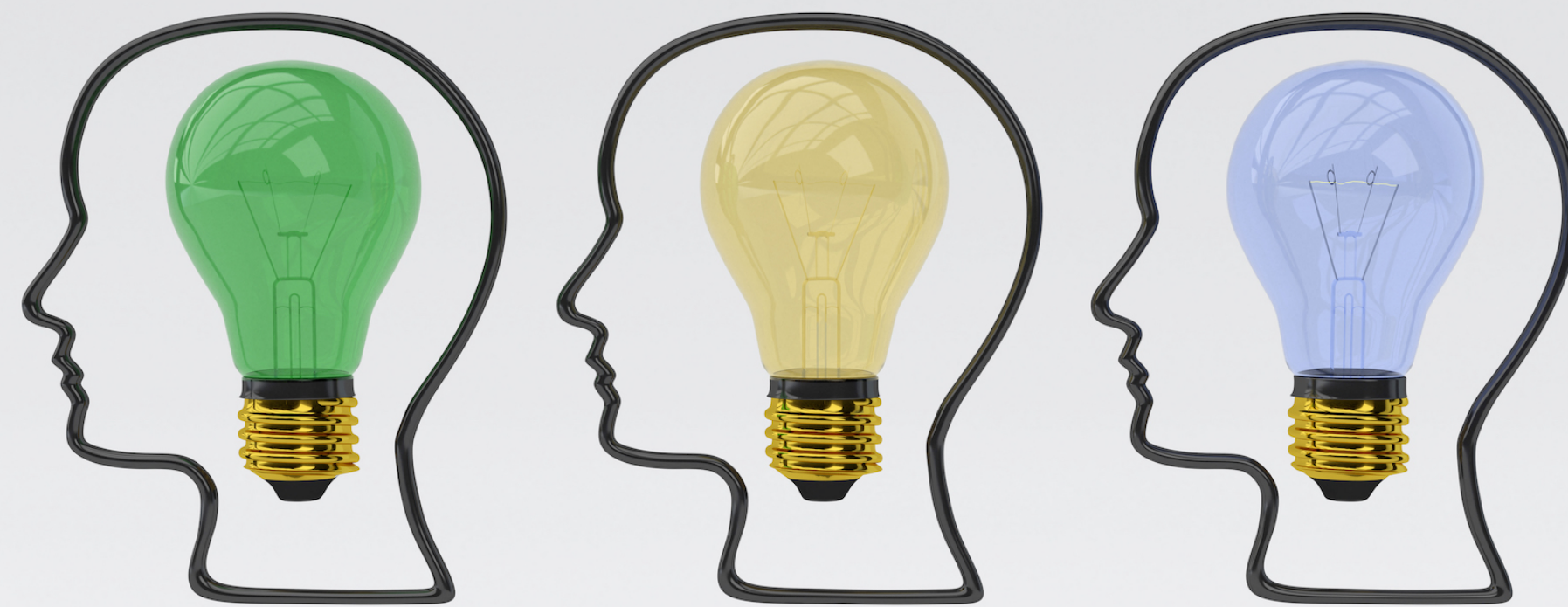




# Embracing Neurodiversity: Building an Inclusive Workplace



**Neurodiversity**

**June 22, 2023**

**[www. Diverse-USA.com](http://www.Diverse-USA.com)**

***“Leveraging Differences”***



## Carolyn Jeppsen

### Co-Founder/CEO/President

Carolyn is passionate about creating innovative solutions to empower young people with disabilities to succeed in education and the workforce and ensuring that a diverse workplace is inclusive of disability. Carolyn co-founded BroadFutures in 2013 and has served as its CEO and President since that time. She oversees the creation, planning and implementation of BroadFutures' strategic direction, as well as the overall administration, program development and fiscal health. She has led BroadFutures to grow at a rate of over 30% a year, growing from 5 interns and 3 employers in 2013 to over 300 interns served individually and hundreds more through outreach, as well as partnering with over 60 employers. She has helped to raise close to 5 million in revenue and donations to date.

