

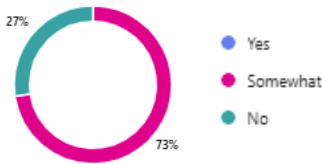
The ndc: August Newsletter

What we talked about: Neurodiversity as a disability

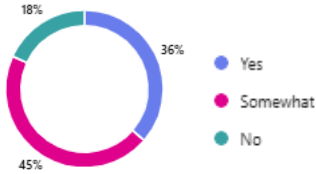
Our August discussion centred around the topic of neurodiversity as a disability, using responses from a short survey as the basis for an open and reflective conversation.

Key insights

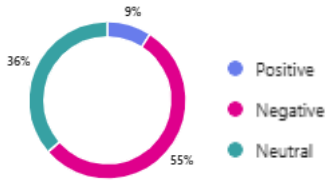
Do you see Neurodiversity as a disability?



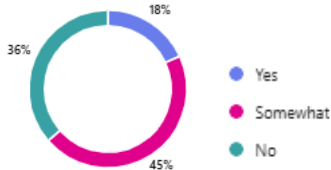
Does the word Disability put you / your dependable / significant other / colleague at a disadvantage?



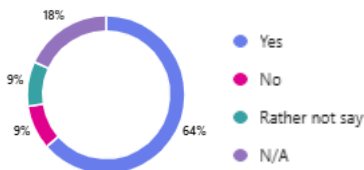
Do you think the disability label has positive or negative connotations?



Do you understand your or the person you are representing's rights and benefits from having a disability?



Have you disclosed your disability to Clancy?



The discussion highlighted that neurodiversity exists on a spectrum, with individuals viewing their experiences differently. Whether someone identifies as having a disability is often influenced by personal circumstances, understanding, and confidence in sharing information.

There was recognition that some people may choose not to disclose a neurodivergent condition or mental health challenge due to concerns about how it may be perceived. The group also acknowledged the positive impact the Neurodiversity Community (NDC) is having in promoting inclusive practices across the business, while recognising that the level of support employees receive can still vary depending on their line manager.

Actions and opportunities discussed

We discussed opportunities to reference The ndc within job adverts and job descriptions, as well as reviewing the application stage to make this more inclusive.

The group discussed the CECA award money and agreed they would like to arrange a guest speaker at Harefield.

Members are invited to share suggestions for topics they would like the guest speaker session to cover. Jack is presenting at the next CECA meeting on 17th September. Our newsletters will also be shared with the wider community.

Looking ahead: September session

September's session will be a review of the recent controversial documentary on Channel 4, the great ADHD myth, this has sparked lots of media attention and we would like your views. If you can please watch in advance of the meeting.

We will be starting the session with one of our members, Andy, doing a personal share for about 10 minutes.

**THE GREAT
ADHD MYTH?**