
Neurodiversity in the Workplace: Building an Inclusive Culture

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A presentation for Oregon Disabilities Commission, Northwest ADA Center and Disability Rights Oregon Lunch and Learn Series

Access Statement

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Inclusion by Equity

- Understanding that individuals are unique and have their own specific set of circumstances and specific needs:
 - Equity is providing access to resources and opportunities so that individuals (or groups/communities) may lead a successful and fulfilling life to the extent possible
 - Equity addresses barriers and inequalities that infringe on fairness and human rights
- Equity is not equality

Inclusive Workplace

“... all people feel respected, accepted, supported and valued, allowing all employees to fully participate in decision-making processes and development opportunities within an organization.”

Harvard Business Review

How to Measure Inclusion in the Workplace

by Lauren Romansky, Mia Garrod, Katie Brown, and Kartik Deo

May 27, 2021

American with Disabilities Act

[The Americans with Disabilities Act and Amendments Act of 2008](#) (ADA) requires places of public accommodation like medical offices take appropriate steps to ensure that communications and access to services for individuals with disabilities are as effective as those for individuals who do not have disabilities.

Challenges and Barriers in the Workplace

- In the United States, it is estimated that 85% of people on the autism spectrum are unemployed, compared to 4.2% of the overall population
- Recruitment practices are not designed for differences in communication styles, expression/presentation different from “social norms”
- Bias: Pre-conceived notions and misconceptions about neurodiversity
- Lack of understanding regarding what individuals need to be successful and how to provide ongoing support
- Workplace norms and practices not designed for diversity of workforce
- Lack of standardized process for accommodations

Supporting Workforce

- There are many pro-active measures and steps that organizations can take to support their workforce members over the course of this employment span.
- Some of these apply to more than one group
- Remember, equity seeks to remove barriers and provide access!
 - Hiring Processes
 - Policy and practices
- **Best Support Method:** Ask individuals what they want, need, would like so they may be successful!

Hiring

Job
Announcements

Job Postings

Application
Processes

Interview
Practices

Hiring
Considerations

Policies and Practices

ADA
Accommodations

Equal Employment
Opportunity
Commission

Transparency

Mentorship and
Supervision

One size (does
not) fit all

Best Practice

- The workforce is made up of individuals who all have different ways of communicating, learning styles, approaches to tasks, etc
- Allow individuals to express what they need in any way that they prefer
- Provide opportunities for celebrating and learning about our differences at every level of the workplace

Resources

- United States Department of Justice Civil Rights Division- Final Rule Implementing the ADA Amendments Act of 2008
 - <https://archive.ada.gov/regs2016/adaaa.html>
- United States Department of Justice Civil Rights Division- Guidance and Resource Materials
 - <https://www.ada.gov/resources/?filters=>
- Northwest ADA Center- Healthcare Toolkit
 - <https://nwadacenter.org/audience/healthcare-access>
- The Centers for Medicare & Medicaid Services Office of Minority Health- Improving Access to Care for People with Disabilities
 - <https://www.cms.gov/About-CMS/Agency-Information/OMH/resource-center/hcps-and-researchers/Improving-Access-to-Care-for-People-with-Disabilities>



Questions for any
panelists?