

When to talk about Neurodiversity?

Inclusion:

- ④ Being treated with fairness and respect
- ④ Feeling valued and belonging to the group
- ④ Feeling safe to contribute openly
- ④ Being empowered to grow and achieve



70% increase in reported experiences of fairness, respect and belonging



8x more likely to achieve better business outcomes



29% increase in team collaboration



Rebecca Smyth

Workplace Customer Champion





When?



How?

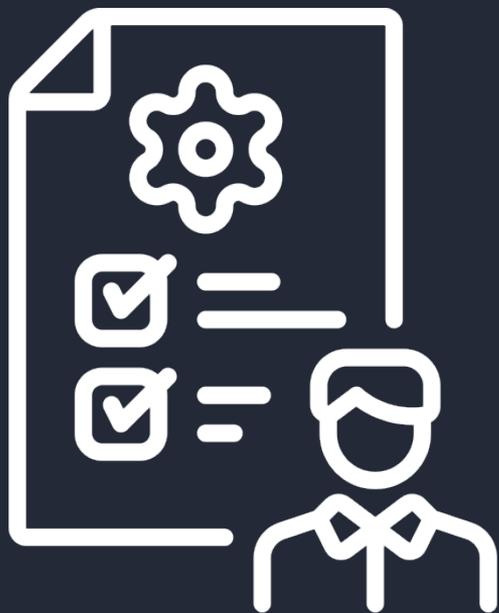


Support Available?

**When is the right time to
have the conversation?**

Imagine the impact on people with neurological conditions who may already struggle with:

- Communication
- Planning, prioritising
- Memory
- Focus, concentration
- Organising
- Managing stress
- Learning new processes



Induction

- Be open about your inclusion policy
- Provide workspace preference questionnaires to all new hires
- Offer training in various formats to suit everyone



Belfast Health and Social Care Trust

caring supporting improving together

- 20,000 Users over 5 Hospitals
- Induction open days were key in promoting Read&Write
- Signed on for another two years of Read&Write support

How should you discuss Neurodiversity?



Buy in from Top

- Necessary step for change to happen
- Highlight the benefits of Neurodiverse individuals
- Create a safe environment and an inclusive culture



Educate Managers

- Educate Managers on how to support diverse needs of staff (new and existing)
- Provide them with the right training opportunities to develop the necessary skills



Staff Networks

- Encourage networking between different teams
- Engage with the local community
- Inclusion Days



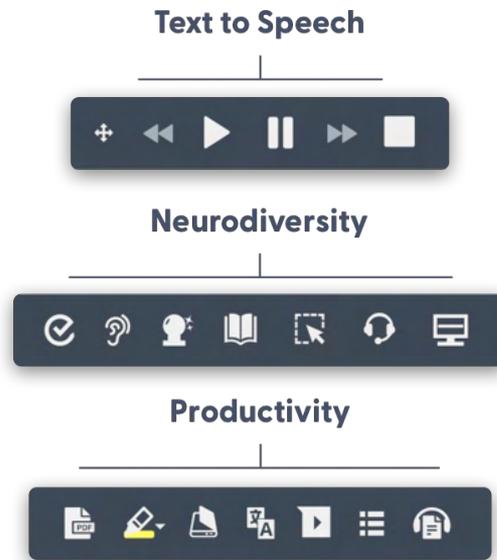
Create Champions

- Promote those who are willing to talk about their neurodiversity
- When staff feel empowered, they can innovate
- The right tools can help improve our mental health

How can Texthelp support your staff?

Introducing the toolbar

- Light and dark mode
- Can dock the toolbar anywhere - top, bottom, side - for instant access
- Customisable toolbar to suit individual preferences
- Three categories: text to speech tools, neurodiversity tools, productivity tools



Text to Speech tools

Most commonly used by all users



Rewind



Play



Pause



Forward



Stop

- Reinforce understanding, increase focus, improve retention
- Gives tired eyes a rest
- Great proofreading tool

“

Read&Write helps me to work at a faster rate. I can use text-to-speech instead of reading documents, which in turn allows me to work more quickly, as I am a slow reader.

Chris Pickup

Finance Administrator and Dyslexic

Neurodiversity tools

Most commonly used by users with hidden disabilities



Check It



Similar Word
Checker



Prediction



Dictionary



Screenshot
Reader



Dictation



Screen
Masking



When reading an Excel document, the text and numbers used to dance all over my screen.

The moment I added the screen masking feature, through color theory and by using the pink and blue tint overlays, the Excel sheet almost ironed itself out. I could read it seamlessly.

Taljinder Duggal

Corporate Communications & Engagement Analyst
with Dyslexia & Dyspraxia

Productivity tools

Most commonly used by users to work more efficiently



PDF Reader



Highlights



Scan



Translator



Voice Notes



Vocabulary
List



Audio Maker



Read&Write for Work has had an enormous impact on my working life. As a psychologist, I have a huge amount of writing including notes, letters, emails and reports to complete every week. I also spend a lot of time reading journal articles, reports and correspondence everyday. It is a huge demand on my time.

Using Read&Write for Work has increased the time I can spend on clinical tasks and it has reduced incredible amounts of stress associated with my working life.

Dr Shamsun Islam

Clinical Psychologist, NELFT

Read&Write for Work supports your diverse teams...

- Diverse teams are **87% better at making decisions**
- Average **employee performance in diverse organisations is 12% higher** than employees at non-diverse organisations
- Companies with higher than average diversity have **19% higher innovation revenues**
- **67% of job seekers consider diversity important** when considering employment opportunities



Thanks for joining us!

Try Read&Write for Work free for 30 days

Send us your details and we'll set it up.

Visit text.help/MAD-Try-RW

- No obligation
- No credit card required



Rebecca Smyth

Workplace Customer Champion

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Additional Resources

- [Deloitte Insights Report: The diversity and inclusion revolution](#)
- [6 Steps towards a Supportive Workplace \(inspired by Sainsbury's\)](#)
- [12 neurodiversity strengths that come from thinking differently](#)
- [Supporting neurodiversity in the changing world of work](#)
- [Read&Write for Windows - Feature Demos](#)