

Neurodiversity Awareness

Dr Nancy Doyle

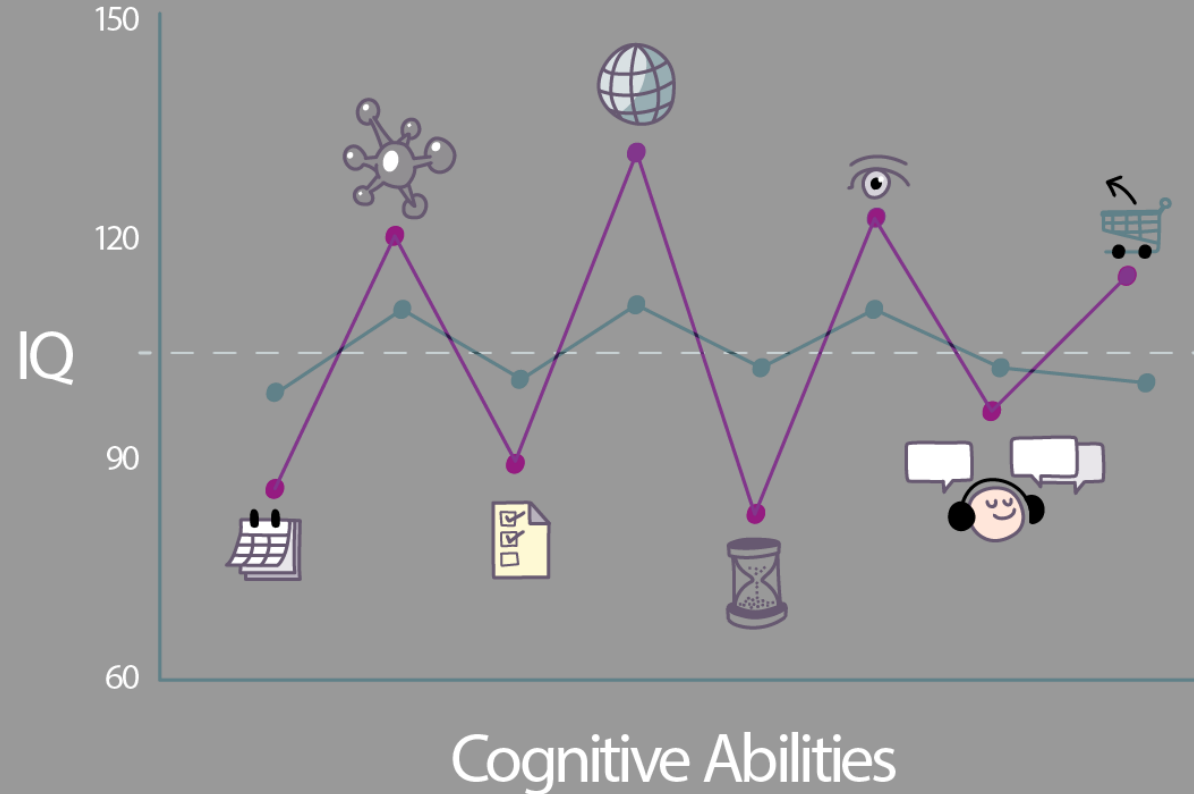
**CEO & Founder
Genius Within**

Neurodiversity is our Passion



Neurodiversity

Generalist vs specialist



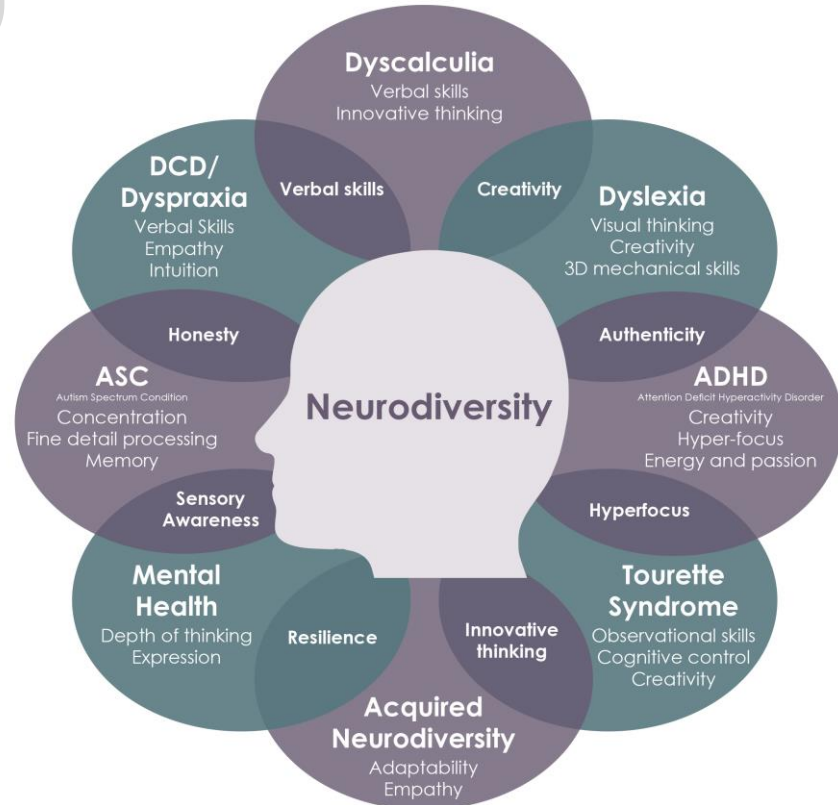
All **neurominorities** are characterised by the spiky profile – “specialist thinkers”

Neurodiversity inclusion is about incorporating the high-performance potential of specialists as well as the competence of generalists.

