




Women & Neurodivergence at Work

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Today's Topics

Foundations

- Social model of disability

- Level-setting language

- Types of neurodivergence and co-occurrence

Women and Neurodivergence at Work

- Childhood/diagnosis and beyond

- Differences at work

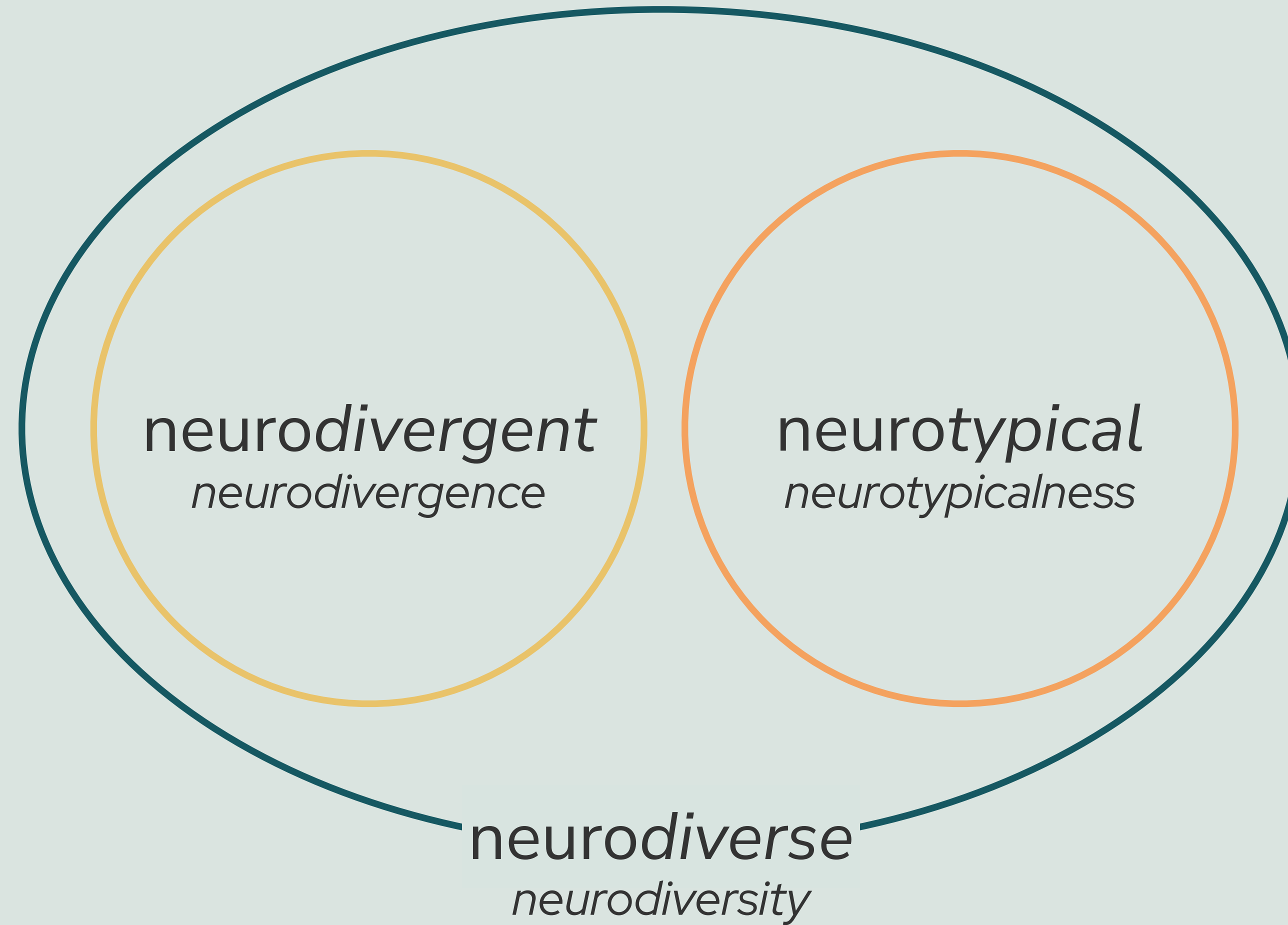
- How managers and peers can help

Foundations

Social Model of Disability

people are disabled by *barriers in society*...

