



DISABILITIES, DEI AND THE
WORKPLACE ... OH MY!



INTRODUCTION

- DISABILITIES 101
- DEI
- ACCOMMODATING FOR INCLUSIVITY AND SUCCESS.



WHAT DO YOU THINK OF WHEN DISABILITY IS MENTIONED?

- WHEELCHAIR
- WALKERS
- CANES
- PHYSICAL INDICATORS

MOST DISABILITIES ARE NON-APPARENT



AUTISM:

- Differences in communication, sensory processing, and social interaction.

ADHD:

- Challenges with attention, impulsivity, and executive function.

AUDITORY PROCESSING DISORDER:

- Hard time listening when there is background noise or in reverberant environments. Trouble with telephone communications.



DYSLEXIA:

- Difficulty reading quickly, making mistakes, and understanding what is read.

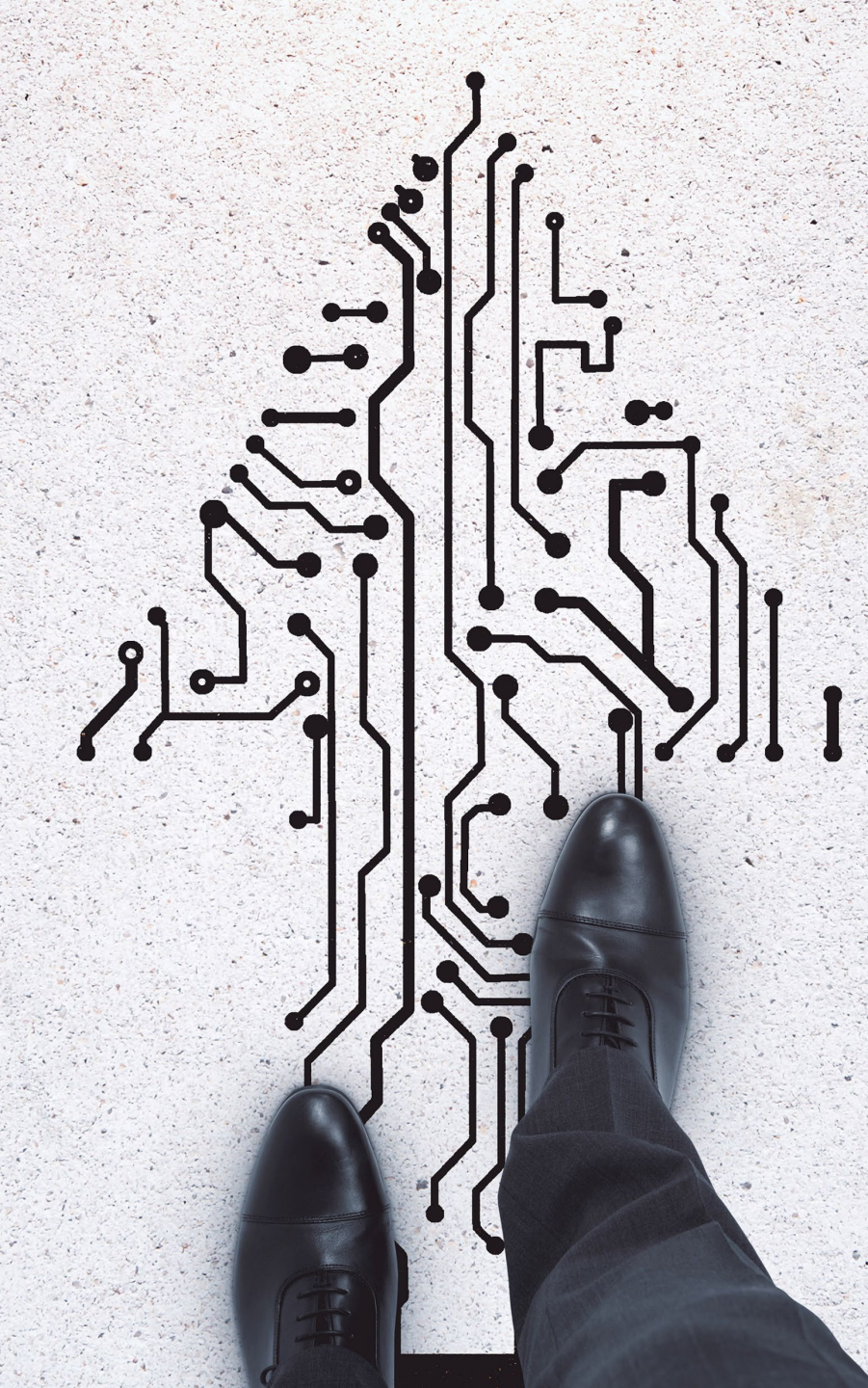
ANXIETY:

- Headaches, irritability, breathing problems, fatigue, palpitations, sweating.

