# **Overall notes and reflections from Neuroinclusive Leadership by Differing Minds**

## Links discussed

<https://www.diversityandability.com/team/atif-choudhury/>

<https://www.adhdbabes.com/>

[Communication preferences: 22 questions](https://www.differingminds.co.uk/22questions)

## Creating a safe environment

* Talk openly about neurodiversity
* Be open minded
* Equity over equality
* Understand individual needs
* “What can I do to support you to perform at your best?” during onboarding

Below is an example of a statement of intent that organisations could edit and use themselves depending on where they are at on their neuroinclusion journey.

*"We* ***celebrate and embrace neurodiversity****, recognising the unique strengths and perspectives that individuals of all neurotypes bring to our community.*

*We believe in* ***fostering an inclusive environment*** *where every person, regardless of their neurological differences, is valued, respected, and empowered to contribute their best.*

*Our commitment to neuroinclusion extends across all facets of our organisation, from* ***recruitment to workplace practices****.   
For us,* ***diversity is not just a policy****; it is the heart of who we are, and we are dedicated to creating an environment where every individual feels seen, heard, and appreciated."*

## What not to do if someone discloses to you

“I’m sorry that must be so hard for you”

Don’t panic

Don’t move on quickly or ignore it

Don’t make assumptions

## What to do when someone discloses

5 C’s: Compassion, Curiosity, Conversation, Collaboration and Compromise

Smaller tasks may seem the essential thing before undertaking a job (e.g., note taking), however, if a person is dyslexic, then they are unable to take notes / note taking takes much longer and causes distress. **It is important to look at this with employees to maximum strengths of employees** and others who aren’t dyslexic to take notes

**Use the workbook that is provided**