per Deloitte study; “The Radical Transformation of Diversity and Inclusion” (2015)

47%

Percentage of Millennials who consider a diverse and inclusive workplace an important criterion in their job search, per Weber Shandwick and KRC study “Millennials at Work: Perspectives on Diversity and Inclusion” (2016)

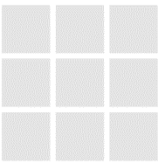


The Tight Talent Pool – 2018 C-Suite Challenge Survey

- The C-Suite Challenge Survey is conducted annually by The Conference Board
- 1,000 business leaders are surveyed (CEOs, CHROs, and CFOs)
- In January 2018, the foremost concern respondents had was related to talent
- The top concern expressed was attracting and retaining talent

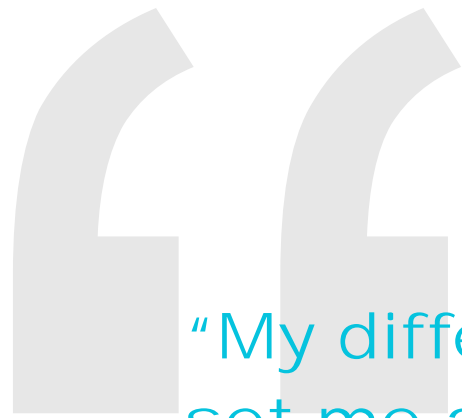
“To cope with the worker and skill shortages down the road, this year’s survey results tell us that organizations are fundamentally rethinking the composition of their future workforces.”

Rebecca Ray, Executive Vice President of Knowledge Organization at the Conference Board



Casting a Wider Net for Talent

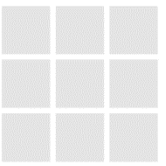
- National unemployment rate as of 9/30/18 was 3.7%; essentially full employment
- According to the 2010 US Census, 19% of the U.S. population is comprised of people with disabilities
- The 2013 report “Leveling the Playing Field” by the Conference Board found that 8.3% of people with disabilities who are unemployed have a bachelor’s degree or higher
- In a 2010 survey by the National Organization for Disability, 33% of HR managers reported that employees with disabilities had lower turnover rates



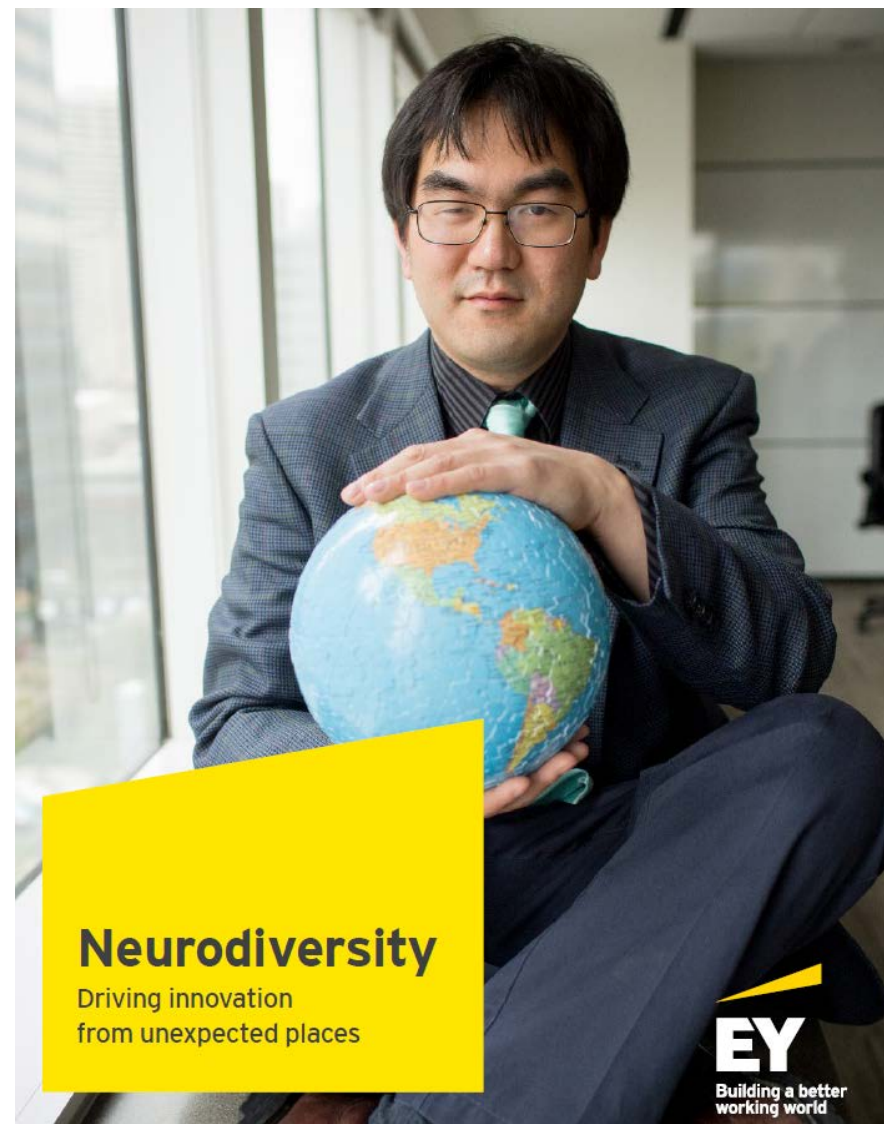
“My differences turned out also to include gifts that set me apart.”