Neurominorities

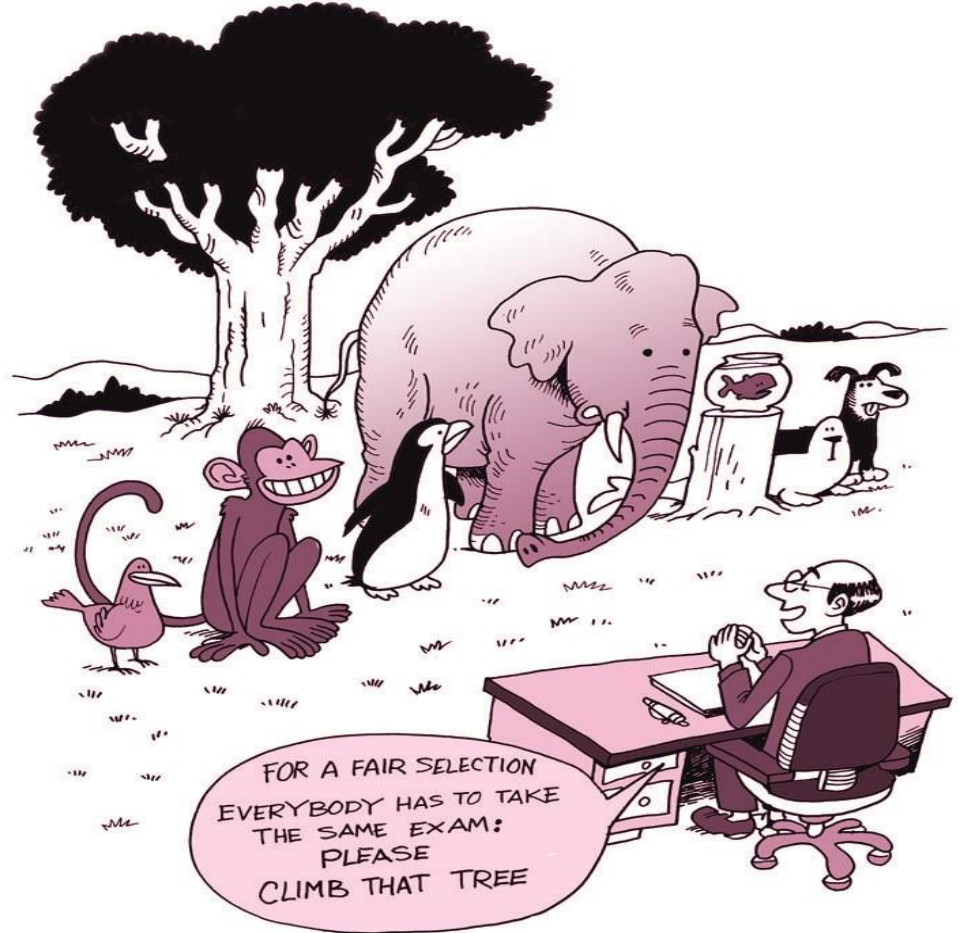
Whole population prevalence
Estimated to be around

15-20%



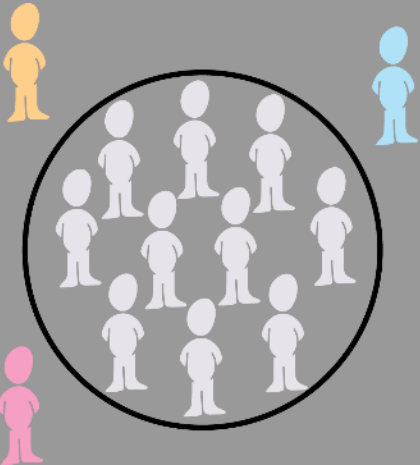
Different Strengths

Why make everyone go through the same system, if they are good at different things?



Levels of Inclusion

Exclusion



**Compliance:
individual inclusion**



**Deliberate:
Inclusion in teams**



**Systemic:
inclusion for all**



“Ableism looks like calling disabled people
”inspiring” for navigating a system that is designed
for their exclusion, while doing nothing to hold the
system accountable.”

Carl Tuessen, Instagram



“

**Inclusion is a moral, social
and economic imperative.**

**We all lose when human
potential is squandered**

”

