Neurodiversity Celebration Week with Rachel Morgan-Trimmer

What is neurodiversity?

Neurodiversity is an umbrella term, inclusive of:

- Dyslexia
- Dyspraxia
- Dyscalculia
- ADHD Attention deficit hyperactivity disorder
- Autism

Dyslexia

Dyslexic people see shapes not detail. Below is a simulation of what it is like to have dyslexia, if you scrunch your eyes up, you may see a shape. Struggle to get things in the right order. Can read misspellings easily. Often creative and spot opportunities others may miss.

How to make a Victoria sponge. To make a Victoria sponge you will need: 6 oz self-raising flour, 3 eggs (medium size), or margarine (soft), 6 oz butter 6 oz caster sugar, 1 level tsp baking powder. For the filling: 4 tbsp jam (raspberry or strawberry). You will also need 2 8-in tins. Oven perature: 350 degrees Fahrenheit. Grease and line your tins. Cream butter and sugar together in a bowl. Add eggs, 1 at a time. Beat well. Add flour and beat again unsmooth. Divide the mixture evenly between both tins. Bake for 20 minutes, until a skewer inserted in the centre comes out clean. Leave in the tins for 5 minutes and then turn onto a cooling rack. When cool, sandwich layers

Dyspraxia

A disconnect between the brain and body. Difficulty with fine and/or gross motor movements. Creative problem-solvers. Good perseverance. Poor proprioception. Trouble saying certain words or terms.

Dyscalculia

Number dyslexia. Difficulty with numbers. Like the < (less than) or > (more than) signals within maths. Compassionate individuals. Space around numbers helps them read figures more easily.

1 child in every classroom will have Dyscalculia – for more info: <u>Designing services for people who need help with numbers (accessiblenumbers.com)</u>



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ADHD:

Type 1 – hyperactivity = unable to sit still, fidgeting

Type 2 – inattentive = daydreaming, lack of engagement (more common in women)

Forgetful. Messy. Easily distracted. Lateral mindset. Creative. Inconsistent (e.g. messy at home, organised at work). Hyperfocus on tasks that they are interested in and/or passionate about. Good under pressure.

Below is an example of ADHD thought process:





Autism

Differences in social communication. "Don't fit in". Misunderstood strong reactions. Either too sensitive or insensitive. Great tenacity.

Autistic people are good are thinking outside the box, as well as around it. What else can the box be? Neurotypical people are good at thinking of ways to be inclusive but often do not feel empowered to share them.



Why is it important?

We are all important. Everyone benefits from inclusion. Inclusive workplaces make more money – 1.6 times more revenue. 2 times more economic profit. 2.6 times more net income to "normal companies" – findings by Accenture (<u>Latest Accenture Research Confirms Disability Inclusive Companies Are More Profitable (forbes.com)</u>)

Neurodivergent employees can be more productive if they are in roles they enjoy and have the chance to thrive.

How can we become inclusive?

Be welcoming – be authentic to all, provide timings and questions during the recruitment process. Ask for personal preferences.

Invite them to participate, and to engage – what are their opinions or thoughts on the matter? And actively listening to their answers.