John Elder Robison

[Be Different: Adventures of a Free-Range Aspergian](#)



Neurodiversity Center of Excellence



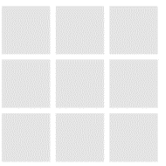


The enthusiasm from our office has been just tremendous. After the pilot team spoke at one of our town halls, people waited in line asking how to get involved. I've heard from so many people who have shared how proud they are that firm is doing something like this...

— Chris Bruner

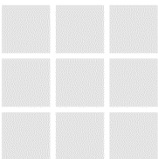
Philadelphia Office Managing Partner

EY



Varied Enterprises ; Consistent Strengths





This Business of Autism

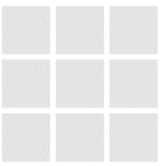
*This **Business** of **Autism***



“If I did not have my work, I would not have my life.”

Dr. Temple Grandin

Professor of Animal Science at Colorado State and Self-Advocate



Embracing Neurodiversity in the Workplace

CHALLENGES

- Not understanding or not aware of the abilities of neurodiverse employees
- Fear of reasonable accommodation discussions
- Identifying appropriate roles for disabled associates
- Lack of recruitment sources
- Barriers in the recruiting and interviewing process

OPPORTUNITIES

- Typically very motivated population with special skills
- Highly focused & less-inclined toward social distractions
- Special areas of expertise
- Accommodations and creative approaches benefit everyone!
- Solving challenges fosters innovation
- Direct communication style fosters honesty and clarity!

Neurodiversity: Context is Everything

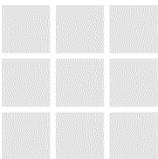
- A “deficit” can be an asset if the conditions are right
- The location of the problem is lack of opportunities, not being disabled
- Attitudes are accommodations

She is an expert
on the history
of batteries!
Hire her now!

She just won't stop
talking about the history
of batteries! Please tell
her to be quiet!

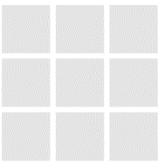


**Neurodiverse woman with
a special interest in the
history of batteries**



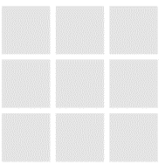
Audio Description

The previous slide shows a drawing of a young woman standing there in sneakers. Two quote bubbles surround her. The red one says, “She just won’t shut up about the history of batteries!” The green one says, “She is an expert on the history of batteries!” This visually demonstrates that autism traits are not inherently disabling per se – how society responds is the issue.



Ableism is Part of the Problem

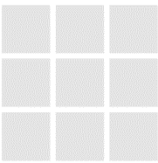
- Ableism is similar to other "isms" and like other isms, blocks potential
- We have been promising disabled people full community integration - that promise is hollow if the community doesn't want us and doesn't want what we have to contribute
- It's a partnership - neurodiverse people can learn skills; society can make accommodations [including attitudinal accommodations]



Neurodiversity: Risk v. Benefit

- What does society “get” when we invest in creating opportunities, making accommodations, and committing to the integration of all people into our communities and workplaces?
- What is lost when we don’t?





Audio Description

The previous slide shows an image of Dr. Temple Grandin sitting on the ground in a red shirt. She is surrounded by cows. A cow with brown and white markings is kissing her chin.



THANK YOU