Hiring and Supporting Neurodivergent Workers: Strategies for Success at Travelers
August 2022

Bruce Soltys – Vice President of University Relations & Leadership Development Programs
At Travelers, our goal is to continue to develop and launch innovative talent strategies that leverage market opportunities while enabling a work environment where employees engage and optimize all dimensions of Diversity & Inclusion.

For the past 3 years, a team of HR and Business advocates has worked together to raise awareness, identify partners, answer/research questions and shepherd grassroots opportunities. Members include Talent Acquisition, College Recruiting, Enterprise Diversity & Inclusion, Employee Relations, Human Resources and Business representatives.

Since 2018, Travelers has been a member of the Disability:IN Neurodiversity @ Work Employer Roundtable. This is a collection of innovative leaders from 50 companies who spearhead neurodiversity-focused hiring initiatives. As a collection of cross industry employers, we lead specific recruitment efforts. The results have been significant for our culture development and for people with autism. The full list of companies as well as several resources can be found here:

- https://disabilityin.org/what-we-do/committees/neurodiversity-at-work-roundtable/
As part of our broader Disability hiring efforts, there have been 40+ hires via partnerships with state Department of Occupational Rehabilitation & a local non-profit disability focused agencies in our Hartford (Viability) & Saint Paul (LifeWorks) offices. As part of this effort, Travelers was named Lifeworks’ 2018 Employer Partner of the Year:

- [https://www.lifeworks.org/solving-puzzle-program-benefits-travelers-employees/](https://www.lifeworks.org/solving-puzzle-program-benefits-travelers-employees/)
- [https://www.youtube.com/watch?v=hVMu3hjJlso](https://www.youtube.com/watch?v=hVMu3hjJlso)

Since the Fall of 2016, we hosted a total of 10 job shadows with multiple College partners that have dedicated resources for Neurodiverse students - Rochester Institute of Technology, UConn, Southern CT State, Central CT State, Mitchell College and Wentworth Institute of Technology just to name a few. These shadows have yielded 26 summer interns and 3 full-time hires to date.

To borrow Microsoft’s terminology - we build a “2nd front door” as part of our interview process.

Travelers’ Journey

• Earned a top score on the Disability Equality Index® (DEI) for the fifth consecutive year, maintaining our distinction as a Best Place to Work for Disability Inclusion.

• Travelers was named the Disability:IN Connecticut 2020 Employer of the Year and the 2021 Connecticut Autism Resources & Services Employer of the Year.

• Annual sponsorship/attendance at multiple conferences and career events including Springboard, Bender Consulting and Disability:IN.

• Global sponsor for Dive In, the festival for Diversity & Inclusion in Insurance, which included Travelers being represented on a Disability Inclusion panel.

• One of 5 companies (joining Microsoft, EY, JP Morgan Chase and Dell) to pilot a new vendor, Inclusively, an employment platform technology that drives authentic inclusion in the workplace for people with disabilities.