



KPMG & Neurodiversity

Why it matters to us

Chris Astley, Partner, FS Engineering

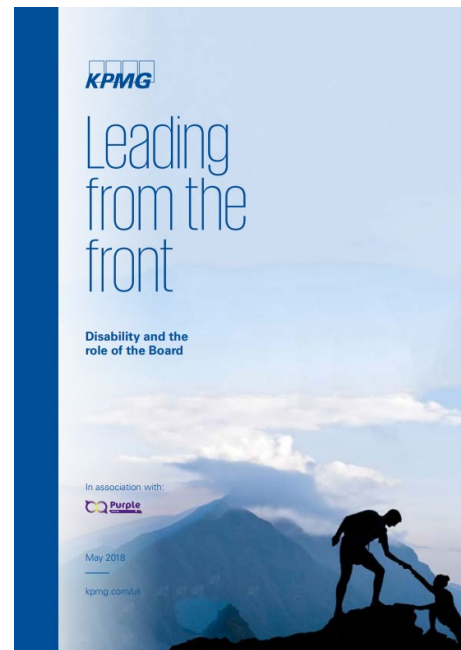
Neil Eustice, Accessibility Manager, Enterprise Wide Technology

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Leading from the front

Each year, KPMG publish our progress towards our diversity target zones - which encapsulate our ambition to become a more representative workforce.

In September 2018 we published 'Leading from the front: disability and the role of the board', followed up a year later with a progress report





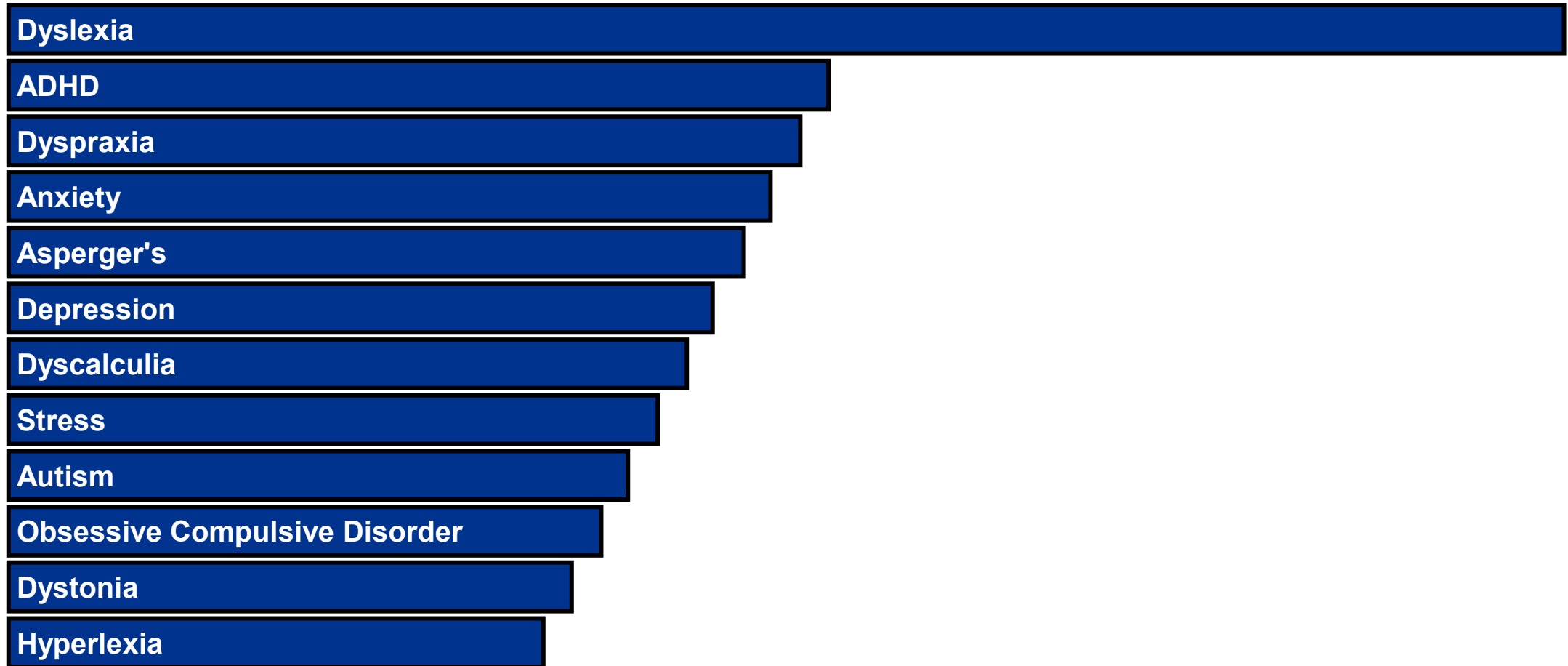
We know we have many Neurodiverse colleagues

But we also know we need to do more to:

- Attract
- Retain
- Enable to progress

And we are constantly working on this.

Of those declared, we know we have...





Make people comfortable - make difference the norm

Real life stories by colleagues

Highlighting the benefits of Neurodiversity in a team

Educational pieces around accessibility showing why it matters

Easy to request and receive adjustments

Readily available assessments if requested

- Workplace Needs Assessment
- Diagnostic Assessment



Adjustments and education

Adjustments

- Assessments from Third-party providers
- OneNote notebooks
- Texthelp Read and Write on a site licence
- Speech-to-text software built in and purchased
- Mind Mapping software supplied
- Dictaphones (with processes and policies)
- Coloured acetates supplied for over printed material
- Buddy system

Educational materials

- 'This is me – Condition' flyers
- Recognising the strengths of Neurodiversity
- Neurodiversity toolkit from the BDF
- Videos from our disability network
- Neurodiversity network



Third parties are essential in helping us improve

Employing more Neurodiverse talent into our firm has had additional benefits over and above just getting the right expertise into a job role.





Thank you