

Neurodiversity in the Workplace

Program Description

This workshop provides participants with an overview of neurodiversity (a term used to inclusively describe differences such as autism, ADHD, Tourette's, dyslexia, etc.) and specifically focuses on the experiences and support needs of neurodivergent people in the workplace, centering the experiences on women. Neurodivergent adults face high rates of unemployment and underemployment - this is not due to a lack of skills or ability to contribute to the workforce, but due to a lack of support, understanding, and inclusive practices within the workforce. Many neurodivergent people who are employed full-time face burnout, microaggressions, chronic stress, and more.

The Institute of Leadership and Management has identified several strengths that neurodivergent people bring to their work and to their organizations; however, the stress, inaccessibility, and ableism experienced by people with these "invisible disabilities" prevents neurodivergent employees from reaching their potential. Together, participants will learn ways to actively examine biases, address microaggressions and ableism, and improve accessibility for a neurodiversity-friendly workplace culture.

Learning Objectives

Upon completion of this workshop, participants should be able to:

1. Describe key concepts of neurodiversity.
2. Explain the intersections of gender, gender identity, and neurodiversity.
3. Examine personal biases related to ableism and productivity standards.
4. Discuss examples of microaggressions and ableism that they have noticed or experienced.
5. Implement an environment that empowers neurodivergent employees to advocate for themselves.
6. Identify actions they can take as allies to support neurodivergent peers/coworkers and ensure a more inclusive work environment.

Target Audience

This program is intended for anyone interested in learning how to support and empower neurodivergent people in the workforce, including managers, supervisors, hiring recruiters, and HR personnel, as well as those who wish to develop allyship skills for their neurodivergent coworkers.

Contact Hours

2.0 credit hours

Program Agenda

9 - 9:15 AM

Key Points on Neurodiversity

9:15 - 9:45 AM

The Intersection of Neurodiversity and Gender

9:45 - 10:30 AM Experiences of Neurodivergent People in the Workplace
Microaggressions, Masking, Strengths, Sensory Processing,
Executive Functioning, Accommodations
10:30 - 10:45 AM Self-Advocacy and Allyship
10:45 - 11:00 AM Wrap-up and Questions

Faculty

Caroline Garrett, MSW is a graduate of the UNC Chapel Hill School of Social Work and earned bachelor's degrees in Social Work and Psychology from Meredith College. Caroline is an autistic self-advocate and weaves personal experiences into her research, advocacy work, and direct practice with the disability community. Caroline has worked with individuals with autism and developmental disabilities across the lifespan and operates from lenses of neurodiversity, intersectionality, social justice, and anti-oppression. Caroline currently works as a Service Navigator with NeuroNav, facilitating the development of person-centered plans for individuals with developmental disabilities enrolled in the California Self-Determination Program. Caroline's research interests lie in the intersection of autism, mental health, and gender and in the future, she hopes to pursue clinical licensure to focus on holistic, person-centered mental healthcare with neurodivergent individuals.