...*not* by their impairment or difference





neurodivergence

Tourette's
dyscalculia
dysnomia
autism
PTSD/cPTSD
dyslexia
migraine
disorder
intellectual
disability
dysgraphia
depression
ADHD
borderline
personality
disorder
dyspraxia
obsessive
compulsive
disorder
traumatic
brain injury
anxiety



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disorder

**traumatic
brain injury**

anxiety



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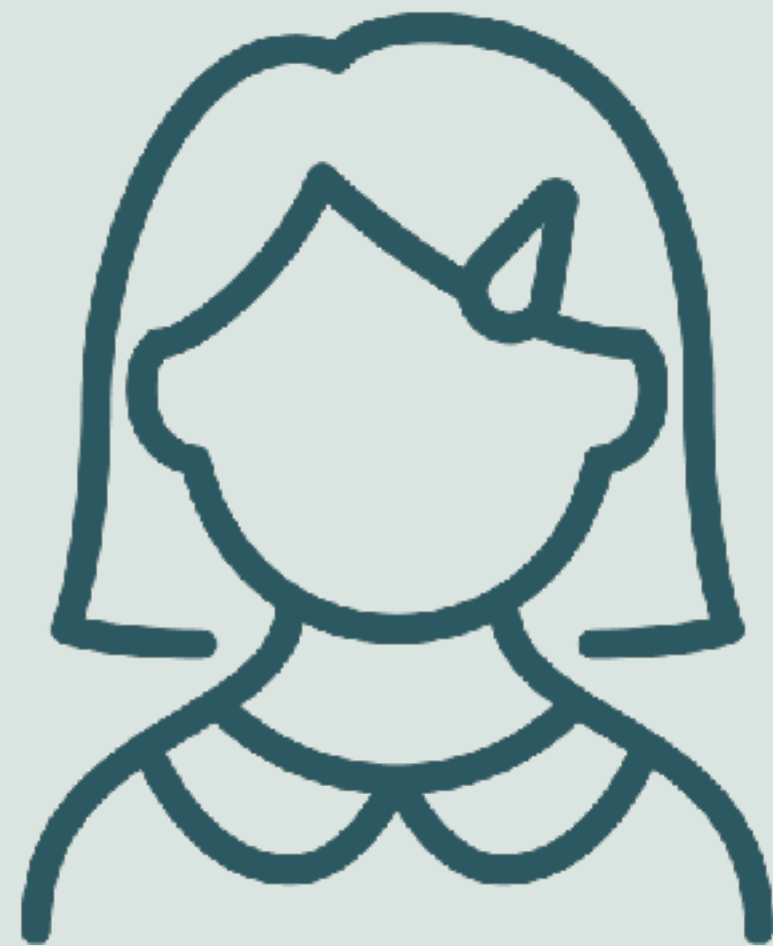
**Being neurodivergent
in this world is
inherently traumatic**

