



N@W+

Neurodiversity@Work+ embraces neurodiverse talent & captures untapped potential to benefit the entire workforce



Neurodiversity describes the idea that people experience and interact with the world around them in many different ways; there is no one "right" way of thinking, learning, and behaving and differences are not viewed as deficits.

— Harvard Medical School

Leading organizations are embracing Neurodiverse Talent

Business Imperative

- Drives innovation and productivity through unique cognitive skills
- Larger talent pool availability
- Strengthens your market position and makes you an attractive destination for diverse talent

Organizational Culture Imperative

- Create structures and systems which benefit everyone
- Build a culture of openness, empathy, curiosity, and innovation
- Encourages existing talent to self-identify and bring their authentic selves to work

Social Imperative

- Providing opportunities for meaningful employment to those that are neurodivergent
- Ever increasing clinical diagnoses of neurodiversity which impacts all of society
- Organizations have a social obligation to provide equal opportunity to everyone

Why now?

- Future skill requirements cannot be ignored - doing so will result in a disparity between requirements and available resources
- A business' approach to inclusion and diversity impacts all staff, and can differentiate it from competitors when competing for talent and future clients while improving organizational culture
- Increased opportunity to hire talent with higher Intelligence/Emotional quotient



Neurodivergent identities are vast and can include autistic, ADHD, dyslexic, and dyspraxic individuals, as well as people with any other atypical neurology.

30-40%
of the population are neurominorities¹

20%
of the population is affected by dyslexia²



1 in 36 children
are diagnosed with an autism spectrum disorder³

1 in 100 children
have Tourette Syndrome⁴

85%
US unemployment rate for college grads affected by autism⁵

1. Doyle, N. 2020. Neurodiversity at work: A biopsychosocial model and the impact on working adults. British Medical Bulletin, 135(1): 108–125.

2. British Medical Bulletin, 135(1): 108–125. Dyslexia affects 20% of pop. Which represents 80-90% of all those with learning disabilities, Dyslexia FAQ, Yale center for Dyslexia & Creativity: Dyslexia FAQ - Yale Dyslexia

3. "Data & Statistics on Autism Spectrum Disorder." Centers for Disease Control and Prevention, Centers for Disease Control and Prevention, <https://www.cdc.gov/ncbddd/autism/data.html>.

4. "Tourette Syndrome: An Overview." Tourette Association of America, 25 July 2022, <https://tourette.org/about-tourette/overview/#:~:text=Tourette%20Syndrome%20and%20other%20Tic%20Disorders%20are%20not,while%20others%20will%20persist%20into%20adolescence%20and%20adulthood.>

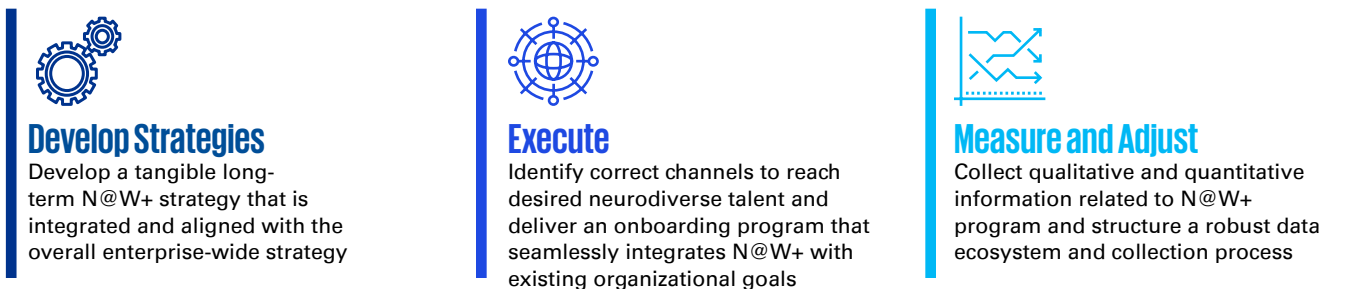
5. American Enterprise Institute; All Hands on Deck: Neurodiversity and the Future of Work; <https://www.aei.org/poverty-studies/all-hands-on-deck-neurodiversity-and-the-future-of-work/>

Our approach

Enables organizations to meet their workforce needs while creating a framework that supports neurodivergent individuals across the employee lifecycle



Implementation of Neurodiversity at Work



Contact us to find out how we can help



Sean Hoffman
Partner
Risk Management
E: shoffman@kpmg.com



Nirnanjan Haridass
Managing Director
Risk Services
E: nharidass@kpmg.com



Garima Chugh
Managing Director
Transformation Delivery
E: gchugh@kpmg.com



Andre Hansford
Manager
Transformation Delivery
E: ahansford@kpmg.com

Some or all of the services described herein may not be permissible for KPMG audit clients and their affiliates or related entities.

kpmg.com/socialmedia



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act upon such information without appropriate professional advice after a thorough examination of the particular situation.

© 2023 KPMG LLP, a Delaware limited liability partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved. The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organization. USCS001388-1A