

# D&I Barriers According to Underrepresented Group: Neurodiversity

There can be barriers that relate to specific diverse groups. The table below breaks down some of the key challenges articulated within the research and industry reports. It also offers strategies for addressing these challenges.

## Barriers and tips for addressing these challenges.

Barrier/s	Tips for addressing these challenges
Awareness training	<ul style="list-style-type: none"><li>• Promote diversity and inclusion initiatives within the organisation to create a culture where all employees feel valued, respected, and included.</li><li>• Training to educate employees about neurodiversity and dispel misconceptions about neurodivergent individuals.</li></ul>
Sensory sensitivities	<ul style="list-style-type: none"><li>• Raise awareness around the sensory sensitivities that neurodiverse staff may experience around noise, lighting, etc.</li><li>• Ask the individual if they require any accommodations to allow them to be successful in their role and address their requests as soon as possible.</li><li>• Addressing a barrier may be as simple as providing noise-cancelling headphones, sensory-friendly workspaces, and flexible work arrangements.</li></ul>

### Stigma and discrimination

- Take proactive measures to address stigma and discrimination in the workplace by fostering a culture of acceptance, respect, and inclusion.
- Provide education and training on diversity and inclusion.
- Address any instances of discrimination or harassment promptly and effectively.

### Support and networks

- Establish mentoring programs or support networks to pair neurodiverse employees with experienced colleagues who can provide guidance, support, and assistance in navigating the workplace environment and overcoming challenges.

### Accommodating and flexible work practices and arrangements

- Promote inclusive work practices that value and accommodate diverse ways of thinking and working.
- Encourage flexibility in work processes, communication, task assignments, and problem-solving approaches to accommodate the strengths and preferences of neurodiverse employees.