and it shouldn't be



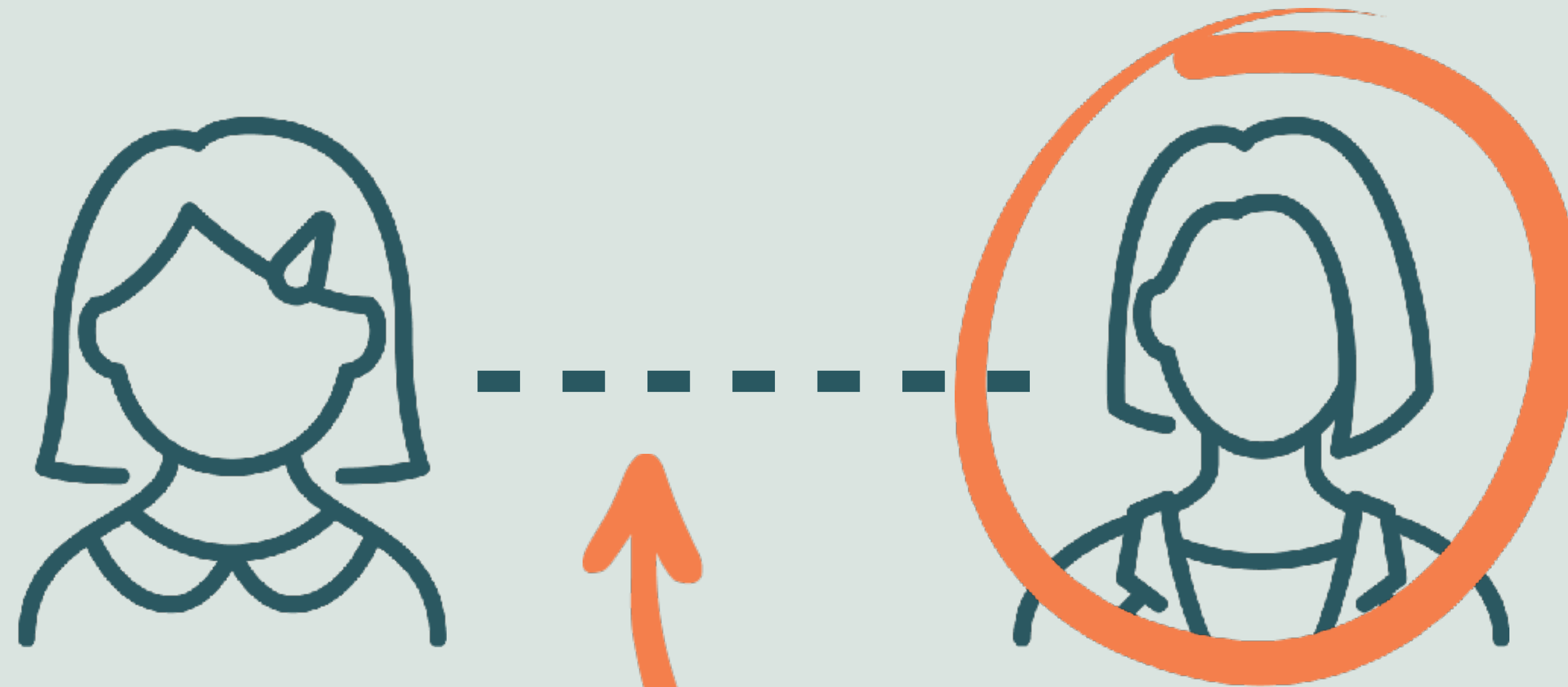


Women and Neurodivergence at Work





