



Bridging the Gap: Moving from Intention to Action in Neuroinclusive Employment

What is the Neuroinclusive Employment Project?

In partnership with the Sinneave Family Foundation, the Social Research and Demonstration Corporation is conducting research to explore how employers can create more neuroinclusive workplaces. The research aims to identify evidence-based practices and real-world examples that help employers support neurodivergent people and people living with disabilities to uncover opportunities to further improve workplace inclusion.

The following summary shares insights from the knowledge synthesis phase of research to help employers strengthen their capacity to foster inclusive workplaces. These evidence-based strategies and practices can help to increase employment opportunities and foster inclusion, with a special focus on neuroinclusion, in the workplace.

Each October, Disability Employment Awareness Month provides us with an opportunity to celebrate and advance inclusive workplaces. While employer awareness is growing, the gap between intention and action remains wide. In 2023, only 47% of people with disabilities were employed, compared to 67% of those without — even though most employers report a willingness to hire inclusively.

What will it take to close this gap — and how does neuroinclusive employment play a role?

Through the Neuroinclusive Employment Project, in partnership with the Social Research and Demonstration Corporation (SRDC), we explored how employers can take meaningful steps to recruit, hire, and retain neurodivergent talent — and what it takes to move beyond good intentions.

SRDC surveyed and interviewed employers across Canada to uncover practical strategies and real-world examples of neuroinclusive employment. The research also identified how inclusion efforts can be strengthened and where more targeted support is needed.



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What the Research Shows

1) Champions make a difference.

Progress is driven by leaders and employees who visibly support inclusion. Sharing lived experiences of neurodivergence at work can build awareness and shift workplace culture.

2) Intentional practices matter.

Inclusion is not a one-off. It must be built into hiring, onboarding, workplace design, and day-to-day management practices that value different ways of thinking, communicating, and collaborating.

3) Flexibility enables success

Flexibility is a key enabler — not a reward. While this looks different across job roles, employees who have some choice and control in how they work are more likely to thrive.

4) Barriers persist.

Despite good intentions, stigma and uncertainty remain. Managers often feel unprepared to support neurodivergent employees, especially around performance and development.

5) Employers need practical, tailored support.

Employers want actionable guidance — specific to their sector, workplace, and workforce — as well as help navigating fragmented resources and services.

From Research to Action

Neuroinclusion requires commitment, support, and a shift in how we define success. This Disability Employment Awareness Month, explore our research summary for practical insights on embedding inclusion throughout the employee lifecycle.

Read the full research report [here](#).

You can also click [here](#) to learn more about no-cost resources and services that can help you implement practical strategies and approaches to neurodiversity, equity, and inclusion.

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