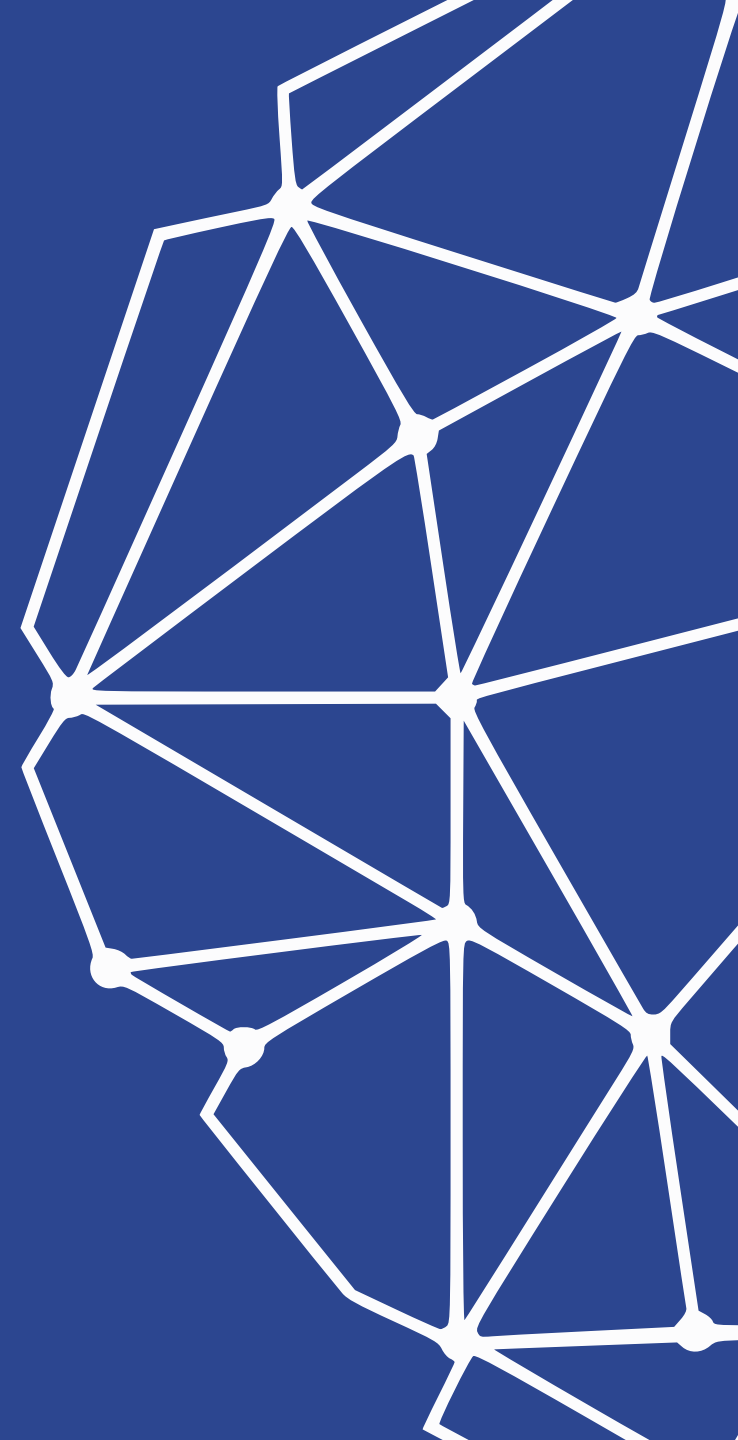




# Introducing Neurodiversity In Business (NiB)

**VISION AND SCOPE - NOVEMBER 2022**

Neurodiversity in Business (NiB) will transform corporate's understanding, acceptance and support of Neurodiversity in the corporate world, and help to remove employment barriers for the 15-20% neurodivergent individuals in the workplace.



# What is Neurodiversity?

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Neurodiversity encompasses the whole spectrum of human neurotypes, each expressing themselves in different ways.

These include neurotypical neurotypes, as well as neurodivergent - which include Autism, Attention Hyperactivity Disorder (ADHD), Dyslexia, Dyscalculia, Dysgraphia and Tourette's (amongst others).

## NATIONAL AUTISTIC SOCIETY

Only **16%** of autistic adults are in full time paid employment.

## CIPD POLL 2018

Only **1** in **10** organization are focusing on neurodiversity at work.



## NATIONAL AUTISTIC SOCIETY

**45%** of people have lost or left their job because of challenges due to being misunderstood.

# What Is Neurodiversity?



**Detailed Processing**  
**Social and Sensory**

## **Autism**

Autism is often characterised by differences with social interaction, sensory processing and communication



**Entrepreneurial**  
**Reading and Concentration**

## **Dyslexia**

Dyslexia is a learning difference which primarily affects reading and writing skills. However, it does not only affect these skills. Dyslexia is actually about information processing.



**Hyper-focus**  
**Concentration**

## **Attention Deficit Hyperactivity Disorder**

Commonly known as ADHD or ADD, it is characterised as differences with regulating attention and executive functioning, which can cause difficulties with time management, planning and organization, and impulsivity, among others.



