



Center for
Independence

WORKINGTOGETHER
Chicago

NEURODIVERSITY

WorkingTogether to Create an Inclusive Workplace

LEARNING OBJECTIVES



Understanding

Understanding
Neurodiversity

Including

Including
Neurodiversity in the
Workplace

Collaborating

Collaborating with
Working Together
Chicago



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UNDERSTANDING NEURODIVERSITY

A Guide to Terminology

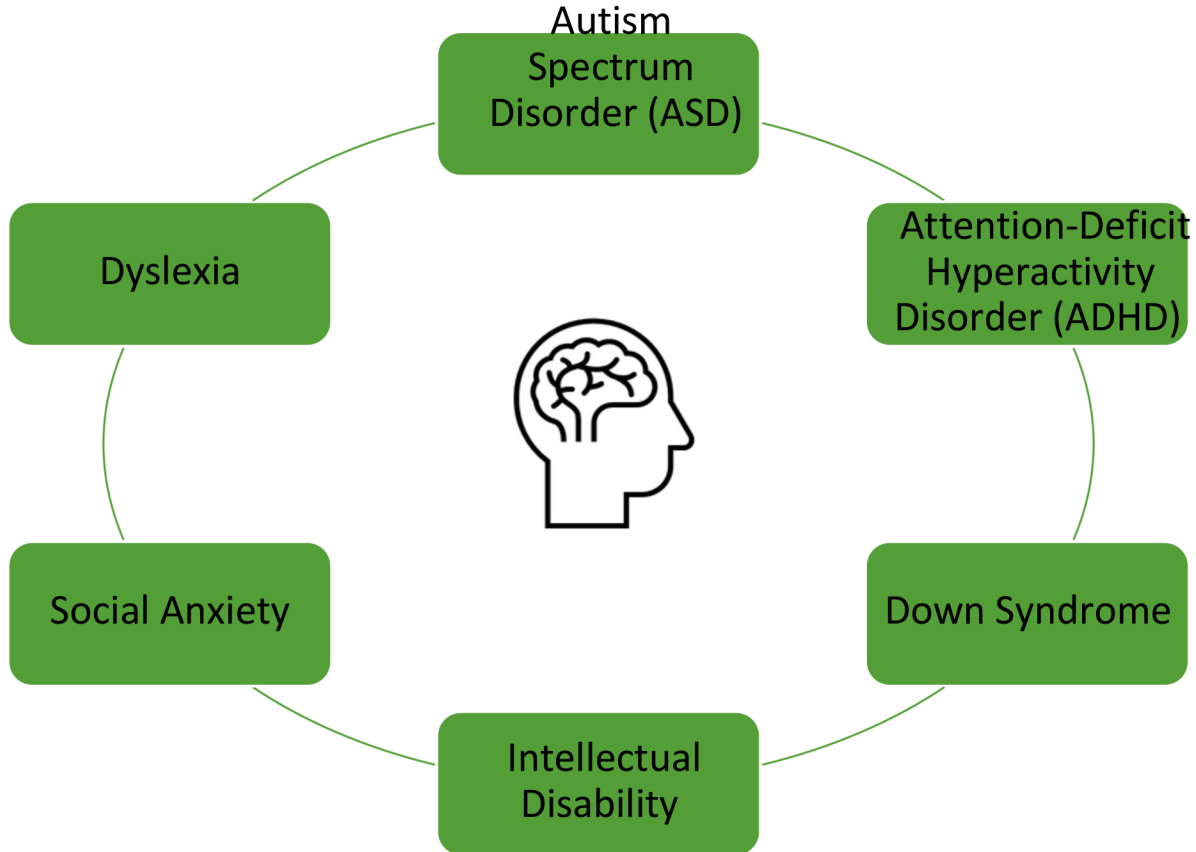
Neurodiversity is the concept that brain differences are natural variations, not impairments or disorders.

Neurodivergent or neurodivergence describes brains that work and process differently than neurotypicality.

