

Proposal:

Neurodiversity Training for Supervisors

Abstract

This proposal is to develop a comprehensive training session for supervisors that focuses on neurodiversity in the workplace. This training will equip supervisors with the knowledge and skills to effectively support neurodiverse individuals. Neurodiversity refers to the natural variation in human brain function and behavior. It includes conditions such as Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorder (ASD), and others.

Neurodiverse individuals make up the world's largest disability/minority group ([15.20% of the world's population](#)) and are often marginalized in the workplace. Many neurodiverse individuals feel unsupported and unwelcome in their workplaces. This training would be strongly encouraged for all supervisors, including faculty directors, deans, and other staff who supervise student employees. Supervisors may not even know they are managing a neurodiverse individual as not

all neurodiverse individuals have visible symptoms. This training will help supervisors understand neurodiversity and provide them with practical tools to support their neurodiverse employees. The proposed training will consist of four modules: 1) Introduction to Neurodiversity, 2) Understanding Different Neurodiverse Profiles, 3) Supporting Neurodiverse Employees in the Workplace, and 4) Creating Inclusive Work Environments. The training will be delivered online and self-paced, allowing supervisors to learn at their own convenience. It will include video lectures, interactive quizzes, and case studies. The target audience for this training is all supervisors within the institution. We believe that this training will not only benefit neurodiverse individuals but also create a more inclusive and supportive work environment for everyone.

Training K i ÝÀ •

1. Raise Awareness: Increase awareness and understanding among supervisors about neurodiversity and its impact on the workplace. This module will cover the basics of neurodiversity, common misconceptions, and how it affects work performance. It will also introduce various neurodiverse profiles and their unique strengths and challenges.
2. Understanding Different Neurodiverse Profiles: This module will focus on specific neurodiverse conditions such as ADHD, Autism Spectrum Disorder, and Non-Binary Gender Identity. It will provide supervisors with the knowledge and skills to recognize these profiles and support them effectively.
3. Supporting Neurodiverse Employees in the Workplace: This module will provide practical strategies for supporting neurodiverse employees. It will cover topics such as creating inclusive work environments, accommodating different learning styles, and addressing communication challenges.
4. Creating Inclusive Work Environments: This module will emphasize the importance of creating an inclusive work environment for all employees. It will provide supervisors with tips for promoting diversity and inclusion, addressing discrimination, and fostering a culture of respect and acceptance.

Proposed Training Content

