

LINKS, HINTS & TIPS SHARED DURING THE WEBINAR

Produced by:

make a difference
workplace culture / mental health / wellbeing

In partnership with




Thursday 9th May 2024, 10.00am - 11.00am



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Useful articles and reports on www.makeadifference.media

<https://makeadifference.media/mental/people-are-looking-to-workplaces-to-build-a-sense-of-community-ive-got-a-unique-responsibility/>

<https://makeadifference.media/mental/14-tips-to-get-the-best-out-of-your-neurodiverse-workforce/>

<https://makeadifference.media/design/designing-workplaces-with-neurodiversity-front-of-mind/>

<https://makeadifference.media/mental/neurodiversity-focus-conflict-burnout-perfectionism/>

<https://makeadifference.media/mental/so-you-think-youre-doing-neurodiversity-support-well-you-may-need-to-think-again/>

<https://makeadifference.media/mental/people-are-looking-to-workplaces-to-build-a-sense-of-community-ive-got-a-unique-responsibility/>

<https://makeadifference.media/mental/neurodiversity-and-mental-health/>

<https://makeadifference.media/reports/the-buckland-review-of-autism-employment/>

<https://makeadifference.media/reports/weaving-wellbeing-into-recruitment-and-retention-virtual-roundtable-report/>

Challenges

On Diagnosis

Concerns about the underdiagnosis of ND and its impact on statistics.

Responsibilities

Balancing work and caregiving responsibilities for neurodivergent children, leading to burnout and career impact.

Imposter syndrome due to the overwhelming responsibilities of caregiving.

Understanding and Support

Lack of official policies for supporting neurodiversity (ND) in some organisations.

Difficulty in setting up ND support networks due to categorisation under disability.

Struggles with mainstream schooling for neurodivergent children, leading to homeschooling or alternative provisions.

The need for upskilling managers to better support neurodivergent employees.

Lack of understanding and support for neurodiversity in schools and workplaces.

Hints and Tips

Support

Establishing support networks specifically for parents and carers of neurodivergent individuals.

Creating inclusive environments and policies that accommodate neurodiversity.

Leveraging internal role models and champions to drive awareness and change.

Advocating for social mobility policies to include parents of neurodivergent children.

Sharing resources and experiences to support each other in navigating challenges.

Empathy and Flexibility

Providing flexibility in work hours to accommodate caregiving responsibilities.

Using alternative terms like "Ability and Beyond" or "Inclusion Networks" instead of ERGs.

Recognizing the strengths and superpowers of neurodivergent individuals.

Fostering empathy, patience, resilience, and open-mindedness in workplaces.

Encouraging empathy and understanding among colleagues and manager

Resources:

OLLIE (One Life Lost is Enough) Foundation for mental health support.

"ADHD 2.0: New Science and Essential Strategies for Thriving with Distraction" by Edward M. Hallowell M.D., John J. Ratey M.D., et al.

Thank yous

"Brilliant session- thank you."

"Fantastic stuff. Thank you so much!"

"Thank you all so much - really enjoyed listening to the speakers & reading everyone's comments."

"Thank you, this has been very helpful and interesting."

"Great webinar thank you!"

"Really helpful session, thank you!"

"Thank you all, feeling very inspired at what more my organisation can be doing."

"Great session thank you."

"Thank you so much for a very informative session!"

"Thank you to all the speakers and for the insights."

"Thank you everyone for their time! This was a lovely window into our ND world."

"Thanks everyone - keep spreading the word!"

"Thank you!"

"Thank you everyone, it's been a great session and very helpful indeed."

"Thank you very much."

"Thank you so much."

"Thanks all. Goodbye."

"Thanks for a great session all, have a lovely day!"

"Thank you so much for you time."

"Brilliant - thank you so so much for your time."