

(NEURO)DIVERSITY INCLUDES YOU

Dr. Theresa Haskins | Presentation for the USDA TARGET Center



#NDEAM | #RehabAct50
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ADVANCING ACCESS & EQUITY

National Disability Employment
Awareness Month

Celebrating 50 years of the Rehabilitation Act of 1973





About the Session

- Explore neurodiversity and its impact on collaboration and problem-solving.
- Discover how neurodivergent thinking contributes to innovation and inclusive cultures.
- Learn how to foster inclusive workplaces and the importance of advocacy in creating neurodiverse workplaces.

Defining Neurodiversity

Neurodiversity is the diversity of human brains and minds – and recognizes the infinite variation in neurocognitive functioning within our species. Focused on strengths-based approaches and the concept of multiple intelligences.





Neurodivergent

having a brain that functions in ways that results in behaviors that diverge significantly from the societal standards of “normal.”



Neurotypical

having a style of neurocognitive functioning and behaviors that fall within the dominant societal standards of “normal.”

Neurodiversity
Includes
You

Types of Neurodivergence

Autism

ADHD

Dyslexia

Dyscalculia

Dyspraxia

Tourette's
Syndrome

Giftedness

Mental
Health
Conditions

Intellectual
Disabilities

(Neuro)Distinct



THINKING



PROCESSES



EXPERIENCES



INTERACTIONS

How Neurodiversity Shapes Workplaces



Inclusive hiring practices



Accommodations and support



Streamlined communication



Simplified task management



Efficient teamwork



More collaboration and mentoring opportunities

NEURODIVERSITY BRINGS SUCCESS



Neurodiversity Workplace Statistics



30% more engaged than
non-diverse teams



Up to 90% more
productive



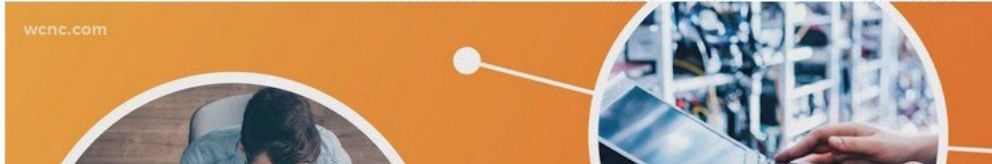
6x more likely to be
innovative and agile



NOTABLE NEURODIVERGENT LEADERS

Major companies actively recruiting employees with autism

People on the autism spectrum are known to have a great sense of creativity and imagination. Those traits can be beneficial for tech company employees.



OPINION - TECHNOLOGY EXECUTIVE COUNCIL

Op-ed: Two-thirds of our team is autistic. That's helping us survive the coronavirus

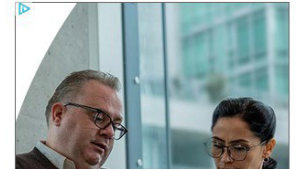
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David Aspinall, CEO of Auticon US

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KEY POINTS

- At Auticon, a global IT consulting firm, 200 of its 300 employees are autistic.
- The company has found that workers with autism communicate better in remote work settings and often excel at business intelligence, quality-assurance test automation and complex software development projects.



How a neurodivergent workforce can boost a company's resilience

It's thought 15–20% of people are neurodiverse, an umbrella term taking in conditions such as dyslexia, dyspraxia, social anxiety, ADHD, autism, dyscalculia, and Tourette's syndrome.

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Neurodiversity is synonymous with different ways of thinking. Increasingly, employers realise each neurodiverse employee brings something unique to the workplace, and business can benefit from that.

Productivity gains

Multinational software company SAP has seen productivity gains, quality improvement and increased innovative capabilities in the decade since proactively setting out to attract and foster

