



## Building Neuro-Inclusive Workplaces

Neurodiversity describes the many different ways in which we all think, move, understand, process information, and communicate with one another. Around one in seven (15%) of people worldwide are neurodivergent.

Our society and our systems have been built with those considered to be neuro-typical in mind, meaning for most neurodivergent people, their experiences of our workplaces are often defined by that of exclusion and marginalisation. Barriers to meaningful work and representation continue to be perpetuated as a result of ingrained biases and inequitable hiring and promotion practices.

In their [2024 Neurodiversity Index Report](#), the City & Guilds Foundation revealed that:

- 52% of organisations reported having adapted recruitment practices in 2023.
- 35% of organisations have had one or more senior leaders sharing they were neurodivergent.
- 50% of people had been off work during the last year because of neurodivergent related challenges.
- 28% of organisations reported not having any accommodations for parents/care givers of neurodiverse children.

As awareness regarding conditions such as ASD, ADHD and dyslexia grows, more adults in the UK are receiving diagnoses. This development carries consequences not only for those diagnosed but also for their employers and colleagues.

Our Brief explores neurodiversity in further detail and brings together a collection of curated resources for you to continue your learning journey to better understand how to meaningfully support our neurodivergent siblings.

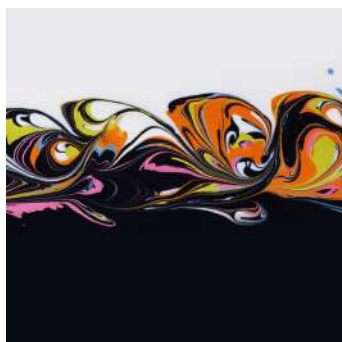
---

## Insights



### Championing & Supporting Neurodiversity in the Workplace

The findings in this year's Neurodiversity Index Report by the City & Guilds



### Neurodiversity as a Competitive Advantage

Many people with neurological conditions such as autism spectrum



### Creating a Better Work Environment for All by Embracing Neurodiversity

Despite most companies' increasing focus on DE&I in the workforce, the

Foundation reinforce the message that many employers could go much further in taking neurodiversity seriously and providing adequate workplace support for those who need it. Read [here](#).

disorder and dyslexia have extraordinary skills, including in pattern recognition, memory, and mathematics. Yet they often struggle to fit the profiles sought by employers. Read [here](#).

neurodivergent community is often overlooked in these conversations, and consequently, hiring efforts. As a result, these individuals often experience higher rates of unemployment and underemployment compared to the general population. Read [here](#).

---

## What Our Clients Have To Say



“Equality Leaders understands that everyone is at different stages of the equity and inclusion journey and incorporates this into every session, event and activation with a clear objective to educate in order to drive inclusive behaviours.”

- *Obiamaka Azubike (EU Category & Shopper Manager Pringles), Kellanova*



---

## Upcoming Events



### **Building Culturally Intelligent Teams | 16 May**

Learn how Cultural Intelligence CQ® elevates your inclusive leadership practice, giving you the tools to adapt to diversity, in our complimentary webinar. Gain insight into cultural values and how they impact the ways in which you bridge differences to build high-performing teams. Register [here](#).



### **Connecting Pride ERGs | LGBTQ+ Voices Amplified | 05 June**

We're bringing cross-industry Pride ERGs together to better understand how best to build meaningful community partnerships and deepen our human connection through curiosity, empathy and compassion. This is about having tough conversations on issues impacting our LGBTQ+ siblings. [Save the Date](#).

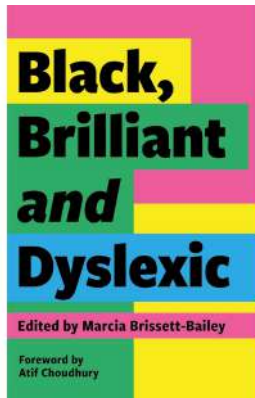


### **Leading Culture Transformation with CQ | 20 June, Dublin**

As part of Global Inclusion Week (10-14 June), this in-person learning experience highlights the pivotal role Cultural Intelligence CQ® plays in building inclusion across cultures and provides the opportunity to take a deep-dive into evidence-led culture transformation. Enquire [here](#).

---

## EL Recommends



### Read

#### **Black, Brilliant & Dyslexic**

This is a raw, honest and enlightening collection of experiences across the Black and dyslexic community, giving an intersectional perspective on topics including the education system, the workplace, daily life and entrepreneurship. [Order here.](#)



### Visit

#### **Yinka Shonibare CBE: Suspended States**

Using Western art history and literature to explore contemporary culture and national identities, this is an exhibition in which Western iconography is reimagined and interrogated, at a moment in history when Nationalism, protectionism and hostility towards foreigners is on the rise. Book tickets [here.](#)



### Watch

#### **Atypical**

When a teen on the autism spectrum decides to get a girlfriend, his bid for more independence puts his whole family on a path of self-discovery. The series is as compassionate as it is snarky, pairing a deep understanding about everyday life on the spectrum with a sense of humour. Watch [here.](#)



### Listen

#### **Neuro Queering Podcast**

The word 'neuroqueer' goes beyond the intersection of neurodiversity and queerness. Neuroqueering is the practice of queering (subverting, defying, disrupting, liberating oneself from) neuronormativity and heteronormativity simultaneously. Listen [here.](#)

---

## Meet The Team



Minaxi Mistry  
(She/Her)  
Founder & CEO



Tim Hardy-Lenik  
(He/She/They)  
Chief Consulting  
Officer



Ray James  
(He/Him)  
Advisor



Ian Beckett  
(He/Him)  
EVP Inclusive  
Business  
Transformation



Vicky Sleight  
(She/Her)  
EVP Cultural  
Transformation



Apple Rooney  
(She/Her)  
Chief of Staff  
and Global  
Brand Lead



Dylan  
Shimmon  
(He/She)  
Global Head of  
L&D



MK Kirigin  
(She/Her)  
Client Lead  
(DACH), DE&I  
Consulting



Alissia  
DeGregory  
(She/Her)  
DE&I  
Coordinator  
(Freelance)

Thank you for reading our newsletter.  
If you enjoyed it, please do share with colleagues, friends and family.

[Sign up](#)



Equality Leaders © 2024  
www.equalityleaders.com

This email was sent to {{contact.EMAIL}}  
You've received this email because you've subscribed to our newsletter.

[Unsubscribe](#)