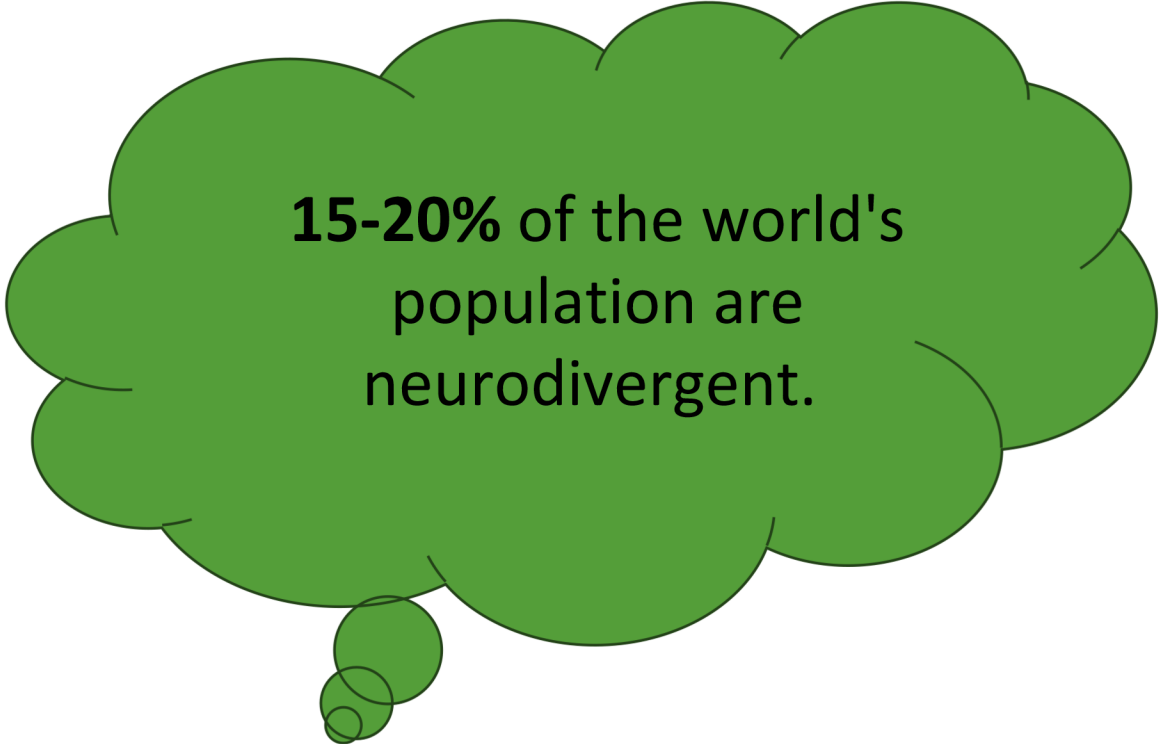
Neurotypicality describes brains that are "normal" based on societal standards.

No two brains are exactly alike, making us all neurodiverse.

Examples of Neurodivergent Conditions

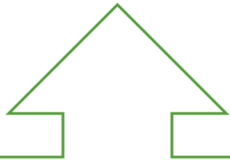


Did you know?



15-20% of the world's population are neurodivergent.

Neurodivergence example:



Meet Oscar: they have a neurodivergent brain, and their brain function aligns with autism spectrum disorder.