Carolyn speaks nationally on the benefits of a diverse workforce that includes individuals with disabilities, as well as the value proposition of internships for young neurodivergent people. She has devoted over 20 years serving on Nonprofit Boards and Advisory Boards that are committed to enriching the lives of individuals with disabilities, including: Lesley University, The Arc of D.C., Disability:In (DC chapter) Camp Launcher, The River School, The Massachusetts General Hospital Aspire Program, and The Kingsbury Center. Carolyn is also an experienced litigator with a career focused in the areas of insurance defense, medical malpractice, professional liability and financial institutions. She has authored several articles and publications within her diversified areas of legal, workforce equity, and disability expertise. Carolyn received her B.A. with honors from Colby College, in Philosophy and French, her J.D. from George Washington University National Law Center, and her Certificate of Non-Profit Executive Management from Georgetown University.

Carolyn resides in the District of Columbia with her husband and is the proud parent of three young adult daughters, two of whom identify as having disabilities.



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Contact: [cjeppsen@broadfutures.org](mailto:cjeppsen@broadfutures.org)

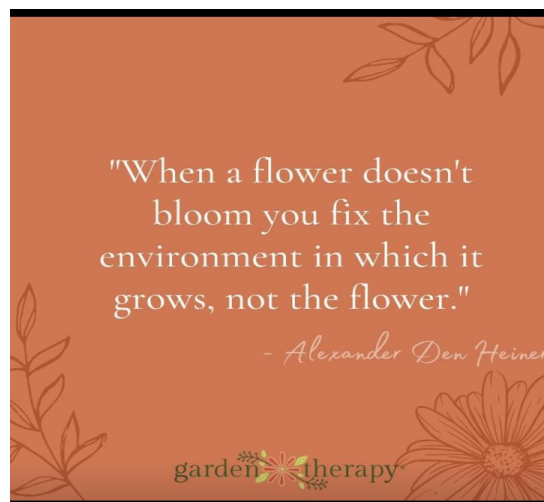


**Carolyn Jeppsen**  
Co-Founder/CEO/President -  
BroadFutures, Inc.



**NEURODIVERSITY:** The idea that people experience and interact with the world in different ways; there is no one 'right' way of thinking, learning and behaving, and differences are not deficits but can be strengths.

**MAIN TAKEAWAYS: UNIVERSAL DESIGN is the driver**





- Create a culture of acceptance
- Encourage Self-ID & Disclosure- leaders and staff identifying as neurodivergent.
- Recognize and support Intersectionality
- Normalize and celebrate our differences
- Presume Competence
- Set intentional times to provide and receive feedback.
- Use inclusive language
- **GET RID OF YOUR UNCONSCIOUS BIASES!!**

#### **APPLICATION/INTERVIEW:**

- **Keep applications simple**, easy to follow and use plain language.
- **No surprises.**
  - Provide a list of what you will be asking before the application starts, so candidates know what to be prepared for and do not have to come back to the application multiple times.
  - Same applies to Interviews - sending questions ahead of time
- Ask to **SPEAK to references**, not letters of reference.
- **Ideally only have one interviewer for initial interview.**
- **Offer video, in person, or recorded interview options.**
- **Conduct interviews based on skills you are looking for**, not charisma, affect or ability to ace an interview.
- **Offer assistance** in completing the application, if that is needed and for the interview.
- **Be VERY clear about timelines** for decisions and any changes to your timelines.
- **Keep candidates updated** on the progress of their applications throughout the process.