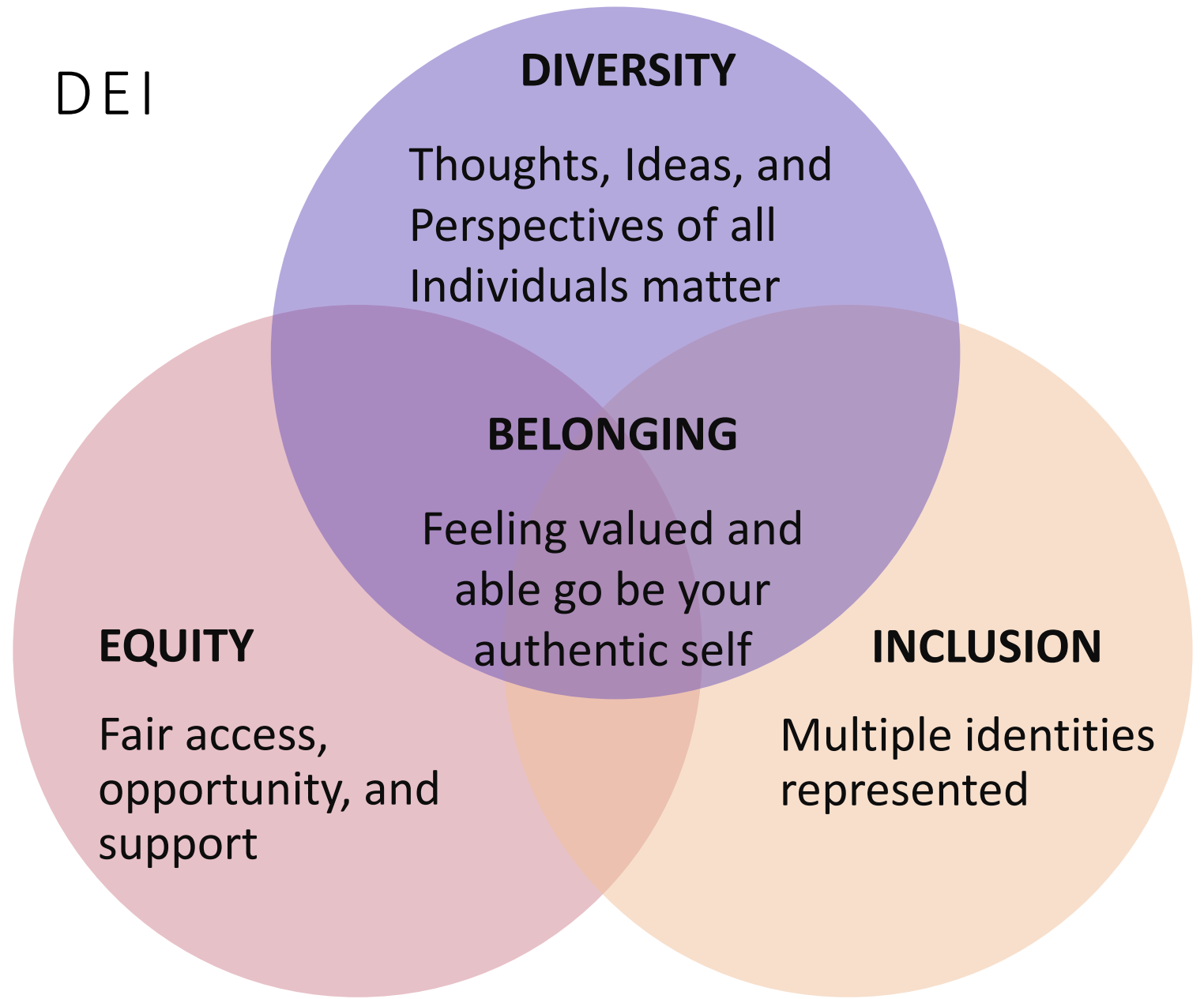
UNDERSTANDING THE INVISIBLE:

- Many neurodivergent individuals face fatigue or fluctuations in energy levels which can impact focus and productivity throughout the workday.





