



NEURODIVERSITY AT WORK

Drive Innovation, Performance
and Productivity with
a Neurodiverse Workforce

THEO SMITH & AMANDA KIRBY



NEURODIVERSITY

WITH THEO SMITH



#Neurodiversity





c.30%

of working-age autistic individuals are employed in the UK

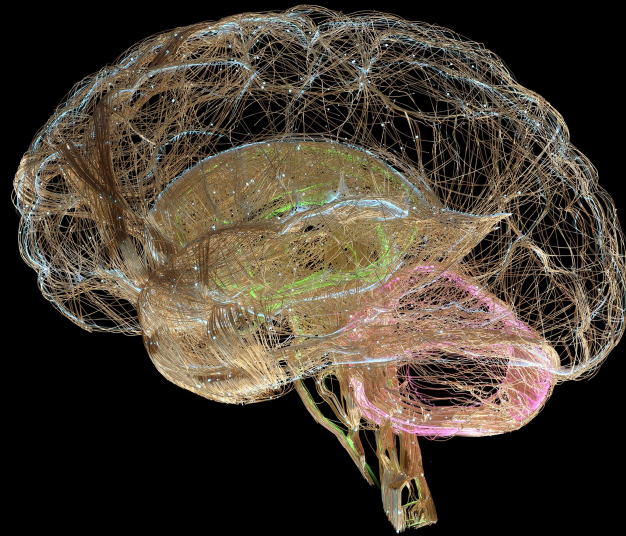
Starkly contrasting with the 80% employment rate among non-disabled individuals (DWP, 2024)

