What is Neurodiversity (ND)?

A concept where neurological differences are to be accepted and respected as any other human variation.

Includes (born with or acquired):
- Autism
- Attention Deficit Hyperactivity
- Dyslexia
- and beyond...

It is not something to be cured or masked.

It is part of IBM’s Be Equal Campaign.
Advancing Neurodiversity at IBM

2015
• UN Autism Awareness Day
• Autism as a Skill BRG launched with 50 members

2016
• Grew BRG to 500 members
• Signed Specialisterne agreement

2017
• Hired 6 ND employees in Lansing, Michigan via Autism Hiring Pilot

2018
• Rebranded from just Autism to a broader Neurodiversity focus
• Created ND documentary
Advancing Neurodiversity at IBM

2019
- Grew BRG to 1,400 members
- Launched #ActuallyAutistic Task Force
- Secured ND Executive Sponsor
- Hired ND employees in 3 countries

2020
- Formalized the ND@IBM Program
- Launched #Actually Neurodivergent Task Force
- Hired ND employees in 6 countries

2021
- ND Led Program
- BRG has 2,000+ members
- Hired 70 ND employees in 7 countries

Today
- Build AWARENESS
- Increase ACCEPTANCE
- Improve ADVANCEMENT
Neurodiversity@IBM

Nothing About Us, Without Us.

Build
AWARENESS

Our ~2,000 volunteers, including both neurodivergent and neurotypical allies are dedicated to building neurodiversity awareness through internal and external outreach.

Increase
ACCEPTANCE

Committed to improving neurodiversity acceptance and to help HR / Talent hire more neurodivergent people.

We sponsor the global community for neurodivergent IBMers to support each other in a safe space and have a voice in decisions.

Improve
ADVANCEMENT

We help ensure neurodivergent voices are heard and sought after for leadership opportunities.

Help represent IBM at Global Initiatives, United Nations, and more.
Neurodiversity@IBM

Objective
To establish a global Neurodiversity Program with a defined strategy, set standards and desired outcomes and goals, and one which includes neurodivergent friendly hiring, development opportunities and ND training for all employees.

Vision
Incorporate neurodivergent friendly hiring strategies into the mainstream so that it becomes the way everyone is hired, not just ND-specific talent.

Mission
To build a competitively differentiated workforce based on skills.

Neurodiversity@IBM Global Business Resource Group (BRG)

Neurodivergent Task Forces
For actually autistic and neurodivergent employees

Neurodiversity Communities
Global for all IBMers as well as for ND families and caregivers
Global Hiring and Enablement

11 Countries are hiring

Argentina
Australia
Brazil
Canada
India
Ireland

6,800+ IBMers completed ND101 training

30+ Countries enabled

10+ Languages

249 IBMers earned the ND Ally Badge

New! Be Equal Ally Badge launched 12/1/21 includes ND101
What are companies doing to help?

Neurodiversity @ Work Employer Roundtable

We are a collection of innovative leaders who spearhead neurodiversity-focused hiring initiatives. As a collection of cross industry employers, we lead field-specific recruitment efforts. The results have been significant for our culture development and for neurodivergent individuals.

https://disabilityin.org/what-we-do/committees/neurodiversity-at-work-roundtable/
IBM was not the first company to start a neurodivergent program, but we are doing things differently

We are Global!
Neurodivergent enablement and hiring around the world

We are led by neurodivergents!
“Nothing about us, Without us.”

Providing a safe space for neurodivergent employees!
#Actually-autistic & #Actually-neurodivergent
IBM Journey towards ND Awareness, Acceptance, and Advancement

Awareness

Lace up those boots and start your neurodiversity journey!

Join the ND Slack Channel
#neurodiversity-at-ibm
Add the ND frame to your LinkedIn photo

Acceptance

The trail is getting steeper but keep hiking!!

Take Neurodiversity Selfies.
If you identify as ND reach out to Bill Dush for an invitation to our private ‘safe space’ community for ND IBMers and join the ActuallyAutistic (AA) or the ActuallyNeurodivergent (AND) Trailblazers

Advancement

Almost there … Climb to the summit!

Earn your Neurodiversity Ally Badge!
Request an ND Guest Speaker at your event!
IBM’s Neurodiversity Program Resources

IBM’s commitment to Neurodiversity
https://newsroom.ibm.com/Neurodiversity-IBM

IBM Be Equal DiversAbility
https://www.ibm.com/impact/be-equal/communities/diversability/

IBM New Collar website

Looking for a job at IBM? Check here and Join our Talent Network
https://www.ibm.com/employment/

Watch these videos
– Nothing About Us, Without Us
  youtu.be/2noTl6ThDRg
– When Neurodiversity Works
  youtu.be/JCADByL6UEI
– What its like to be Neurodivergent@IBM
  ibm.biz/WhatItsLike
Questions and Answers

Be Equal Neurodiversity