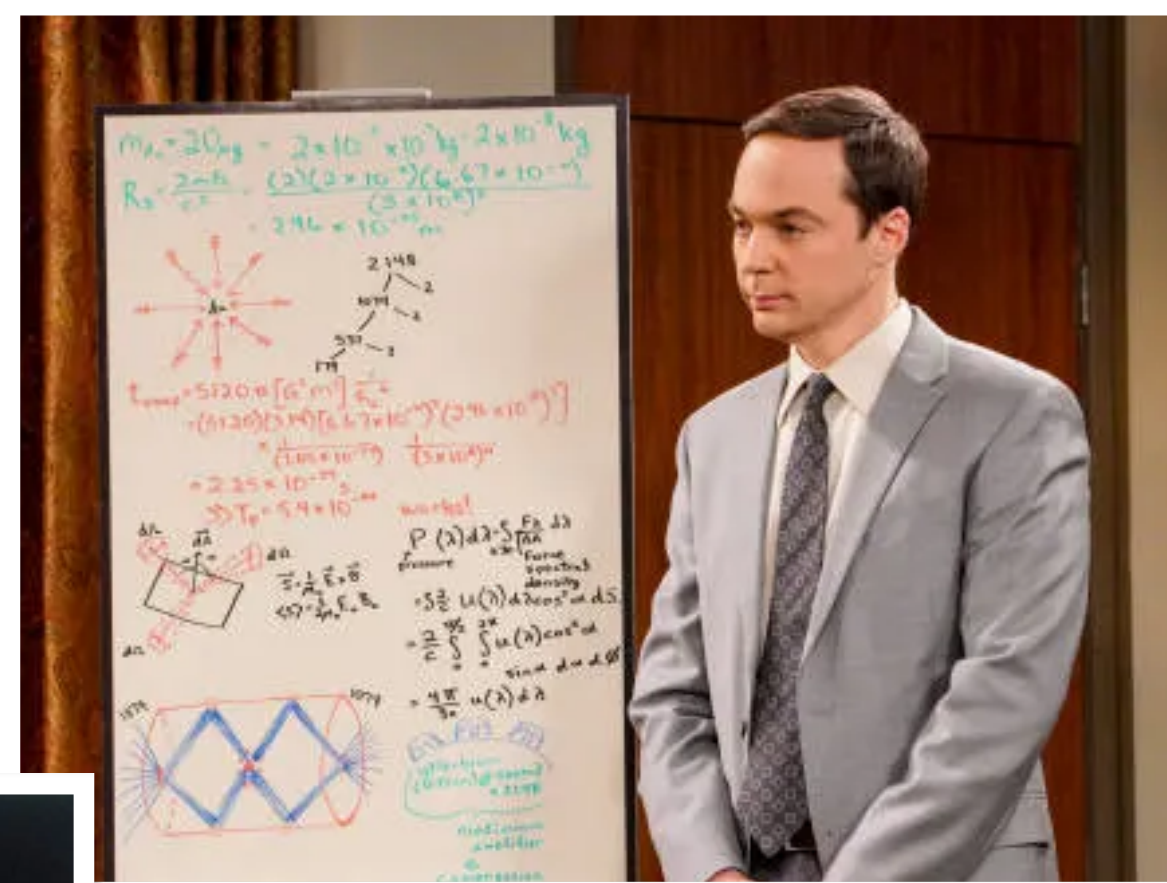
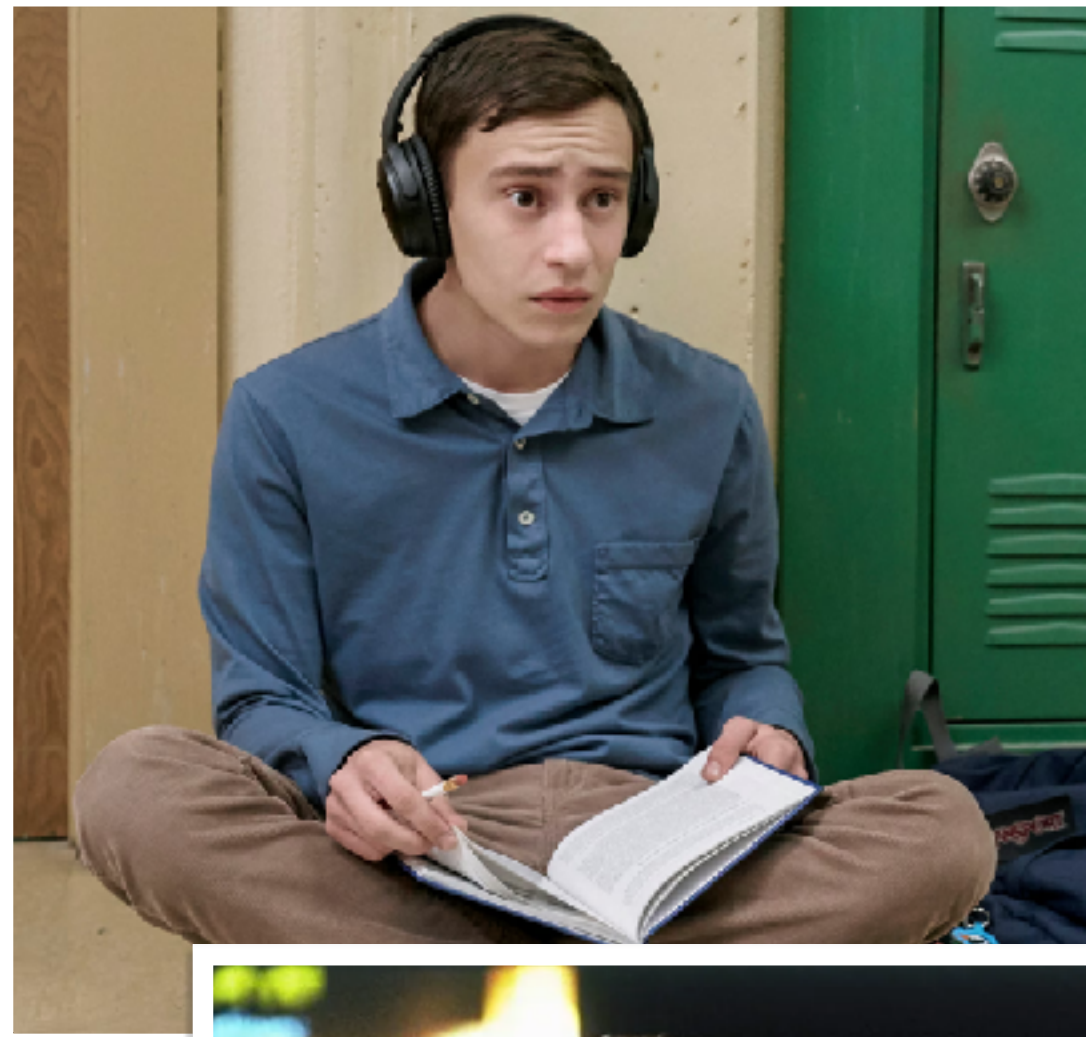





