



Neurodiversity in the Workplace

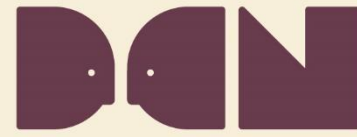
Disability Collaborative Network C.I.C.
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Experience:

- 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

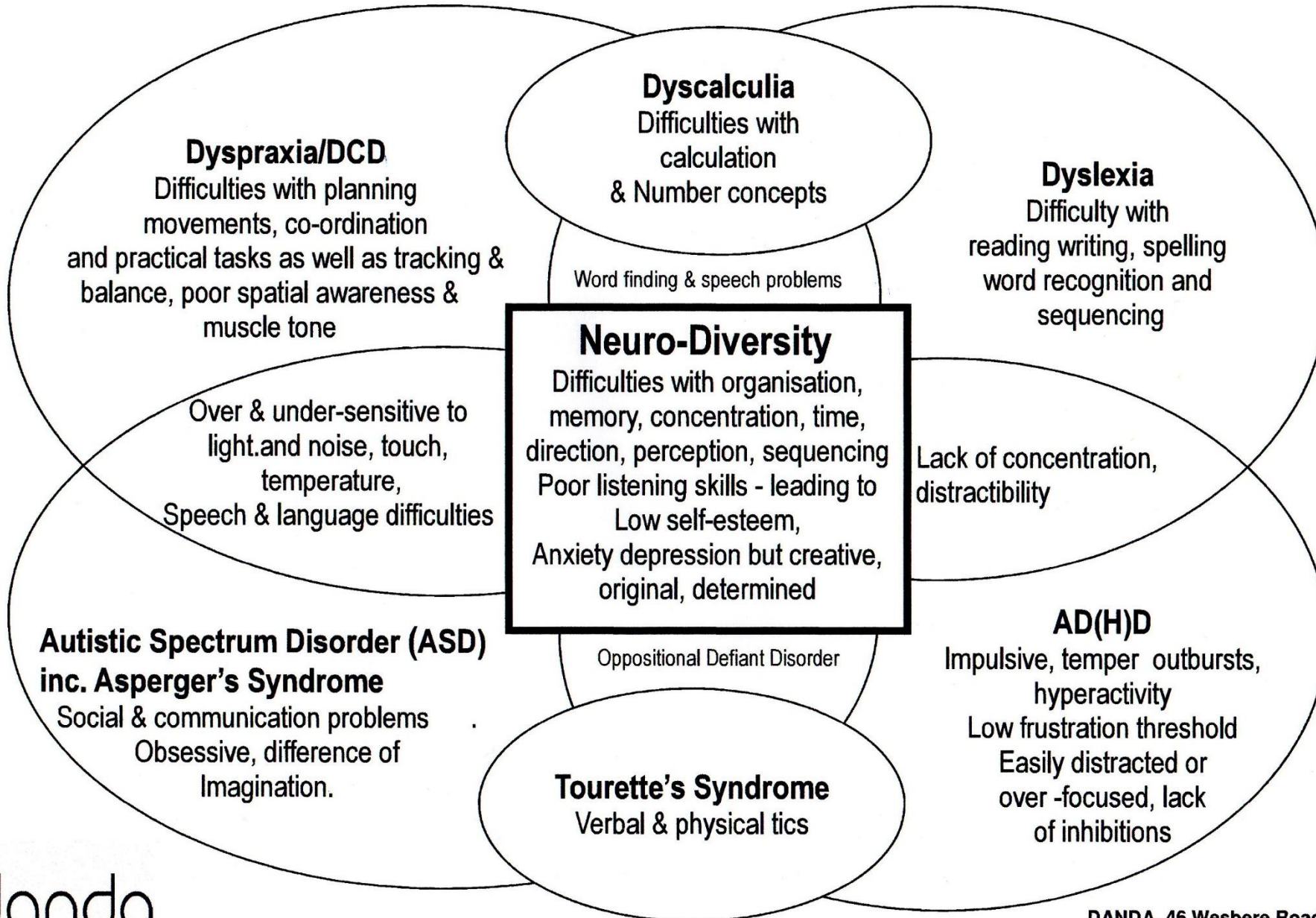


DCN is....

- **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

This 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.



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

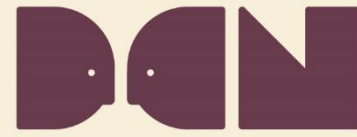
- Where a person sees themselves doesn't not necessary reflect their true ability and talent.
- Previous experiences relating to formal education can cause 'imposter' syndrome.
- 'Overcoming' and 'despite' of type of language needs to be changed, its society that is disabling to neurodivergent people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

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