

NEURODIVERSITY PLEDGE



Despite recent improvements, there is still a significant amount of stigma and bias towards neurodiversity in the workplace. We, as an organization, recognize and are committed to supporting and promoting the advantages of neurodiversity, working towards eliminating stigma. Our ultimate goal is to create a neuroinclusive workplace where everyone can thrive.

By signing this pledge we:

- Recognize that people with neurological differences such as Autism, ADHD, dyslexia, and other neurodivergent neurotypes, bring unique skills, perspectives, and experiences to our team.
- Believe/ acknowledge that a neurodiverse workforce leads to greater innovation, creativity, and productivity.
- Are committed to ensure that everyone in our organization has the opportunity to reach their full potential.
- Commit to take action by making improvement in at least one area per annual year and describe the efforts and results in the end-of-year reports and/or on June 16th.

An area of improvement* that we pledge to focus on:

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Signature(s):

Name(s):

Date:

Place:

APPENDIX:

Areas of improvement



This non-exhaustive list shows some of the possible areas of improvement for organizations. It aims to support each signing member to create a neuroinclusive workplace.

Areas to improve could pertain to aspects influencing the ability of neurodivergents (“ND”) to join the organization, the ability to work and stay in the organization, as well as the company culture. Below are some examples to consider.

Hiring and Recruiting Practices	
Recruitment Policy and Practices	Evaluating policies and everyday practices that limit the ability or chances for NDs to be enlisted as an employee as compared to approaches towards neurotypicals.
Accessibility of Information	Enabling equitable access to information in language and display of the information.
Accommodation for Job Interviews & Recruitment	Consider the type of environments where ND candidates are to be assessed.
Interviews	Rethink interviews that rely heavily on social cues (i.e. body language, eye contact, communication skills) to focus more on the specific skills necessary for the job.
Onboarding	Enabling onboarding techniques and programs that suit the ability of the employee rather than a standardized approach.
Job Crafting	Assessing the value of strengths of ND employees by carving a job description or work conditions that support both the worker as the impact of their work for the organization

Working and Retaining Talents	
Physical Working environment	Supporting reasonable accommodations to workplaces for the neurological needs of its workers to work effectively.
Ongoing Professional Development (training)	Providing trainings around neuroinclusion and encouraging ND employees to actively try and learn something new without fear of being ridiculed, ostracized or put their jobs/positions at risk.
Psychological Safety	Recognition of strengths, talents, and ways of thinking that allow for ND employees to be comfortable in showing up as themselves in the organization.

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Assessment and Evaluation	Routine assessment of the level of psychological safety, job satisfaction and sense of belonging experienced by employees.
Neurodiversity Celebration Participation	Providing opportunities to celebrate neurodiversity internally of externally and to allow ND employees to take part, co-organize and/or serve as an ambassador.
Conflict Management	Offering mediation from a colleague or supervisor that has deep awareness and understanding of neurodiversity.
Retention Policies	Exploring reasons for ND workers exiting the organization and willingness to consider proposals to improve retention for other or future workers.
Career Growth and Opportunities	Providing clarity about career progression and evaluation practices of the level of employee career satisfaction.
ND Community of Practice and Support	Starting a ND community of practice and support.

Organizational Culture	
Sense of Belonging	Acceptance, understanding and willingness to embrace diversity that allows for teamwork and camaraderie.
Neuroinclusive Mindset	Supporting a neuroinclusive mindset that are backed by policies and DEI (Diversity, Equity, Inclusion) practices.
Nondiscrimination and Reduction of Harm	Communication and connection practices that reduce ND-related stigmas and/or negative attitudes toward ND employees.
Commitment to Progress	Tracking company culture progress/evaluation when it comes to neuroinclusion.
Integrity and Integration	Amendments of policies to support an inclusive culture and inclusion into DEI practices.
Commitment to Learning	Training of Management Team and HR about neuroinclusion.
Strength-Based	Leveraging the myriad strengths, experiences and talents
Appreciation of Role Models	Events for staff and employees about neuroinclusion and the value neurodiversity brings to the organization. For example the sharing of positive examples of ND role models in the company.