

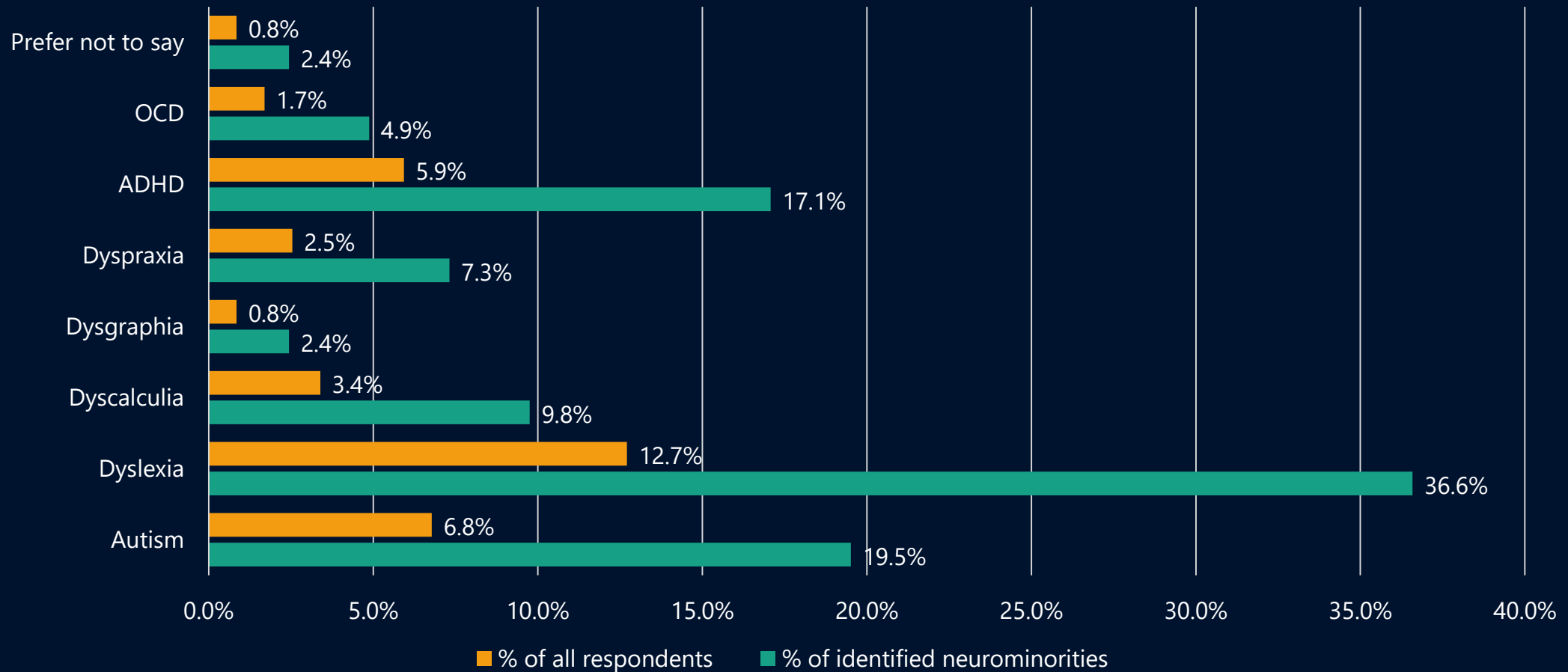


ATSEA

Championing the neurodivergent cause

Neurodiversity : The current picture

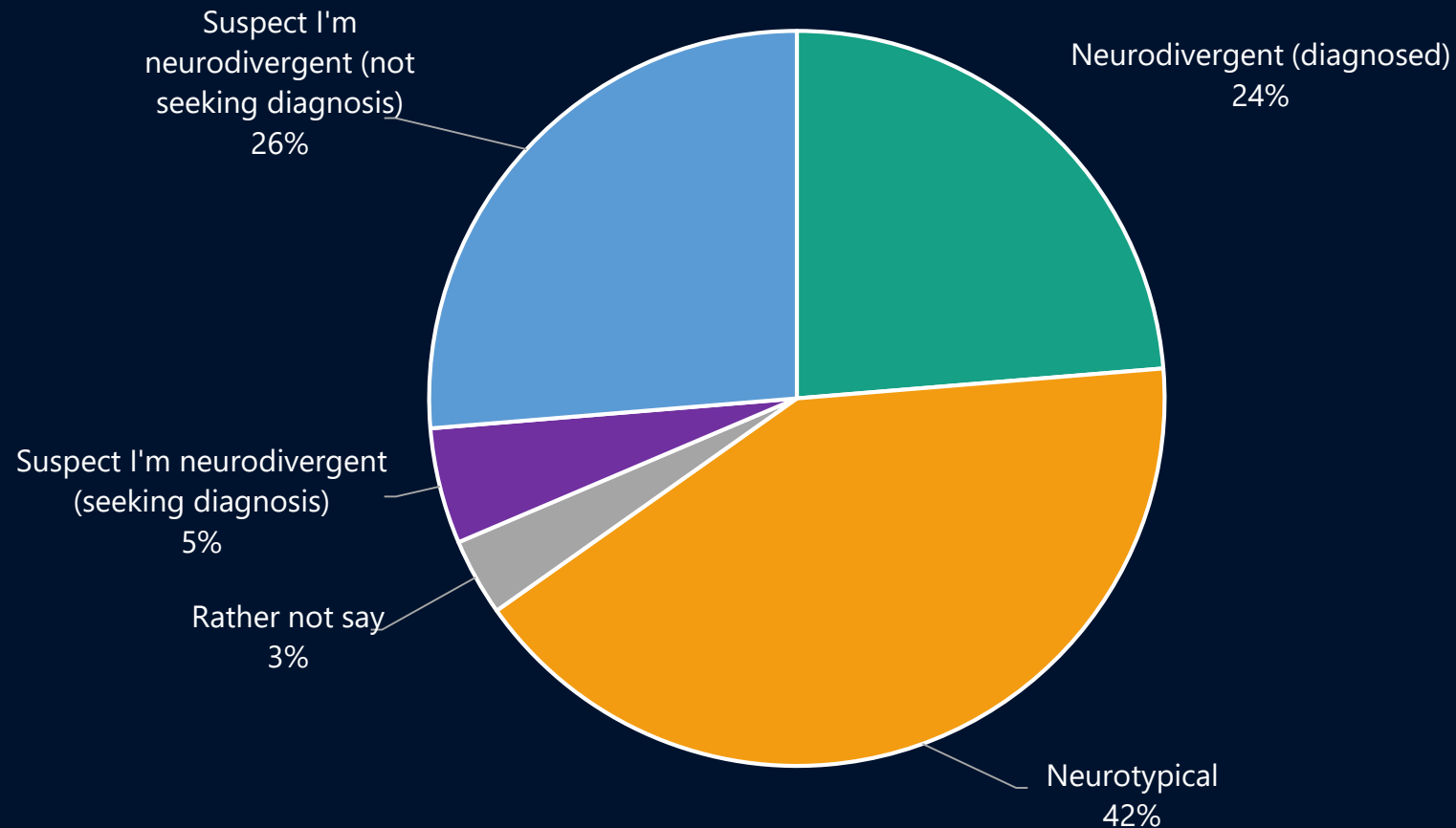
I have been diagnosed with:



■ % of all respondents ■ % of identified neurominorities

Neurodiversity : The current picture

Which of the below best describes you?



