

Neurodiversity in the Workplace

Disability Collaborative Network C.I.C. Becki Morris

# Experience:

- Trustee/Non-Executive Director of AchieveAbility
- Contribution to ACAS Employer Guide to Neurodiversity
- Steering Committee of Dyslexia Adult Network
- Director of DCN in Museums and Heritage (inclusive practice)
- 6 years working with adults with difficulties in formal education and the benefit system in understanding social and economic barriers with people with neurodivergent profiles.





# It's complicated



# DCN is....

- Connecting:
  - Connect with champions, networks and organisations
- Collaborating:
  - Opportunities for the heritage sector by working with across sectors
- Changing:
  - Creating strategy for positive, meaningful change
- Valuing:
  - Good value for all budgets

### The Make-up of Neuro-Diversity

his is a document for discussion. Concentrating mainly on the difficulties of those with neuro-diversity. It must however, be pointed out that many people with neuro-diversity are excellent at maths, co-ordination, reading etc. We are people of extremes.

## Dyspraxia/DCD

Difficulties with planning movements, co-ordination and practical tasks as well as tracking & balance, poor spatial awareness & muscle tone

Over & under-sensitive to light.and noise, touch, temperature, Speech & language difficulties

Autistic Spectrum Disorder (ASD) inc. Asperger's Syndrome

Social & communication problems
Obsessive, difference of
Imagination.

#### **Dyscalculia**

Difficulties with calculation & Number concepts

Word finding & speech problems

## **Neuro-Diversity**

Difficulties with organisation, memory, concentration, time, direction, perception, sequencing Poor listening skills - leading to Low self-esteem,
Anxiety depression but creative, original, determined

Oppositional Defiant Disorder

Tourette's Syndrome Verbal & physical tics

## Dyslexia

Difficulty with reading writing, spelling word recognition and sequencing

Lack of concentration, distractibility

### AD(H)D

Impulsive, temper outbursts,
hyperactivity
Low frustration threshold
Easily distracted or
over -focused, lack
of inhibitions



DANDA, 46 Wesbere Road, London, NW2 3RU, Tel: 020 7435 7891







Neurodiversity overlaps with people having more than one label.

- 60% are dyspraxic and dyslexic
- 37% are dyslexic and dyspraxic
- 29% are autistic and dyspraxic
- 28% are autistic and dyslexic
- 12% are dyslexic and dyscalculic

Source: WAC Report 2018



- Where a person sees themselves doesn't not necessary reflect their true ability and talent.
- Previous experiences relating to formal education can cause 'imposter' syndrome.
- 'Overcoming' and 'despite' of type of language needs to be changed, its society that is disabling to neurodivergent people not the neurodiversity.

Source: WAC Report 2018

# Key Learning so far...

- Recruitment and retention processes favour neurotypical particularly in pressured, competitive environment.
- Heritage Sector needs to grow and be influenced by neurodivergent and disabled people, in order to remain relevant, attract and understand audiences and the visitor experience.
- Working and training in the Heritage Sector shouldn't be a process of endurance, but reflective to real life experience across 9 Protected Characteristics.



# Key Learning so far...

- Passport style recruitment across the 9 Protected Characteristics. At all levels including apprenticeships and traineeships.
- Passport reduces sickness by 50% and raises disclosure from 5% to 65%.
- Growth and representation of neurodivergent people in the Heritage Sector is an unknown.



# Keep in touch and work with us...



- Twitter: @museumDCN
- Email: info@musedcn.org.uk
- Call: 07455 896213