The Mexican Tetra Cave Fish

Evolved to be blind
2 million years ago

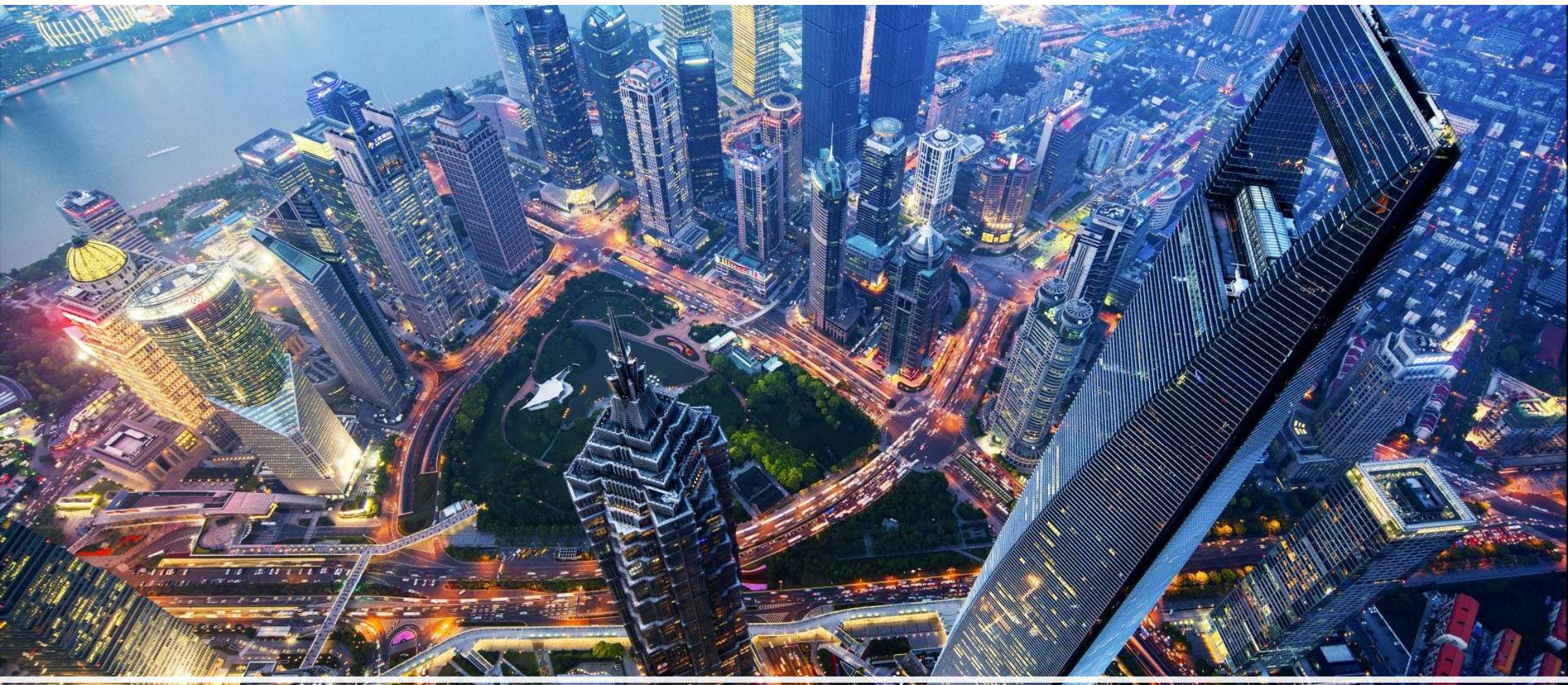


#Neurodiversity



ByDesign

The modern human brain
has developed over
c.300,000 years

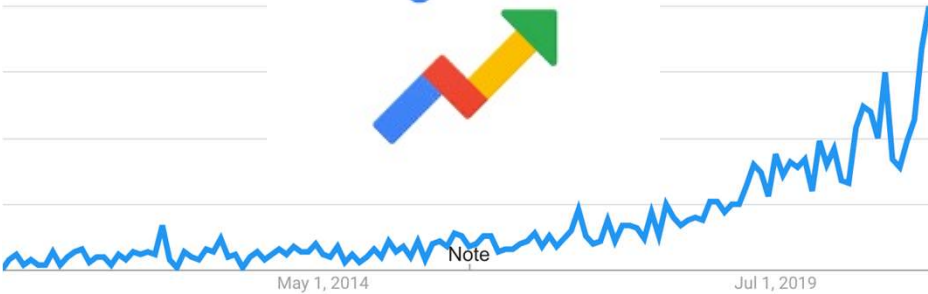


200 years of complete transformation



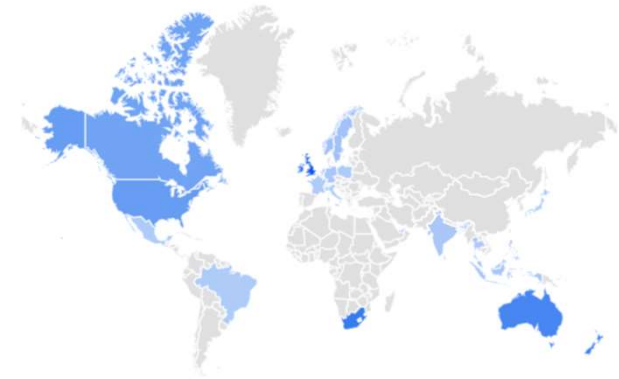
#Neurodiversity

Google Trends



Interest by region

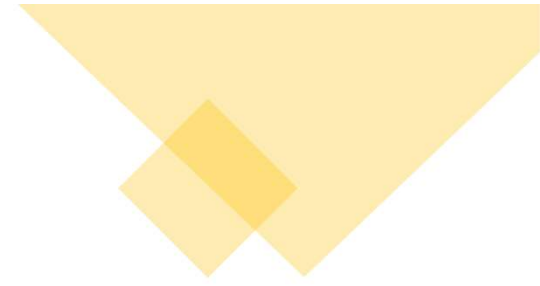

Region ▼



Related queries ⓘ

Rising ▼

1	autism	Breakout
2	what is neurodiversity	Breakout
3	neurodiversity definition	Breakout
4	neurodiversity movement	Breakout
5	neurodiversity meaning	Breakout



In 2021, a study, based on data from the Clinical Practice Research Datalink (CPRD), found a **787%** rise in the number of diagnoses between 1998 and 2018 in the UK



Jan 2023

- **#ADHD** 22.1 billion views
- **#Autism** 19.6 billion views
- **#Dyslexia** 1.2 billion views
- **#Neurodiversity** 300 million

