



Understanding Neurodiversity: Fostering Inclusive Practices at Work— Briefing Document

Duration: 1 hour 30 minutes

Facilitator: Chandy Green, Disability Advocate & Educator



Workshop Overview



In an increasingly diverse workforce, understanding and embracing neurodiversity is key to unlocking untapped potential and fostering truly innovative environments. This engaging 1.5-hour training goes beyond surface-level awareness, providing practical insights and actionable strategies to cultivate a workplace where every individual, regardless of their cognitive style, can thrive through inclusive practices.

This dynamic and interactive session is designed to deepen your understanding of neurodiversity and empower you with the tools to create a more inclusive workplace culture. We'll explore the unique strengths and perspectives that neurodivergent people bring, and discuss how to adapt environments and communication styles to ensure everyone feels valued, supported, and able to contribute their best through specific inclusive practices.

Learning Objectives



- 01** Understand neurodiversity and the value diverse cognitive styles bring to an organisation.
- 02** Learn practical communication techniques to support neurodivergent people and enhance collaboration.
- 03** Explore ways to create physically and psychologically safe spaces for diverse processing styles.
- 04** Discover how to identify and harness the unique talents of neurodivergent people for innovation and success.
- 05** Understand the ethical and human rights considerations underpinning neuroinclusion for dignity and respect.



Welcome & Grounding

Duration: 10 minutes

Content:

This initial 10-minute segment is designed to create a welcoming and inclusive atmosphere for all participants. It commences with brief introductions where attendees are invited to share their name, role, and pronouns, along with an option for a quick audio description. This is promptly followed by an access check-in, where participants can communicate any requirements for comfortable engagement throughout the session.

The facilitator will then go over the key group agreements, emphasising mutual respect, confidentiality, that there is no pressure to share, and the importance of honouring lived experience. The segment concludes with a reflective activity, inviting participants to briefly share what 'Neurodiversity' means to them, thus fostering initial engagement and a personal connection to the core subject matter.



Understanding Neurodiversity: Models & Attitudes

Duration: 15 minutes

Content:

This 15-minute section reimagines the core models of disability specifically through a neurodiversity lens. It begins by examining how the traditional Medical Model has historically framed neurodivergence, viewing it predominantly as a disorder, deficit, or condition requiring 'fixing' or 'curing'. Participants will explore the profound negative impact this pathologising perspective has had on neurodivergent people's identity, self-worth, and opportunities within society and the workplace. The segment then introduces and champions the Neurodiversity Paradigm, presenting it as the foundational shift in understanding. This paradigm posits that neurodivergence is a natural and valuable form of human variation, akin to biodiversity. Crucially, participants will learn how this Neurodiversity Paradigm is a direct application of the Social Model of Disability, shifting the focus from individual 'deficits' to identifying and dismantling societal and environmental barriers. The session will highlight the liberating impact of embracing this paradigm on fostering genuine acceptance, self-advocacy, and creating truly accessible and affirming spaces for all neurotypes.



Neurodiversity: Diverse Brains & Specific Access Needs

Duration: 15 minutes

Content:

This 15-minute section focuses entirely on the rich internal diversity within the neurodivergent community and the specific access needs that arise from varying neurotypes. It will highlight that neurodiversity itself is not a single experience, encompassing a wide range of conditions such as autism, ADHD, dyslexia, and dyspraxia, each presenting with unique strengths, processing styles, and challenges. Participants will gain a nuanced understanding that each neurodivergent individual has distinct needs, even within the same diagnosis.

The segment will then delve into identifying and addressing neuro-access needs, moving beyond general accommodations to specific considerations. This includes exploring sensory processing differences (e.g., sensitivities to light, sound, or textures) and how they impact environment and comfort. It will also cover cognitive processing differences related to attention, executive function, and information processing, leading to needs for clarity, structure, and flexible working approaches. Emphasis will be placed on understanding varied communication styles and the critical importance of a person-centred approach – always asking neurodivergent individuals directly about their specific requirements rather than making assumptions based on diagnosis.

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Challenging Ableism: Language & Behaviour

Duration: 20 minutes

This 20-minute section is dedicated to deeply understanding and actively challenging neuro-ableism, which manifests through language and behaviour. It begins by defining neuro-ableism as the discrimination and prejudice faced by neurodivergent individuals, stemming from societal expectations that privilege neurotypical ways of thinking and behaving. Participants will learn to recognise how these neuro-normative standards can create systemic and individual barriers.

The segment will then delve into identifying neuro-ableist language (e.g., pathologizing terms, infantilising language, or dismissive phrases) and common microaggressions frequently experienced by neurodivergent individuals (e.g., invalidating experiences, assuming intent, or pressuring for "normal" social interactions). Participants will gain an understanding of the profound impact these linguistic and behavioural patterns have on neurodivergent people's well-being and sense of belonging. The latter part of the session will equip attendees with strategies for challenging neuro-ableism effectively, promoting neuro-affirming language, fostering genuine allyship, and encouraging proactive neuro-inclusive behaviours in all interactions.



Inclusive Communication & Neuro-Inclusive Practices

Duration: 20 minutes

Content:

This 20-minute section is dedicated to enhancing confidence in using inclusive communication and enacting practices specifically tailored to support neurodivergent individuals within the workplace and service settings. It begins by exploring diverse neurodivergent communication styles, highlighting common differences such as processing time, literal interpretation, and varied non-verbal cues. Participants will learn strategies for clearer, more direct communication, and how to respect individual preferences to enhance understanding and connection. The session will then delve into creating truly neuro-inclusive environments and practices. This includes practical considerations for fostering sensory-friendly spaces (e.g., managing lighting, noise, and layout), and promoting cognitive accessibility through clear instructions, structured tasks, and effective use of visual aids. The segment will also touch upon flexible working approaches that accommodate different energy patterns and work styles, ensuring a supportive and productive environment for all brains. Through focused discussion, participants will gain actionable insights to integrate these neuro-inclusive strategies into their daily interactions and service delivery.

Q&A and Reflection

Duration: 10 minutes

Activity: Personal Commitment

Each person writes down one thing they'll change or do differently.

Invite volunteers to share.

Open the floor for final questions or reflections.





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