An alternative solution for the government workforce crisis

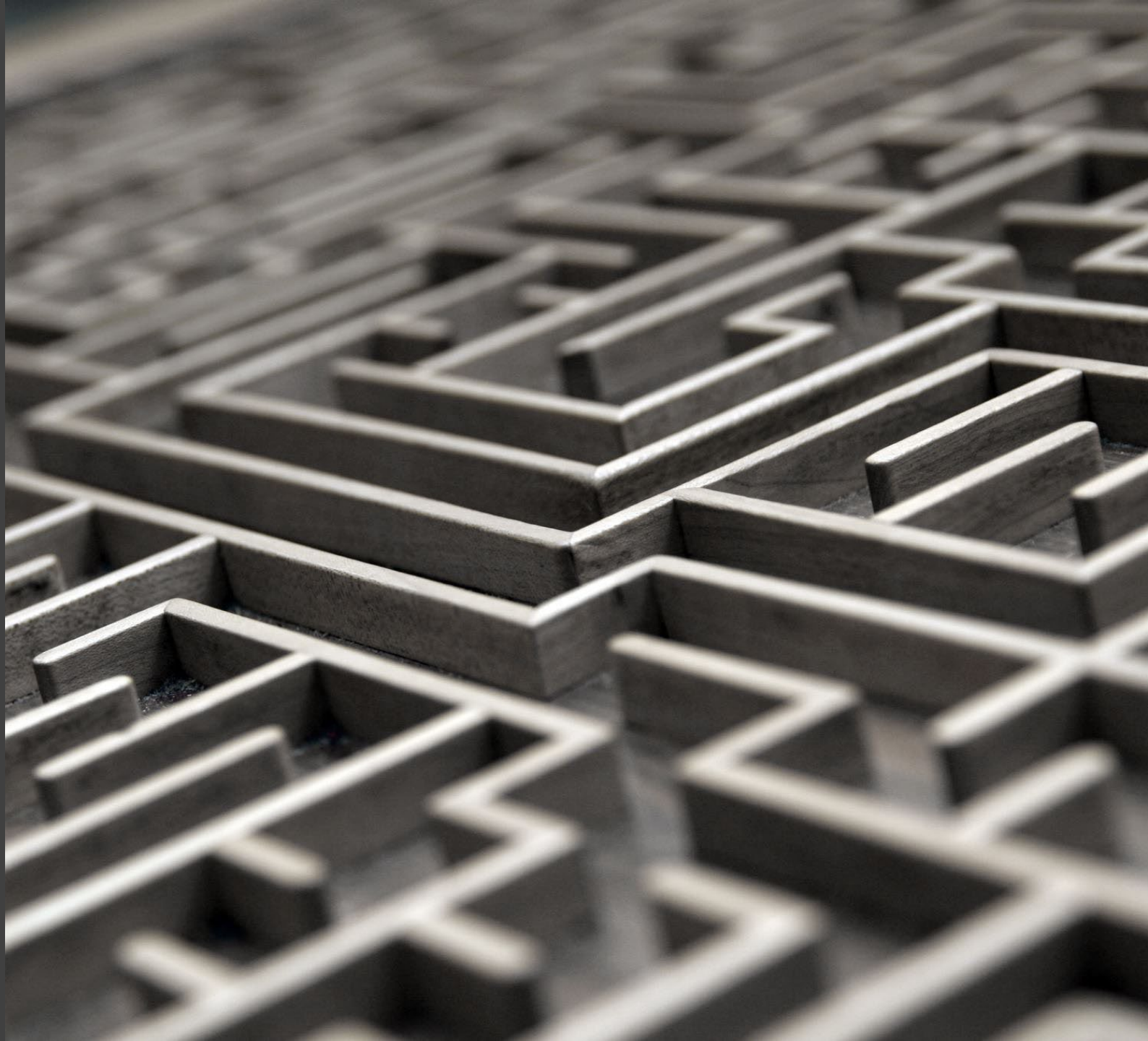
By CAI Jul. 14, 2023

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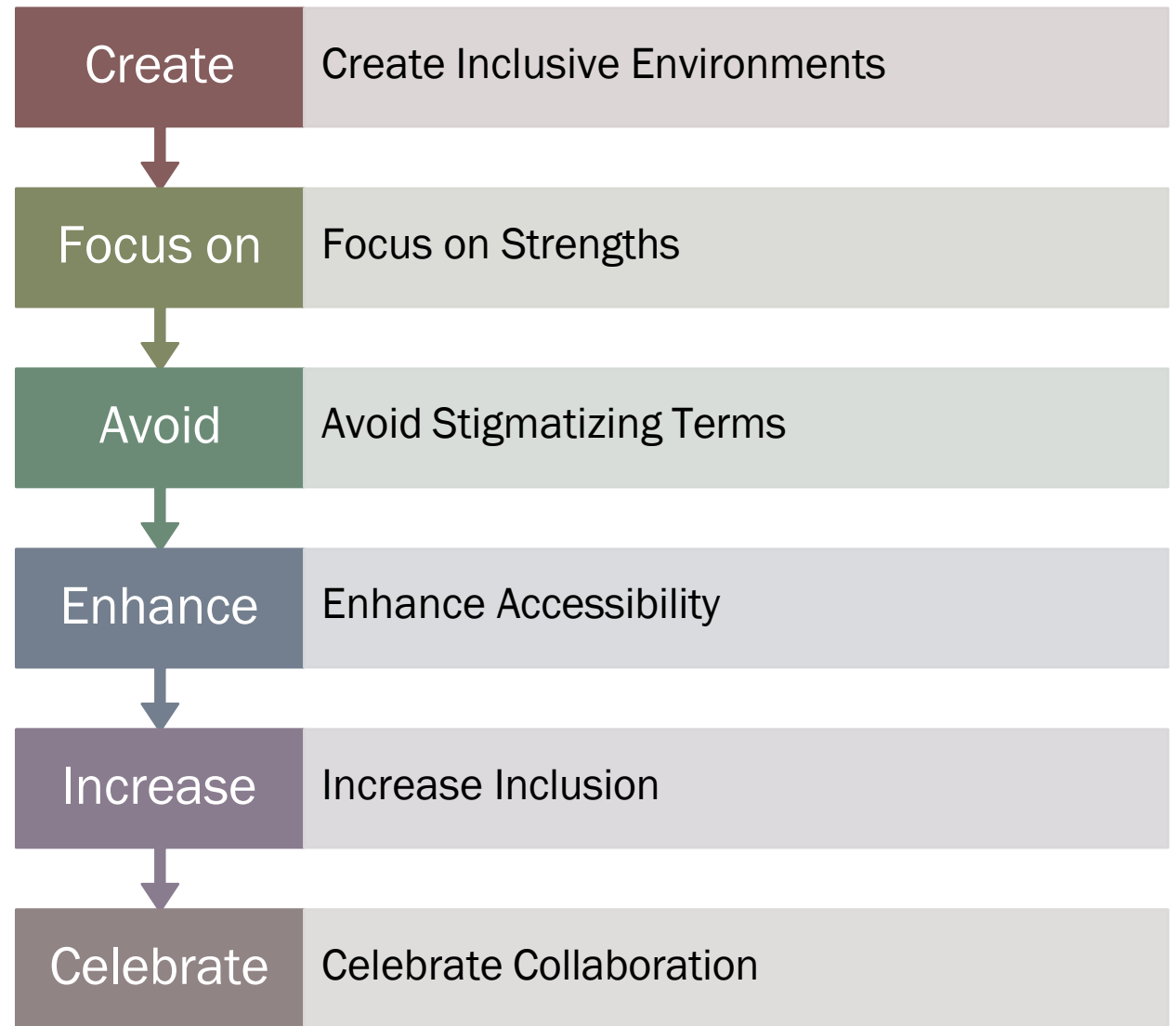
[An alternative solution for the government workforce crisis](#)