Jan 2022

#ADHD 11 billion views



The Medical Model

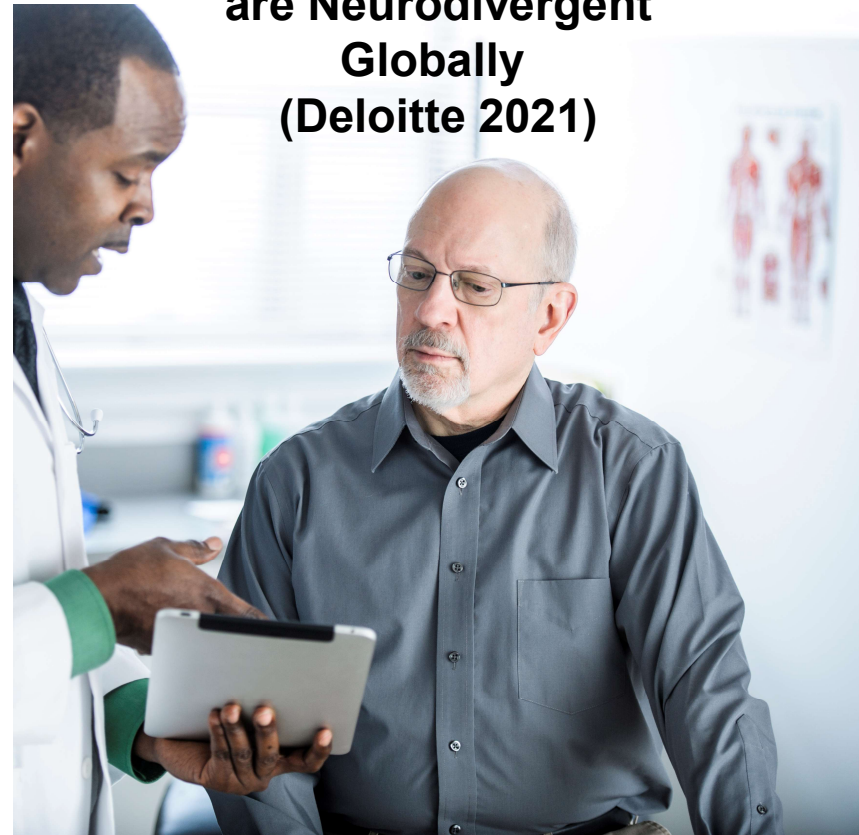
Types of Neurodistinct / Neurodivergent traits include

- Attention Deficit Hyperactivity Disorder (ADHD)
- Dyslexia
- Autism Spectrum Disorder (ASD)
- Tourette's Syndrome
- Dyspraxia
- Dyscalculia
- Down Syndrome
- Epilepsy

and chronic mental health illnesses such as:

Bipolar Disorder, Obsessive-Compulsive Disorder, Borderline Personality Disorder, Anxiety, and Depression.

**Estimated 10-20%
Population
are Neurodivergent
Globally
(Deloitte 2021)**



V



ADHD

A Deficit



THINK Again!

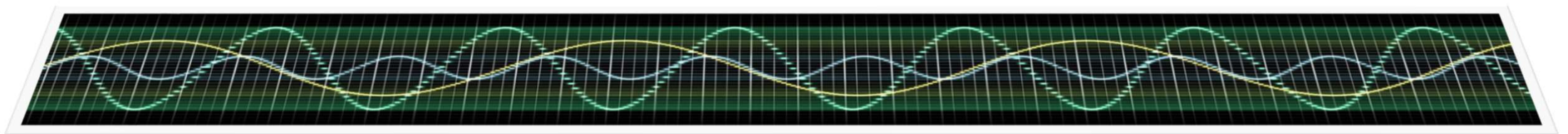
A Disorder



High Contrast

GLEN KEANE

Maggie Aderin-Pocock



2024 Neurodiversity Index Report:
revealing critical data:

- **52%** of organisations adapted recruitment practices to be more inclusive in 2023.
- **50%** of neurodiverse employees had work absences related to their condition last year.
- **28%** of organisations lack accommodations for parents or caregivers of neurodiverse children.



ASML



Home > News > Stories >


CTO, Martin van den Brink, has **dyslexia** and has become a staunch supporter of the **ASML Atypical** network.

