

Diving Deeper into the Neurodiverse Workforce

What Can Your Company Do?

The drive for workplace diversity has made significant strides, but a glaring omission remains: neurodivergent individuals. When someone's brain development or functioning falls outside what is seen as typical, they are considered neurodivergent. Neurodivergence can bring unique challenges as well as strengths.

What is it?

Neurodiversity is about the endless variations in how our brains work and how we behave. Neurodiversity includes conditions like autism spectrum disorder, dyslexia, ADHD, and more.

EY Canada's Neurodiversity Centres of Excellence



Roughly

15%

of the world's population, or

1 in 7

people, identify as neurodivergent.

Deloitte

Employers must look beyond traditional hiring criteria and recognize the valuable contributions neurodivergent employees can make to their organizations.

Overview



Revisit the hiring process, connect with programs for neurodivergent people and focus on specific skills in interviews.



Create a supportive work environment, respect individual differences and provide support groups, mentors and a flexible culture.



Provide tailored career journeys, frame policies that support neurodiversity and offer mentoring or coaching opportunities.

Workplace Impact

Neurodiverse individuals can struggle with things like misunderstandings, planning and meeting goals, sensory overload, social isolation, difficulty with change and hyperfocus. These challenges can impact their professional development.

Unlocking Strengths

Neurodivergent employees add value to organizations by identifying unaddressed needs, finding improvement opportunities, and enhancing innovation. EY found organization's work quality, efficiency and productivity were comparable to neurotypical staff, with the bonus of excelling at innovation.