masking*
trauma
shame
stress
anxiety



masking





How is work different for neurodivergent women?

(a broad brush)

How is work different for neurodivergent women?

*Common
Autistic Trait*

direct
communication

vs

*Expectation
of Women*

"soft"
language

How is work different for neurodivergent women?

Common Autistic Trait

need more rest/
decompression
time outside
of work

vs

Expectation of Women

majority of
caregiving and
homemaking
labor

How is work different for neurodivergent women?

*Common
ADHD Trait*

executive
functioning
challenges

vs

*Expectation
of Women*

remembering
birthdays,
planning events,
cooking for the
potluck, etc

How is work different for neurodivergent women?

*Common
Autistic Trait*

sensory
sensitivities

vs

*Expectation
of Women*

uncomfortable
clothes, shoes,
hair, makeup

How is work different for neurodivergent women?

*Common
Autistic Trait*

vs

*Expectation
of Women*

difficulty detecting
others' emotions

caring/sensitivity for
other's feelings

How is work different for neurodivergent women?

*Common
Autistic Trait*

prioritizing
work/merit

vs

*Expectation
of Women*

prioritizing social
connections

Supporting neurodivergent women

for managers

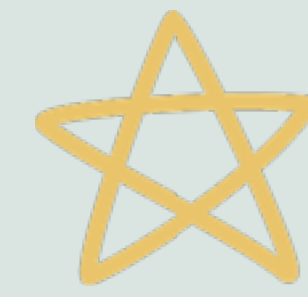
- ✓ Establish and maintain emotional safety
- ✓ Set actual deadlines
- ✓ Give flexibility in work hours and locations
- ✓ Examine roles/compensation for equity
- ✓ Solicit feedback, input, ideas from everyone

Supporting neurodivergent women

for peers

- ✓ Examine assumptions around social roles
- ✓ Normalize body doubling
- ✓ Normalize managing sensory inputs
- ✓ Push back on stigmatizing language
- ✓ Believe our experience

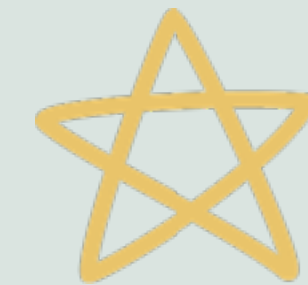
Maximizing strengths of neurodivergent women



Focus on developing strengths



Create well-rounded teams



Plan for “specialists”



A series of vertical stripes in teal, yellow, and orange colors on the left side of the image.

Q&A



Learning Experiences
Create Accessible and Inclusive

Upcoming Free, Public Webinars

Different Brains, Same Page:
Communication Practices for All Neurotypes
October 23

Beyond Accessibility, Beyond Universal Design:
Reaping ALL the Benefits of Accessible Practices
November 20

Why Hire Neurodivergents?
Strengths of Autism and ADHD
December 18

neurodivergentworking.com/public-events



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