

# ABLE4ALL Weekly Newsletter

## Neurodiversity Strategies for Inclusive Workplaces



### GOOD PRACTICE EXAMPLE ROLLS-ROYCE AND COCA-COLA



These companies support neurodiversity, highlighting conditions such as ADHD, autism, and dyslexia.

**Psychological Safety:** Building Trust and Innovation Inclusive companies encourage an environment where employees can share their ideas and concerns without fear of criticism. Through leader-led sessions, psychological safety has been integrated into daily operations, with over 96% employee participation.

A study by Accenture shows that only 26% of employees feel psychologically safe at work. However, psychological safety can increase company engagement by 76%, boost productivity by 50%, and reduce stress by 74%.

**Utilizing Diversity Data for Informed Decision-Making** Rolls-Royce's "Count Me In" campaign encourages employees to voluntarily share information on neurodiversity, disability, gender identity, and health conditions across 11 categories.

The voluntarily collected data plays a crucial role in shaping company strategies. Low participation rates may indicate employees' discomfort in sharing such details, highlighting the need for enhanced psychological safety.

#### **Practical Solutions for Inclusive Practices**

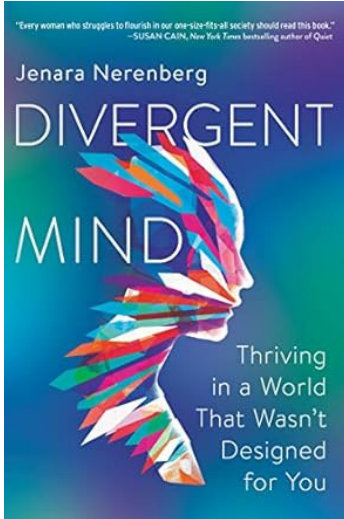
Rolls-Royce provides accessible toolkits in multiple languages, offering resources on leadership development, workspace adaptations, and team dynamics. Coca-Cola initially faced challenges in ensuring field teams and managers adopted best practices but overcame these hurdles through internal audits and awareness training.

**As a result,** companies like Rolls-Royce and Coca-Cola foster more inclusive and innovative workplaces by implementing neurodiversity-supportive strategies, enhancing employee engagement and productivity. Both companies are partners of ES Kariyer, collaborating to integrate disabled talents into the workforce.

### Psychological Safety:

It refers to an environment where employees can freely express their ideas, questions, concerns, or mistakes without fear of punishment or judgment. This fosters an inclusive workplace culture by allowing employees who feel valued and respected to thrive.

## Recommended Resources



### Divergent Mind – Jenera Nerenberg

This book expands perspectives on inclusivity by discussing neurodiversity aspects such as ADHD, autism, high sensitivity, and sensory perception processes in women.



### Inclusive Education SEÇBİR Workshop Report

This report explores different dimensions of inclusive education and presents strategies to enhance workplace inclusivity through neurodiversity.

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