



**Diversity is a fact.**

Approximately **15-20% of people\*** are neurodiverse, which means they have a natural variation in the way their brain thinks, learns and processes information.

Diverse ways of thinking, learning and processing are a reality in the workplace and small adjustments can make a big difference towards creating inclusive and equitable environments that benefit everyone.

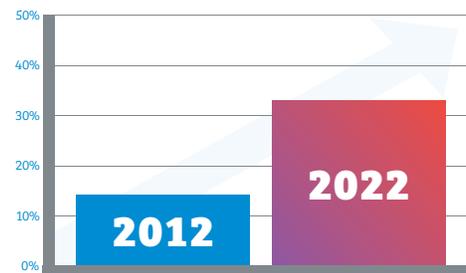
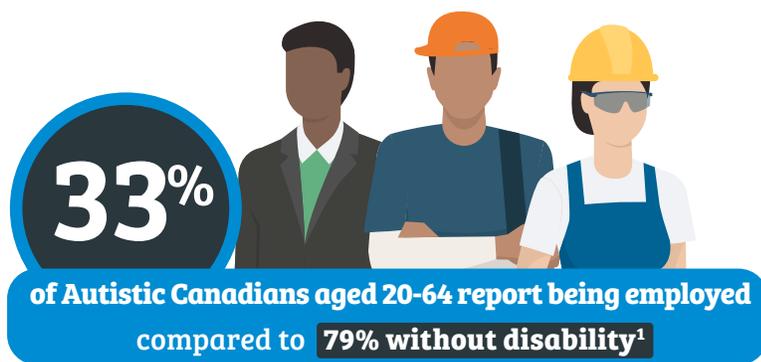
## Employment Opportunities for Everyone.

**Worktopia** is a National Network with a shared goal of changing the odds of employment success for autistic and neurodiverse people.

Employment contributes to wellbeing. Work can be an important source of social connection, identity and achievement.

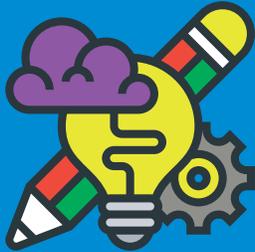
Employment provides structure and financial stability.

When workplaces are inclusive and equitable, everyone benefits. Small adjustments to mind-sets, processes and systems mean all employees including neurodiverse employees can realize their full potential.



**This is a significant increase from 2012, when the rate was just 14.3%<sup>2</sup>**

**Investing in inclusive workplaces is making a difference  
but there is so much more we can do!**

**Inclusion is Action.**

**Neuro-affirming people and systems accept, understand, value and celebrate neurodiversity. Acceptance is considerate and respectful of differences. True inclusion requires action from all parties.**

**In a Worktopia survey, autistic employees shared the **Top 5 Features** that make a work environment inclusive, welcoming and supportive:**

1. Friendly and non-judgmental
2. Familiar with autism or willing to learn
3. Supportive management
4. Connecting with a workplace mentor
5. Clear communication



**Everyone**  
**benefits from**  
**inclusion!**

**Take Action Today** 

**3 Actions to Create**  
**a Neuro-affirming Workplace.**

1. Check out the [Inclusive Workplace Employer Quick Guide](#)
2. Invite [#ExperienceAutism](#) to your workplace to share information about the six keys for success to support positive interactions with people on the autism spectrum.
3. Join the [Worktopia Network](#) and have Network Insights sent directly to you!

**SOURCES**

1. Health Canada and the Public Health Agency of Canada. Infographic: Developmental Disabilities or Disorders in Canada - Highlights from the 2017 Canadian Survey on Disability, 2021.
2. University of Calgary School of Public Policy SPP Communiqué (Volume 9:14, Nov 2017) Improving Our Understanding of Unmet Needs Among Adults with a Developmental Disability.

\*National Cancer Institute. Diversity and Inclusion. Inclusivity Minute. Neurodiversity. April 25, 2022.