Sally



Jon



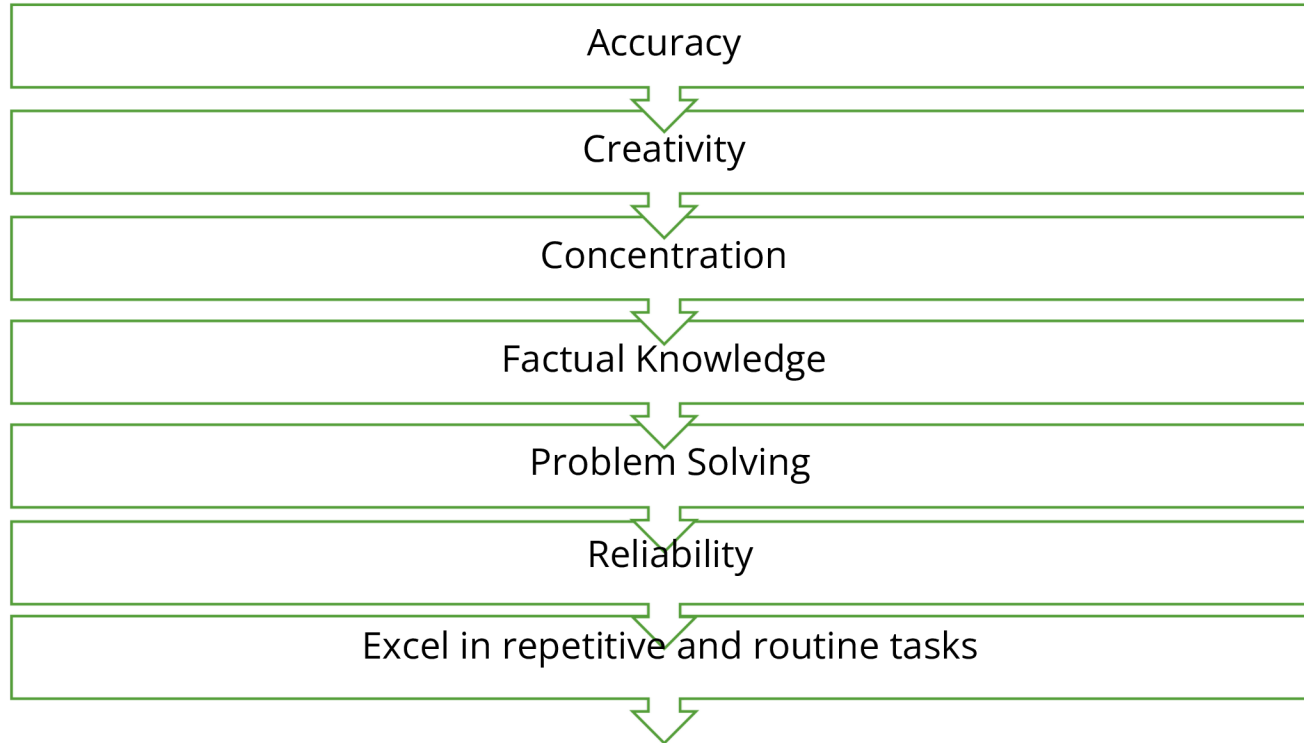
Kara



Casey

Oscar, Sally, Jon, Kara, and Casey all have a neurodivergent brain, and their brain function aligns with autism spectrum disorder, which is reflected by various shades of green. Each of them retain individuality, regardless of the same condition, because no two brains are alike.

What skills do Oscar, Sally, Jon, Kara, and Casey contribute to their workplace?



Many more skills and talents!



INCLUDING NEURODIVERSITY IN THE WORKPLACE

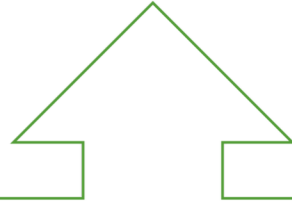
Employers could:

Modify the work


<p>Modify job application processes.</p>	<p>environment or job task to enable the employee to perform job functions.</p>	<p>Make modifications that enable the employee to equal privileges of employment.</p>
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Remember Oscar?




Oscar has a neurodivergent brain, and their brain function aligns with autism spectrum disorder. They are supported by Working Together Chicago, which is a program of the Center for Independence through Conductive Education, Inc., an Illinois non-profit. The Working Together Chicago staff have been collaborating with the employer and Oscar to make reasonable modifications in the workplace. Keep scrolling to learn more about that!




The employer partnered and collaborated with a nonprofit organization to hire a neurodivergent young adult.




The employer modified Oscar's work schedule.
Oscar works from 9 A.M. - noon on Monday,
Wednesday, and Friday.



The employer set Oscar up with a peer mentor
at work.




The employer provides Oscar with consistent and predictable schedules and tasks each day.




The employer and employees give redirection
to Oscar when needed.



The employer and employees use clear and
easy communication with Oscar.



The employer and employees are kind, patient,
and inclusive.



The employer and employees value Oscar as a team member.

As an employer you could:

Form partnerships and collaborate with nonprofit organizations.

Provide alternative ways to assess job candidates.

Make existing workplace accessible.

Job carve.

Modify work schedules.

Provide peer mentorship.

Be consistent with tasks.

Provide predictability.

Give redirection when appropriate.

Use clear and easy communication.

Be kind, patient, and inclusive.

WORKINGTOGETHER
Chicago

Working Together Chicago (WTC) Quick Facts

- Working Together Chicago is a program of the Center for Independence through Conductive Education, Inc., an Illinois non-profit.
- WTC takes pride in working together with the participants, families, employers, and Department of Rehabilitation Services (DRS).
- Working Together Chicago has a **milestone** contract with the Department of Rehabilitation Services.
- With a milestone contract, WTC staff will attend orientation and first full day of work, assist with onboarding and training, make reasonable modifications, provide short term job coaching, and contracted support for 90 days.



VALUE OF WORKER ROLE

As stated by young adults served at Working Together Chicago

"I want to contribute to society and be productive."

"I want a meaningful day."

"I want to start my career."

"I want to contribute to society and be productive."

"I want to have self-confidence and improve communication skills."

"I want to work so that I can do something important every day."



**THANK
YOU!**



Resource List to Learn More:

- <https://my.clevelandclinic.org/health/symptoms/23154-neurodivergent>
- <https://www.thebraincharity.org.uk/neurodivergent-neurodiversity-neurotypical-explained/>
- <https://askearn.org/page/neurodiversity-in-the-workplace>
- <https://workingtogetherchicago.org/>
- <https://www.equipforequality.org/learn/rights-information-by-topic-area/employment/>