



Institute of Neurodiversity

# NDEI Pledge

## Corporate Members

# International Declaration of Neurodiversity

## Article 1: Neurodiversity Literacy

Neurodiversity Literacy is key to raising awareness amongst all strands of society – individual, education, health, industry, state institutions. Increased literacy minimises impediments to persons reaching their full potential and facilitates the dismantlement of institutionalised barriers to full citizenship.



## Article 2: Recognition

Recognising and supporting difference in a non-stigmatising manner is key to ensuring that accidental discrimination does not occur. Neurodifferences are often hidden and not recognisable and therefore can result in accidental discrimination. Facilitating recognition through awareness can reduce accidental discrimination and facilitate a more inclusive society.



## Article 3 Supporting Difference

Access to societal structures and full citizenship can be obstructed due to such structures having traditionally been designed with the neuromajority in mind. Support to access and navigation of societal structures should be provided in a manner that supports full citizenship and active engagement and inclusion in society.

## Article 4: Participation of Neurominorities in Policy Development

Stakeholder inclusion in policy development and implementation is central to inclusiveness, empowerment and operational success. The current absence of neurominorities in the development of such policies requires attention if an inclusive and progressive, stakeholder-informed policy agenda is to emerge.

## Article 5 Resource Allocation

Not every person from a neurominority requires extra supports and services, but those who do often experience access barriers. Economic resources can be key to accessing services and indeed societal participation, and those who do not have access to resources face additional barriers, discrimination and exclusion. Targeted increased awareness and access to supports and services for those who require them, is a priority. This should include equal access to all medical services, support and treatments.

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# NDEI – A pledge to Neuro-inclusion

## Names



It is important to select and publish names of stakeholders, ensuring broad representation across all dimensions such as gender, race, and particularly neurominorities. We encourage you to name 3 key actions you seek to implement over the next 12 months

## Drivers



To succeed your dedicated stakeholders should be given the right tools and budget to help fulfil initiatives, designed for and to be implemented across the entire organisation. Actively promoting neurominorities into leadership positions creates psychological safety for individual contributors and promotes a culture change.

## Executive Buy-In



Sustainable organisational change needs to be a systemic one. It requires Executive Buy-In and board participation. Your commitment should be public and annually renewed. This signals honest commitment and builds trust over time. We also encourage you to adhere to the ION International Declaration of Neurodiversity.

## Intent



Be Intentional. By constantly reviewing your policies, processes, and procedures to identify implicit, explicit as well as, unconscious bias. This will prevent discriminatory practices. It also enables critical discussions terminology, new trends, and developments.



## Numbers

A key to success is gathering, analysing, and disclosing all current DEI efforts, paying particular attention to intersectionality. Your targets should be objective, measurable, and verifiable. We encourage you to continuously publish your progress showing targets hit and missed.



## Diversity

Innovation happens from within. Diversity is a prerequisite. Attracting, hiring, retaining a diverse workforce concerns every aspect of your business. Include, follow advice and collaborate with your current neurominority employees and future-proof your organization - by putting people first.



## ERGs

Neurominorities have long been neglected, discriminated and bullied. It is your company's responsibility to ensure physical and mental well-being of its employees. Allowing Employee Resource Groups or similar community-focused gatherings are a vital and paramount step to build trust.



## Intelligence

When conducting neurodiversity awareness initiatives, we encourage them to be conducted by people of neurominorities, with lived experience. To share your findings among subsidiaries, partners, and help other companies to join in and sign up to the pledge. Educate and mentor peers. Together, we can lift under-represented and under-served groups.