**Neurodiversity in Business – Membership Charter**

1. **About Neurodiversity in Business**

Neurodiversity in Business (NiB) is a network of corporates aimed at integrating and building a better workplace for Neurodivergent (ND) people, helping ND people progress in their careers, and support companies gain a better understanding of Neurodiversity. NiB is backed by a significant number of organisations and supported by many global technical/subject matter leaders in the area of neurodiversity. NiB is a non-membership charging organisation, with a non-commercial aim of helping create a better world and improving the wellbeing of ND individuals.

1. **Mission, Value, and Objectives**

The mission, value, and objectives of NiB are the following:

* **Educate** – enhance understanding of Neurodiversity and how organisations can identify and self-reflect on institutional and cultural barriers standing in the way of Neurodiverse candidates, employees, and leaders.
* **Demonstrate** – show how companies benefit from being Neuroinclusive, both socially and commercially. Demonstrate the benefits that flow from unlocking Neurodivergent talent and being more Neuroinclusive.
* **Celebrate** – celebrating Neurodivergent people in your company and empowering them, helps others feel comfortable to self-disclose and discuss the reasonable adjustments they require and the challenges they face.
* **Empower** –by elevating Neurodivergent individuals and guiding them in their professional careers, catalysing them to reap the benefits of their hard work and realise their true potential.
1. **Governance: Executive, Advisory, and Co-Production Boards:**

NiB has three key layers of governance:

1. The **Executive Board** serves to manage day-to-day operations of the organisation and carrying out the organisations’ goals. The executive board will serve a three-year term, and after that, members will participate at an AGM to elect a new board to govern NiB.
2. The **Advisory Board** is a self-managed board of ND subject matter experts who are invited by the NiB executive board to support NiB’s activities and to provide deep subject matter expertise and alignment with the broader collaborative objectives of the ND ecosystem.
3. The **Co-production Steering Board** is fundamental to our values of ensuring that neurodivergent individuals are core to the development of our strategy and to the implementation of our practices. All key decisions taken by the executive board will be validated with the co-production steering boardbefore being implemented.
4. **Activities**
NiB will run the following activities:
* Monthly workshops, where key topics/stories of journeys of select companies/individuals will be shared and debated. These will be both physical and online depending on the circumstances.
* Sharing of industry good practice and supporting the development of educational materials for training of staff, including managers training, recruitment, employee retention.
* Half-yearly conferences, to bring the “great and good” from the ND world together to aid industry co-operation and drive forward change.

In the longer term, the NiB Executive Board may decide to support cross-industry efforts to develop mentoring programmes where ND individuals will be able to seek best practices on starting, running, and developing their businesses, using advice of other experienced ND business owners.

1. **Termination Clause**

We may terminate this arrangement effective immediately on written notice to you where we determine we must do so in order to comply with applicable law or regulation or any of our professional duties or obligations, including (without limitation) for audit independence related reasons.

**APPENDIX**

Below is a Letter of Intent to be utilised where the member has not already provided written confirmation that they will become a member.

**LETTER OF INTENT: TO JOIN NEURODIVERSITY IN BUSINESS**

On behalf of [Neurodiversity in Business (NiB),](https://neurodiversityinbusiness.org/) I’m writing to ask that you confirm in writing your organisation’s intention to register as a founding member of NiB. In responding below, you confirm that:

* You are eligible to represent your organisation and register your organisation with NiB.
* You have read the Neurodiversity in Business Membership Charter.
* You consent to your organisation being represented as a NiB member.
* You consent to your organisation’s name and logo being used for this purpose.
* You consent to your organisation being kept informed about news, events and other activities relating to NiB.
* You consent to your organisation’s details being stored in a members’ directory that may be circulated within NiB.

Your organisation’s registration as a member will be complete upon receipt of this Letter of Intent with your name added below and only after publicising your membership on social media, tagging NIB’s social media accounts on each specific platform.

Yours Sincerely,

Dan Harris

CEO
Neurodiversity in Business

 On behalf of\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
(Company Name)

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I hereby confirm the above