Wednesday 7th November 2018

Neurocyber2

Workshop Outputs

1. **Building the pipeline**
2. **Growing capability**
3. **Creating the environment**
4. **Sponsorship & leadership**

HR workshop 1 – 'Building the Pipeline' Caroline Turner Owner Creased Puddle

Top Concepts and ask of Leaders

1. Create safe environments within the organisation, for disclosure. Trust, post disclosure, is very low and this needs to be addressed as a priority.

2. Identify and work with specialist recruiters within the sector who can provide a pool of talent that have had skilled based assessments. Industry to sponsor the creation and nuture of innate talent either internally or by identifying specialist recruitment organisations/ partners.

3. Embed inclusive hiring process inc:

- Clear wording on role requirements, application forms and staff documentation
- Optional ways to apply depending on preference eg video, computer based, face to face.
- Skills demonstrations
- Reasonable adjustments being commonplace eg, ND coach sat in interview assisting with
- Comms
- Flexible and bespoke procedures that were 'humane' and supportive – not an ambush
- Coaching and support teams available to guide their L&D

Other thoughts:

- This is a proven business case and we need to move away from the charity model
- Ensure that internal systems are robust and accountable to support those who disclose
- Promote and encourage paid internships / workplace assessments to observe skills
- Clear wording on role requirements, application forms 'Excellent team player' etc
- Rethink the recruitment processes to make them more 'humane', flexible and supportive
- Rethink psychometric testing and its ability to create an unfair bias towards the typical
- Use visual aids more widely eg visual demonstrations (video) of job requirements
- Visual, fit for purpose induction packages
- Experienced Neurodiversity coaches should be employed/ consulted when needed

What would be good outcomes? How would we know and measure if we have been successful in building the pipeline?

Rise in number of ND:

- people identified by organisation as potential candidates
- applicants for positions
- people being offered positions
- people who successfully completed their probationary period
- people who were retained over a year
- who were promoted

Assessments prior to company intervention and then after a 12 month period; could measure impact pf the following:

Knowledge of:

- autism and what to do at point of disclosure / time of issue
- pathways and signposting for support
- the innate strengths of candidates with autism
- company policy / legislation / legal duties
- workplace assessments
- communication strategies

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HR Workshop 2 – 'Growing Capability' Pete Sanders – Director, Identifi Global

Top Concepts and ask of Leaders

1. **Creating a competitive Advantage –** Start by creating a culture which values include diversity rather than ambiguous strap lines like "progressive",
2. **Organisational Champions –** Neurodiverse people frequently need workplace accommodations, such as headphones to prevent auditory overstimulation, to activate or maximally leverage their abilities. Sometimes they exhibit challenging eccentricities. Regardless of size businesses can identify a champion to facilitate and monitor feedback on challenges presented by the work place that could cause a reduction or productivity or distress to a Neuro divergent workforce.
3. **Job Descriptions –** All job descriptions to be reviewed for clarity and unnecessary jargon removed. In many cases the accommodations and challenges are manageable, and the potential returns are great. But to realize the benefits, most companies would have to adjust their recruitment, selection, and career development policies to reflect a broader definition of talent.
4. **Onboarding –** Onboarding process designed to highlight personal and development needs. Opportunity for personal feedback on needs on a 1-2-1 basis (see champion)
5. **Apprenticeship Model –** Speaks for itself, levy large corps to employ and drive employment opportunities and work experiences.
6. **Training & Awareness –** All interviewers/Managers to be trained to identifying needs and capabilities
7. **Framework –** A team strengths approach that helps organisations understand individual style and areas of strength within a team. Looking at the typical dimensions such as Explorer, Visionary, Perfector etc. Meaning certain personalities can actually add to a team environment rather than hiring clones.
8. **DSE Assessments –** Mandatory.

HR Workshop 3 – 'Creating the environment' Steph Aldridge, Diversity Lead Cyber Security Challenge UK

This group was made up parents of autistic people; who also worked in HR or for an autism specialist company, networks. Some were CEOPs specialists working in grassroot communities and some were industry given the task to build a department within a larger organisation that supports neurodiverse pipeline.

Top Concepts and ask of Leaders

The group agreed that in order to 'create the environment' – leaders have to inform the business, give visible support that allows employees to highlight their personal stories. Give space on the website/intranet that shows leaders making a compact to their company, employees and focus on building of individual strengths. Use a benchmark already available – Disability Confidence Scheme (Home Office)

Lead by example and shine a light on HR/ interviewing process transparency. Make being different ok.

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HR workshop 4 – 'Sponsorship and leadership' Christina Wagstaff QinetiQ Corporate Responsibility Partner

Top 3 concepts/ask of leaders:

1. **Personal stories add value.** Personal stories show a genuine interest, inclusive culture and we liked the phrase "I want to make a difference to the world that my child will grow up in".

2. **Be seen to be a public advocate**. For example, by being a member of a public body committee (such as the National Autism Society), guest speaker at an event, online blog or social media posts in support. It is important to speak up even if it is not the norm, and when one person does speak, there will be many others who were thinking about it but didn't.

3. **Reverse mentor a neurodiverse person**. Leaders will empathise and learn so much from this direct personal interaction.

Other thoughts:

- Acknowledge that we all have biases
- Good leaders empower employees to speak up and create an inclusive culture
- Identify stakeholders and supporters in leadership positions/executives, as well as your own manager. Specifically ask them for support and ask for a specific action.
- Real and relatable role models can be very powerful but it's also important to respect people's privacy – not everyone wants to "come out" or be a role model
- We like the term "neurodiverse" – it is wide ranging including many conditions, and has a positive feeling about it rather than a disability

What would be good outcomes? How would we know and measure if we have been successful in sponsorship and leadership?

- Integration of neurodiverse people in mainstream employment/activities through advocacy and inclusive culture

- Neurodiverse people are fairly appraised and not "managed out" of an organisation – appraisal is tailored to their needs
- Measure x number of public appearances/blogs/social media posts by your organisation's leader
All employees in an organisation briefed/trained in specific neurodiversity training or specifically included within existing mandatory training