**Innovative**  
**Mathematical**

## **Dyscalculia**

Similar to dyslexia, dyscalculia results in differences learning or comprehending arithmetic, including understanding numbers and how to manipulate them, and performing mathematical calculations.



**Verbal**  
**Communication**

## **Coordination**

## **Dyspraxia**

A difference in the learning of motor skills, leading to differences with movement and co-ordination. There can also be differences in cognitive processing too.



**Creative**  
**Reading and Concentration**

## **Dysgraphia**

Differences in a person's ability to write by hand due to differences on a physical level of hand functioning and also their sequencing of words and sentences.

# Why Focus On Neurodiversity?

## BUSINESS DRIVERS

**Economic:** Neurodivergent individuals think differently allowing for an innovative workforce, and true “diversity of thought”

**Sustainability:** Provides access to hidden talent pools and reduces talent turnover

**Legal:** Neurodiversity is covered by the Equality Act.

## THE NUMBERS

- **15-20%** of the UK population is Neurodiverse (rising sharply in STEM tertiary education)
- **700,000** people with Autism Spectrum Condition in the UK
- **2 Million people** with Dyslexia in the UK

## SOCIETAL IMPACT DRIVERS

- Empowering diversity is simply the right thing to do
- Making an impact that matters is increasingly key to business’ branding
- Correlating evidence suggest underdiagnosed in females and ethnic minorities

## THE STRENGTHS

- Many strengths including: **innovative, self-motivated, detail oriented, resilient.**
- It does not affect intelligence
- Strong correlation with mental health

# The Neurodiverse Ecosystem

## Problem Statement

- There is growing recognition of the value neurodivergent individuals bring to the workplace, but barriers still unfortunately remain.
- Despite the best intentions and actions of many corporates, there is still a noticeable gap in the neurodiversity (ND) ecosystem.

**Organisations trying to support ND in their company culture often experience the following challenges:**



### **Membership costs**

Charges incurred when gaining access to specialist groups or parties can be prohibitive.



### **Consultancy**

The cost to commission external consultants can limit the scope of an initiative.



### **Resource constraints**

Multi-diversity advocacy groups do not always have the bandwidth to focus on ND and affect real change.

“

Ultimately, Nib's goal is to improve the working lives of neurodivergent individuals, helping to unlock the unique and innovative contribution they can bring to the business world and society.”

**NEURODIVERSITY IN BUSINESS**

# NiB Objectives And Vision

- **Foster a workplace** environment where neurodivergent individuals thrive, to the benefit of both the individual and employer.
- Neurodiversity in Business (NIB) is a **business-led forum** functioning as an industry group for organisations to share industry good practice on ND recruitment, retention and empowerment.
- The vision is to foster a corporate environment where neurodivergent individuals are understood and form an invaluable part of the work culture.

**NIB will achieve this by creating a best-practice business community to share indispensable insight for:**

01

## Neurodivergents

Empowerment, recognition, help and guidance to navigate a successful, happy and independent career path.

02

## Employers

Create awareness as to the benefits and strengths of neurodiversity in the workplace.

03

## Neurotypicals

To have a better understanding and awareness of their neurodivergent colleagues.





### **Mission**

Inform, collaborate and create around a common business understanding of neurodiversity.

Facilitate an easier career route for neurodivergent individuals.

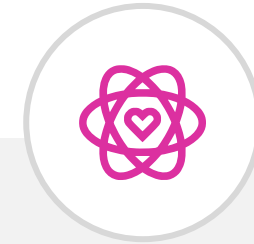


### **Vision**

Create a platform for neurodivergent individuals to articulate their career aspirations and address preconceptions.

Support organisations to identify and navigate the key skills and strengths of the neurodiverse workforce.

Combine the best of neurotypical and neurodivergent minds, to build stronger, innovative and happier work cultures.



### **Values**

Foster and shape a consistent best-practice framework for adoption and sharing across corporations.

Ensure that the views of neurodivergent individuals are central to everything we do.

Collaborate by sharing best-practice for the benefit of all.

# How is NiB Different?

## Building a better workplace

01

### Voluntary Industry Body

NiB is a voluntary form. We are not seeking costly corporate memberships.

02

### Seeking Time & Support

We are asking ND network leads at our corporate members to contribute time and intellectual resource to the NIB community.

03

### Confidentiality

We will maintain confidentiality and privacy where requested.

04

### ND Advocacy & Expert Groups

We will utilise our network of experts and organisations, bringing the best to our membership.

05

### Existing ND Groups

NIB will continue to collaborate and support some of the great ND awareness and advocacy groups operating in the ecosystem.

***In return, employers will benefit from the NIB network and resources, helping them to mature their own organisation by maximising the potential of a more fulfilled and diverse workforce.***

# Next Steps

## Would you like to help us change society?

**We are looking for key corporates to be founding members.**

***If you would like to join us, please email us via the details below***

- Joining would not entail any form of formal commitment but you will be able to start reaping the benefits of membership straight away.
- We will grow and evolve in the years ahead and the provision offer will continue to expand.

Contact the team:  
**membership@neurodiversityinbusiness.org**

INTRODUCING NEURODIVERSITY IN BUSINESS (NiB)



**Thank you!**