

# Neurodiversity in the Workplace

## Resources

### Neurodiversity by the Numbers

**19% ↑** Bottom line

According to [BCG research](#), increasing workplace diversity improves the company's bottom line by **19%**.

**8x** ✨ Innovation    **2.3x** \$ Cash flow/employee

[Deloitte](#) (the company behind the 'one in five' stat referenced earlier) reports that, in a three-year period, inclusive workplaces are as much as **eight times** as likely to be innovative and have **2.3 times** the cash flow per employee as non-inclusive workplaces.

**28% ↑** Revenue    **30% ↑** Profit    **2x** \$ Net income

According to one [study](#), companies that offer an inclusive environment for neurodivergent workforce segment achieved **28 percent** higher revenue, **30 percent** greater profit margins and about **double** the net income compared to their competitors.

**90% ↑** Employee retention

A US Department of Labor [analysis](#) found that employers who embraced people with common neurological conditions saw a **90 percent** increase in employee retention.

**30% ↑** Productive

According to [research](#), teams with neurodivergent professionals in some roles can be **30%** more productive than those without them. Inclusion and integration of neurodivergent professionals can also boost team morale.

#### (Source)

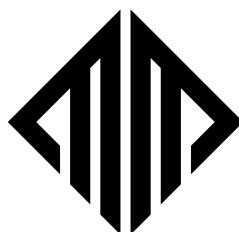
- It's estimated that anywhere between **20% to 40%** of the population is considered neurodivergent
- Based on different [studies](#), between 15-20% of the population is neurodiverse – including up to 10% of people who are diagnosed with dyslexia, 5% diagnosed with attention deficit hyperactivity disorder (ADHD), and 1-2% with autism
- Between **10% and 20% of the global population is considered neurodivergent**, according to research from Deloitte
- According to [Return On Disability Group](#), although 90% of companies claim to prioritize diversity, only 4% consider disability in those initiatives
- According to a recent Bloomberg Law [survey](#), 72% of respondents currently have metrics to track diversity, and of those 72%, only 17% reported that their organization is tracking neurodiversity
- **[Half of all leaders and managers would not employ a neurodivergent person](#)**

# Learning Resources

- [The Employer Assistance and Resource Network on Disability Inclusion \(EARN\)](#)
  - [Neurodiversity in the Workplace Guide](#)
  - [Great list of Neurodiversity in the Workplace Resources](#)
- [Disability:IN](#)
  - [Neurodiversity at Work Playbook: Employee Engagement & Growth Series](#)
  - [Neurodiversity Inclusion: Checklist for Organizational Success](#)
  - [General Framework for Neurodiversity at Work Pilots \[PDF\]](#)
  - [Inclusion@Work: A Framework for Building a Disability-Inclusive Organization](#)
- [JAN: Job Accommodation Network](#)
  - [Accommodation Solutions for Neurodivergent Workers \(webcast, recording, slides & transcript\)](#)
  - [Accommodation Solutions for Individuals with Executive Functioning Deficits](#)
- LinkedIn Learning: [Hiring and Supporting Neurodiversity in the Workplace](#)
- [Optimize webinar series on neurodiversity in the workplace](#)
- [Personal User Manual example with instructions and templates from Atlassian](#)
- ["Manual of Me" template](#)

# Articles

- [How Neurodiversity at Work Fits Into "Diversity, Equity, and Inclusion"](#)
- [Neurodiversity as a Competitive Advantage](#)
- [Global survey: The workplace is failing a major demographic](#)
- [What Is the Economic Impact of Hiring Autistic, Neurodivergent and Disabled Talent? Here's What You Should Know.](#)
- [When Great Minds Don't Think Alike](#)
- [Why Neurodiversity Remains DEI's Least-Tracked Metric](#)
- [Workplace neurodiversity is important to Gen Zers](#)
- [Neurodiversity As A Strengthening Point For Your Team And Our Society.](#)
- [Providing Performance Feedback to Support Neurodiverse Employees](#)
- [This neurodiversity handbook should be a prototype for all workplaces](#)



MCGARY DIGITAL