“I’m so dyslexic that I can’t even write a sentence,”

Atypical

How ASML relies on neurodiversity for innovation

01 / 05



Practical Neuroinclusive Tips

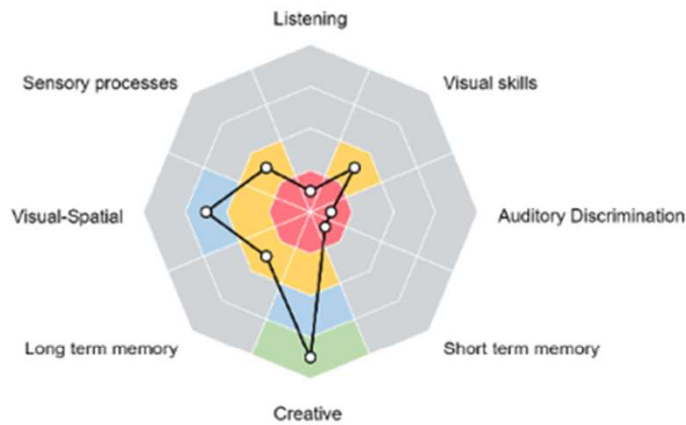






Memory, Vision, Auditory Skills, Senses

Several challenges were reported in this area. Further explanation and some strategies to help are in the full report.

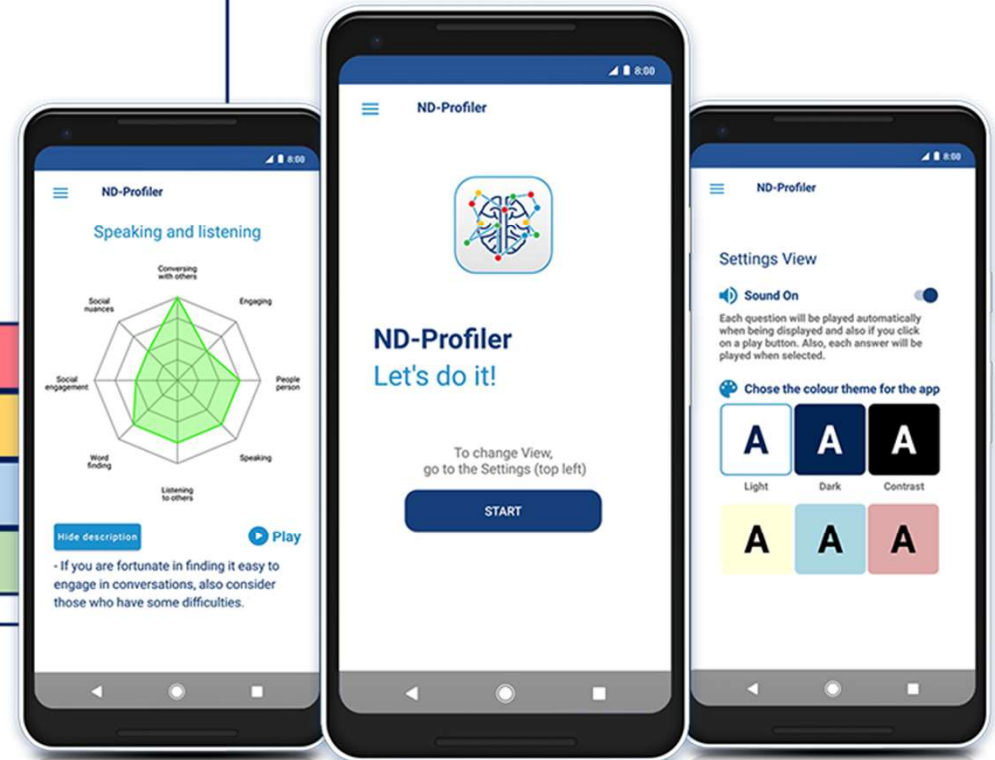


Many Challenges

Some Challenges

OK

Strengths



Disclosure and the need for better communication

40%

Not ready to tell people in the workplace

For those who had not disclosed their autism to anyone in the workplace, key barriers included:

2 in 5 (40%) are not ready to tell people in the workplace

1 in 3 (33%) have concerns about being treated adversely

1 in 4 (27%) do not want to share their private information with their employer

1 in 4 (27%) feel unsure how to communicate their diagnosis to people in their workplace

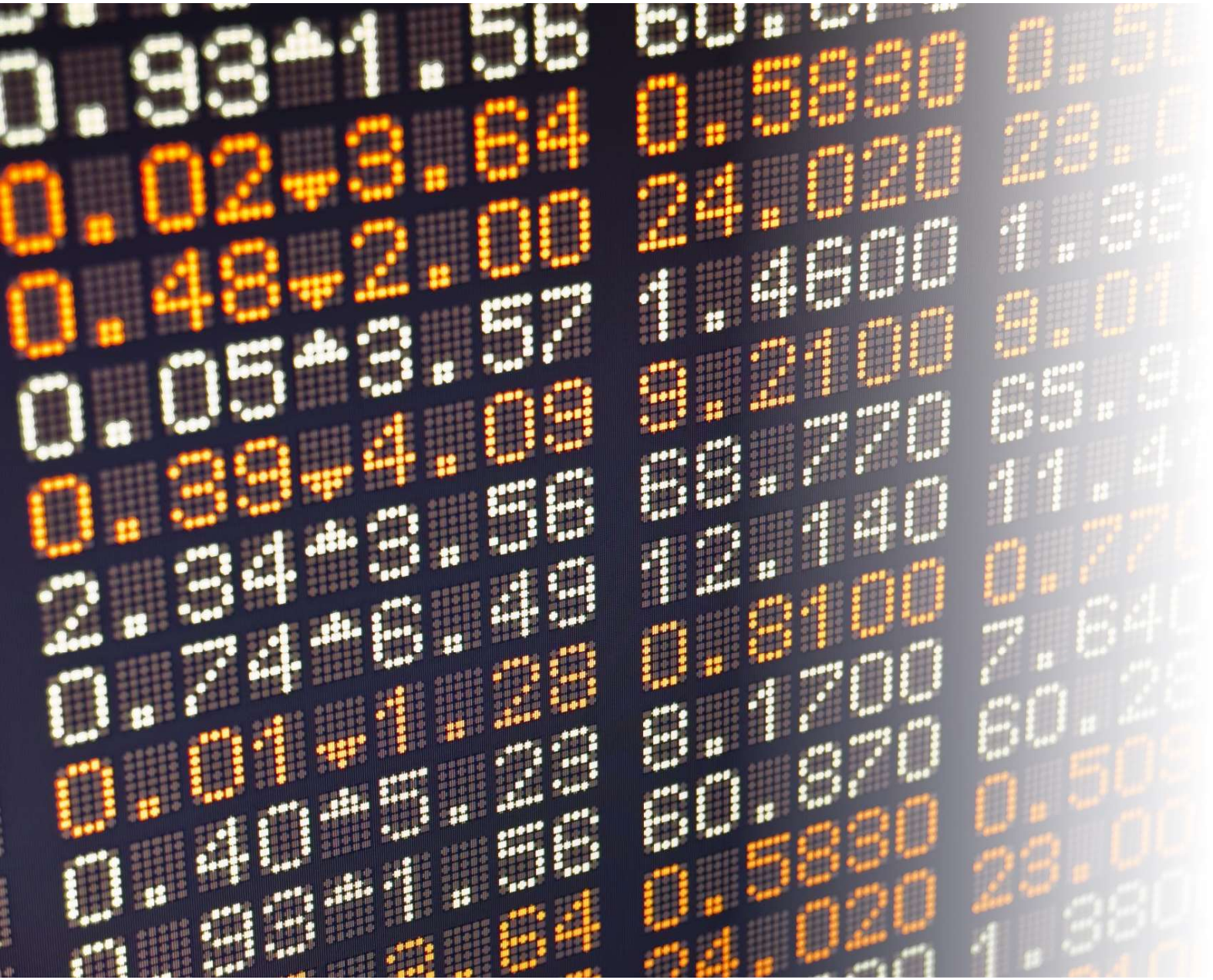
1 in 5 (20%) have only recently been diagnosed

1 in 5 (20%) are concerned about being thought of negatively by employers

1 in 8 (13%) are concerned that it will have a negative impact on their prospects within the company

1 in 14 (7%) have had a previous negative experience of disclosing

Independent research by auticon 2021



45%

HR professionals foresee increasing their DE&I budget in 2024. Up from 35% in 2023.

