

The Manager's Quick Guide to Neuroinclusion

Neuroinclusion is an important dimension of diversity, equity, and inclusion efforts that have long been ignored in organizations considering that 1 in 7 people are neurodivergent.



1 in 7 people are neurodivergent

The Neuroinclusive Culture Manager Checklist

- ✓ Ground neuroinclusion in your existing diversity, equity and inclusion strategy
- ✓ Educate yourself about neuroinclusion
- ✓ Leverage your executives to reinforce neuroinclusion
- ✓ Train all employees to be neuroinclusive
- ✓ Set the tone for your team by modeling inclusive behavior
- ✓ Partner with and get feedback from your neurodivergent employees and ERG to shape your team's culture
- ✓ Refine your practices and processes to be neuroinclusive
- ✓ Focus on strengths and lead with humility

How do we cultivate and reinforce a neuroinclusive team culture?



Be clear on why neuroinclusion matters to your team.



Secure and make public the executive support for neuroinclusion



Leverage the strengths of your current team norms



Build capacity of your team to operationalize neuroinclusion in work practices



Follow your neurodivergent employees' lead



Identify and address norms and practices counter to neuroinclusion

How do we build the capacity of your team for neuroinclusion?

For teams to actualize the aspiration for neuroinclusion, they must put their espoused values into action. Values of inclusion must be put into action visible in team practices and norms. Below are key actions to operationalize neuroinclusion values:

- **Train** employees on neuroinclusive communication and collaboration practices.
- **Assess** and transform recruitment processes, tools, methods, criteria, and job descriptions to identify barriers to neuroinclusion.
- **Redesign** policies counter to neuroinclusion and align them with neuroinclusive principles.
- **Emphasize** a strength perspective towards diversity by encouraging and modeling curiosity towards differences.
- **Accommodate** individual needs so everyone can perform at their best (i.e sensory, communication, and executive function needs).
- **Cultivate** a culture of constructive feedback and recognition by making regular positive and constructive job specific, direct, and respectful feedback.
- **Normalize** flexible work arrangements and supports by making them available to all team members and leveraging them yourself.
- **Design** and develop easy-to-find resources for neurodivergent employees.
- **Make** all team members at all levels accountable for inclusion.

How do we train teams to be neuroinclusive?

Building an inclusive culture of true acceptance requires training that is informed by neurodivergent employees and builds understanding, acceptance, and more importantly appreciation of differences relevant to neurodiversity. Training must move beyond awareness and acceptance to actionable knowledge employees can use with built in opportunities for feedback and continuous learning.



Move beyond acceptance and emphasize a strength perspective



Offer timely training that fits the team's schedule, workload, and needs



Ensure that training content is actionable building the capacity for neuroinclusive teams



Provide training that builds empowerment and advocacy of neurodivergent employees

How do we know if and when we have a neuroinclusive team culture?



Partner with and get feedback from your neurodivergent employees related to how inclusive the culture is and ways to improve it.



Turn to your ERG and Neurodiversity Program to identify best practices for inclusion and areas to address.



Leverage engagement surveys and quick anonymous feedback to gauge satisfaction and sense of belonging.



Use people analytics to identify retention and advancement as KPIs when possible.