## RESOURCES:

<https://askjan.org/>

<http://www.additudemag.com/>

<http://www.nimh.nih.gov/>

[www.nclld.org](http://www.nclld.org)

<https://www.apa.org/topics/anxiety>

<http://autisticadvocacy.org>

<https://awnnetwork.org/>

[https://www.accenture.com/\\_acnmedia/pdf-89/accenture-disability-inclusion-research-report.pdf](https://www.accenture.com/_acnmedia/pdf-89/accenture-disability-inclusion-research-report.pdf)

<https://www2.deloitte.com/us/en/insights/topics/talent/neurodiversity-in-the-workplace.html>

Robert D. Austin and Gary P. Pisano, “[Neurodiversity as a competitive advantage: Why you should embrace it in your workforce](#),” *Harvard Business Review*, May–June 2017; Angela Nelson, “[Neurodiversity in the workplace](#),” eParent.com, May 8, 2018. [View in Article](#)

<https://www.wellsfargojobs.com/en/diversity/neurodiversity/>

<https://www.betterup.com/blog/neurodiversity-in-the-workplace>

<https://diversejobsmatter.co.uk/blog/leading-the-way-how-sap-microsoft-hewlett-packard-enterprise-are-embracing-neurodiversity-in-the-workplace/>

<https://www.unleash.ai/diversity-equity-inclusion/ey-neurodiversity-is-good-for-business/>

<https://workspace-connect.com/employee-experience/jpmorgan-chase-best-practices-broad-en-candidate-pool>

<https://www.performance.gov/blog/mitre-neurodiversity-pilot/>

<https://it.nc.gov/about/work-ncdit/neurodiverse-internship-program>

Siperstein, G. N., Romano, N., Mohler, A., and Parker, R., (2006), [National Survey of Consumer Attitudes toward Companies that Hire Individuals with Disabilities](#). *Journal of Vocational Rehabilitation*

[Job Hopping Is the 'New Normal' for Millennials: Three Ways to Prevent a Human Resource Nightmare](#), Forbes, Aug. 12, 2014.

<https://www.linkedin.com/business/talent/blog/talent-strategy/industries-biggest-talent-short-ages-2030>

<https://www.intuitivehealingnyc.com/blog/2021/1/19/why-is-adhd-often-missed-in-women-identified-and-non-binary-folx>



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### **Additional Resources:**

#### ***What is Neurodiversity:***

<https://www.understood.org/en/articles/neurodiversity-what-you-need-to-know>

<https://geniuswithin.org/what-is-neurodiversity/>

["Why is ADHD often missed in women identified and non-binary folx?"](#)

#### ***Business case:***

[https://business.bofa.com/content/dam/flagship/workplace-benefits/id20\\_0905/documents/neurodiversity.pdf](https://business.bofa.com/content/dam/flagship/workplace-benefits/id20_0905/documents/neurodiversity.pdf)

<https://www.kennedykrieger.org/stories/making-difference/inspiring-stories/case-neurodiversity-workplace>


#### ***Best practices:***

<https://askearn.org/page/neurodiversity-accommodations>

#### ***Diversify Your Workforce:*** [Department of Labor, Office of Disability Employment Policy](#)

The Workforce Recruitment Program (WRP) helps federal employers hire people with disabilities for internships or permanent jobs. Any Federal Government employee can register for an account. The WRP database contains more than 2,000 resumes from college students, graduate students, and recent graduates with disabilities from a wide variety of majors and backgrounds. All WRP candidates are eligible for the Federal Government's [Schedule A Hiring Authority for Persons with Disabilities](#), which allows agencies to hire without posting a job announcement or going through the certification process. Private-sector employers can access the WRP by visiting the [Employer Assistance and Resource Network on Disability Inclusion](#).





"When a flower doesn't  
bloom you fix the  
environment in which it  
grows, not the flower."

*- Alexander Den Heiner*



garden  therapy



# Upcoming Events



## **Beyond Stereotypes: Celebrating the Unique Strengths of Each Generation**

July 12, 2023

12:00-1:00pm EST

## **Unlocking the Power of Real-Time Analysis: Tech Solutions for DEIA**

September 13, 2023

12:00-1:00pm EST