(Workday's 2024 global survey of 2,600 HR professionals)

43%

Attracting
a diverse workforce



Workday's 2024 survey highlights an increase in DE&I budgets, with reasons like:

- enhancing business success (39%)
- employee engagement (40%)

c.30%

of Berkley employees identify as potentially being from a neurominority

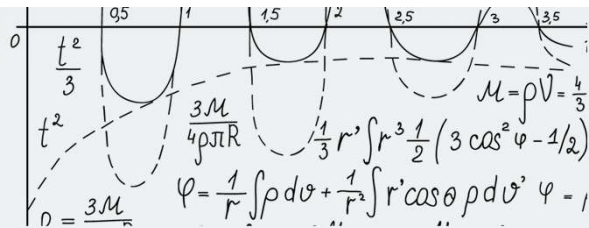


Approximately 40% of employees at Berkley have a neurodivergent family member.

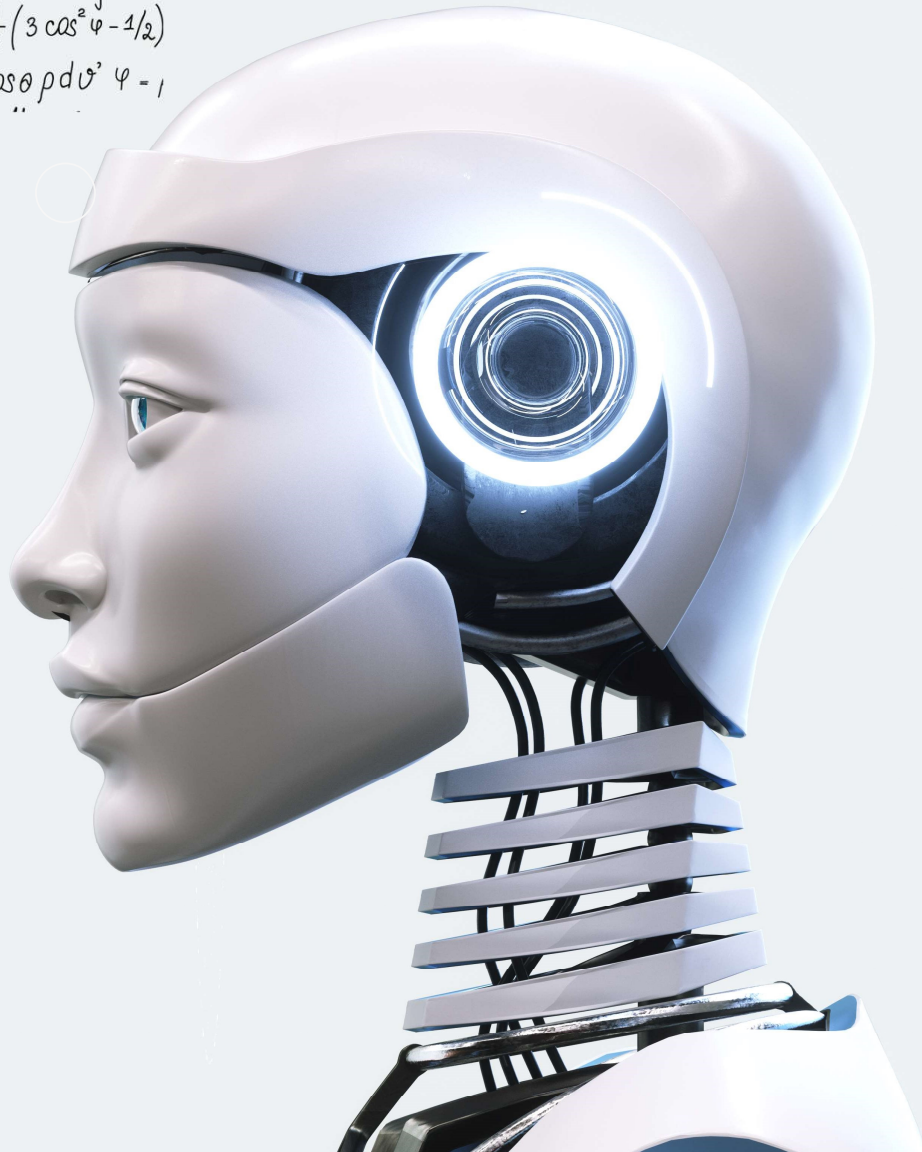
BERKLEY

Living well

$$\frac{dx}{dt} = \frac{9E}{\mu} - \frac{gr}{2} \frac{db}{dt} \frac{9x+51}{x^2+2x+10} + \frac{1}{57} \operatorname{arctg} \frac{x+1}{3} + c \quad Q_{r2} = \frac{3}{2} \nu R (T_s - T_1) = \frac{3}{2} \nu R \int 2t + \frac{2}{3}t + \frac{5}{3}t^2 dt$$



$$= \pi \rho \left[\int_0^R 3 dz - 2 \int_0^R x^2 dz \right] + \int_0^R x^3 \alpha \left| \frac{dx}{\cos x} \right| \frac{1+n^2 x^2}{e^2 = m r^2; 1+(n+1)^2 x^2} \\ M = \rho \int_0^R [R^2 - \frac{2}{3}R^3 + \frac{1}{5}R^5] + \frac{1}{15} \rho R^5 = \frac{1}{2} m A^2 \frac{\pi^2}{16} = 250 J M = \rho \nu = \frac{4}{5} \rho \pi R^3 \\ \frac{x-3}{\sqrt{x^2+2x+3}} dx \frac{1}{r^3} \int r' \cos \theta \rho dv \quad R \frac{x}{(x^2+a)^2} = \frac{x}{(x^2+a)^{n+1}} = \frac{x}{(x^2+a)^n} \\ \frac{3M}{5\pi