DEI



ACCOMMODATIONS

- Clear communication
- Sensory-friendly environments
- Flexible schedules
- Dedicated uninterrupted focus time
- Regular check-ins
- Redefine Social Norms





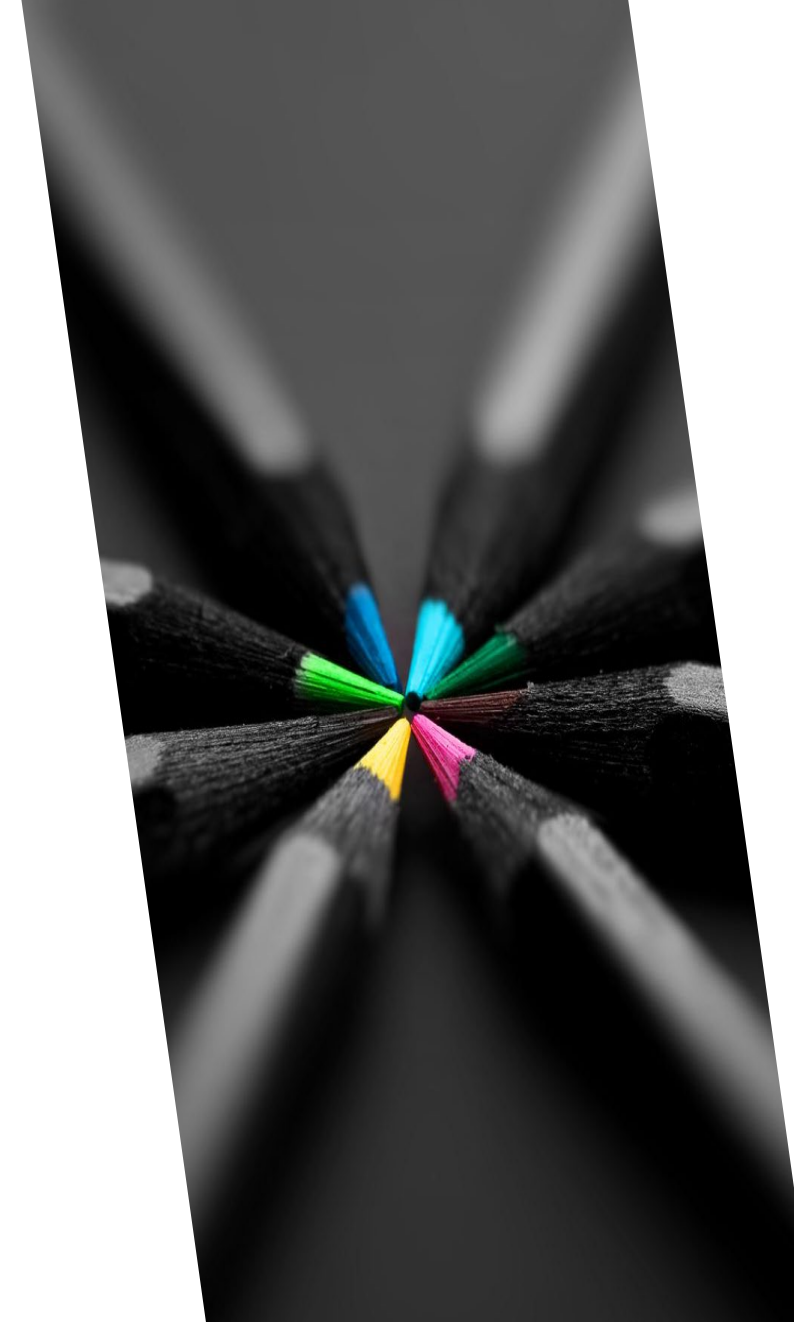
REFRAMING

- Challenge traditional views of “deficits”
- Celebrate strengths
- Recognize differences
- Unique strengths and abilities



POWER OF BELONGING

- Fostering understanding and empathy
- Encouraging open communication and support
- Championing diversity and accommodation initiatives
- Allows individuals to be true to themselves, psychological safety
- Accommodations and support foster inclusivity and success



THANK YOU

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