NACo Partner Resource

Approach
Problems from
Unconventional
Angles



How to Create Neurodiverse Environments





Universal Design

Making the workplace
accessible to
everyone

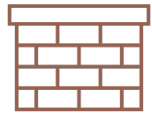
Why Universal Design Works



Equitable



Flexible



Simple &
Intuitive



Perceptible
Information



Tolerance
for Error



Low Physical
Effort



Size & Shape



We all think
differently!



Promote Neurodiversity

- Educate yourself
- Respect individual differences
- Focus on accessibility
- Be open to new approaches
- Implement universal practices
- Advocate proactively for inclusion

CONTINUE LEARNING

WITH

Dr. Theresa Haskins

USDA TARGET Center

NDEAM 2023 Upcoming Sessions

See e-mailed schedule for details.

Find resources, podcasts, newsletters and more at

www.theresahaskins.com



Contact Information

TARGET Center Website

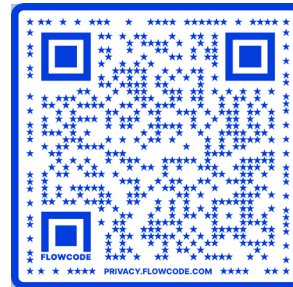
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Current and Upcoming Meetings

OCTOBER

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
10/2/2023	10/3/2023	10/4/2023	10/5/2023
<p>10:00 AM – 11:00 AM USDA TARGET Center Assistive Technology Program Rashida Owens Assistive Technology Program Manager</p> <p>12:00 PM – 1:00 PM USDA TARGET Center Ergonomics Program Stephanie Bradley CEAS, CAE Ergonomics Program Manager</p>	<p>11:00 AM – 12:00 PM Rethinking Disability and What It Means to Be Disabled Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM (Neuro) Diversity Includes You Dr. Theresa Haskins Haskins Consulting</p>	<p>11:00 AM – 12:00 PM Nurturing Workplace Well-Being and Supporting Mental Health (Part 1 of 2) Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM PTSD Is More Common Than You Think Alla Weinberg Spoke & Wheel</p>	<p>10:00 AM – 11:00 AM Empowering Lives Through Assistive Technology Solutions Donny Osborn Boundless AT</p> <p>12:00 PM – 1:00 PM Department of Defense Computer/Electronic Accommodations Program (CAP) Erin Sanderson CAP</p>
HOLIDAY	10/10/2023	10/11/2023	10/12/2023
	<p>11:00 AM – 12:00 PM Autism Inclusion and the Pathway to Neurodiversity Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM Lessons from Unpredictable Journeys: Insights from Temporary and Situational Disabilities (Part 1 of 2) Dr. Theresa Haskins Haskins Consulting</p>	<p>11:00 AM – 12:00 PM Creating a Trauma-Informed Workplace Alla Weinberg Spoke & Wheel</p> <p>1:00 PM – 2:00 PM Nurturing Workplace Well-Being and Supporting Mental Health (Part 2 of 2) Dr. Theresa Haskins Haskins Consulting</p>	<p>10:00 AM - 12:00 PM USDA TARGET Center Ergonomics Demonstrations (Virtual/Onsite) Stephanie Bradley CEAS, CAE Ergonomics Program Manager Stephen DiCarlo Humanscale Howard Flowers BodyBilt</p> <p>1:00 PM - 3:00 PM USDA TARGET Center Assistive Technology Demonstrations (Virtual/Onsite) Rashida Owens Assistive Technology Program Manager</p>