R} A_0 e^{-\gamma t} (\omega t + \alpha); \quad \frac{d\alpha}{dt} F_2 = \frac{1}{h} \sum m \omega^2 D \quad \frac{1}{4\pi} \frac{g_1 \nu \cdot g_2 \nu \cdot r^2}{r^2 \sqrt{1-\frac{v^2}{c^2}}} \frac{dv}{dt} \sqrt{1-\frac{v^2}{c^2}} \sqrt{1-\frac{v^2}{c^2}} t^2 + \frac{2t^2}{6} + \frac{5t^2}{9} x = A \cos(\omega t + a) \\ S = x_2 A = RT \ln \frac{V_2}{V_1} F_m = \frac{M_0}{4\pi} \frac{g_1 \nu \cdot g_2 \nu \cdot r^2}{r^2 \sqrt{1-\frac{v^2}{c^2}}} \frac{dv}{dt} \sqrt{1-\frac{v^2}{c^2}} \sqrt{1-\frac{v^2}{c^2}} t^2 + \frac{2t^2}{6} + \frac{5t^2}{9} x = A \cos(\omega t + a) \\ \frac{2}{m A \omega^2} \frac{d\alpha}{dt} = \frac{9E}{\mu} - \frac{gr}{2} \frac{db}{dt} \frac{9x+51}{x^2+2x+10} + \frac{1}{57} \operatorname{arctg} \frac{x+1}{3} + c \quad Q_{r2} = \frac{3}{2} \nu R (T_s - T_1) = \frac{3}{2} \nu R \int 2t + \frac{2}{3}t + \frac{5}{3}t^2 dt \\ \varphi = \rho ds \left(\frac{1}{r^2} - \frac{1}{r^3} \right) A_1 = \nu RT_1 \ln \frac{V_1}{V_2} = \nu RT_1 \ln \frac{1}{2}; \quad t^2 + \frac{t^2}{3} + \frac{5t^3}{9} \int \frac{dx}{\cos x} = \ln \\ \nu = \frac{1}{\rho R} h \frac{1}{\pi R^2} \quad \nu_0 = 2i + k \quad \int \frac{dx}{\cos^2 x}$$



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Data...

$$E = ? \\ \int \frac{dx}{\cos^2 x}$$