N = 19720 n = 118

Source: Stockbridge and Smith (forthcoming) 2023

Old vs new : Enter the spikey profile

Table 3
Work-related difficulties and strengths attributed to neurominorities

	Difficulty	Strength
ADHD	Time management ¹⁴⁰	Creative thinking ¹⁴⁵
	Concentration, attention and self-regulation difficulties ¹⁴¹	Visual-spatial reasoning ability ⁸
	Insomnia, depression, injury and absence ¹⁴²	Hyper-focus, passion and courage ²⁰
	Maintaining employment ¹⁴³ Difficulty with team work ¹⁴⁴	
Autism	Time management ¹⁴⁶	Memory ability, and other 'specialist individual skills' including reading, drawing, music and computation ¹⁴⁹ Innovative thinking and detail observation ²⁰
	Concentration and coping with more than one task ¹⁴⁷	
	Social and communication difficulties ¹⁴⁸	
	Need for routine ¹⁴⁸	
DCD	Difficulties with driving, self-care, organization, communication and self-esteem ^{32,51}	High verbal comprehension ability ⁸
	Processing speed and working memory ²	
	Persistence of motor difficulties in operating equipment ¹⁵⁰	
Dyslexia	Literacy, memory, organization, communication and self-esteem ^{12,151}	Entrepreneurialism ⁵⁰
	Memory, organizational skills, time management, stress management, literacy ⁷⁴	Creativity and cognitive control ¹⁵³
	Workplace participation in terms of mental functions and social interactions ⁵³	Visual reasoning ¹⁵⁴
	Cognitive functioning and social self-esteem ^{152,153}	Practical skills, visual-spatial skills and story-telling ability ¹⁵⁵
	Higher incidence of worklessness and incarceration ^{65,154}	

Doyle, N., (2020): *Neurodiversity at work: a biopsychosocial model and the impact on working adults* *Br Med Bull.* 2020 Sep; 135(1): 108–125. doi: 10.1093/bmb/ldaa021

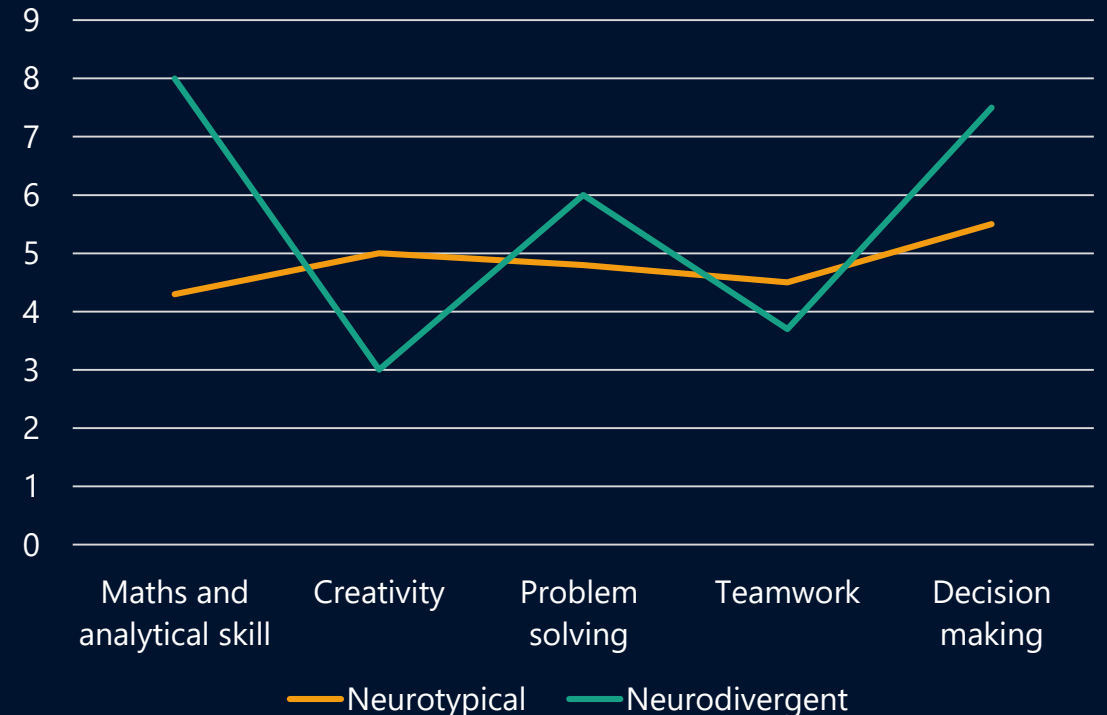
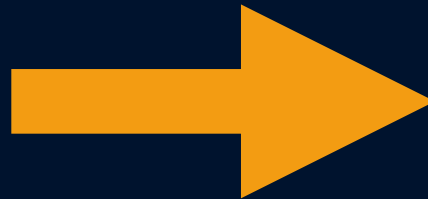
Old...

- Stereotype based,
- Focus on weakness,
- Only enables generic support.



...New

- Focus on the individual,
- Recognises strengths,
- Enables better support.

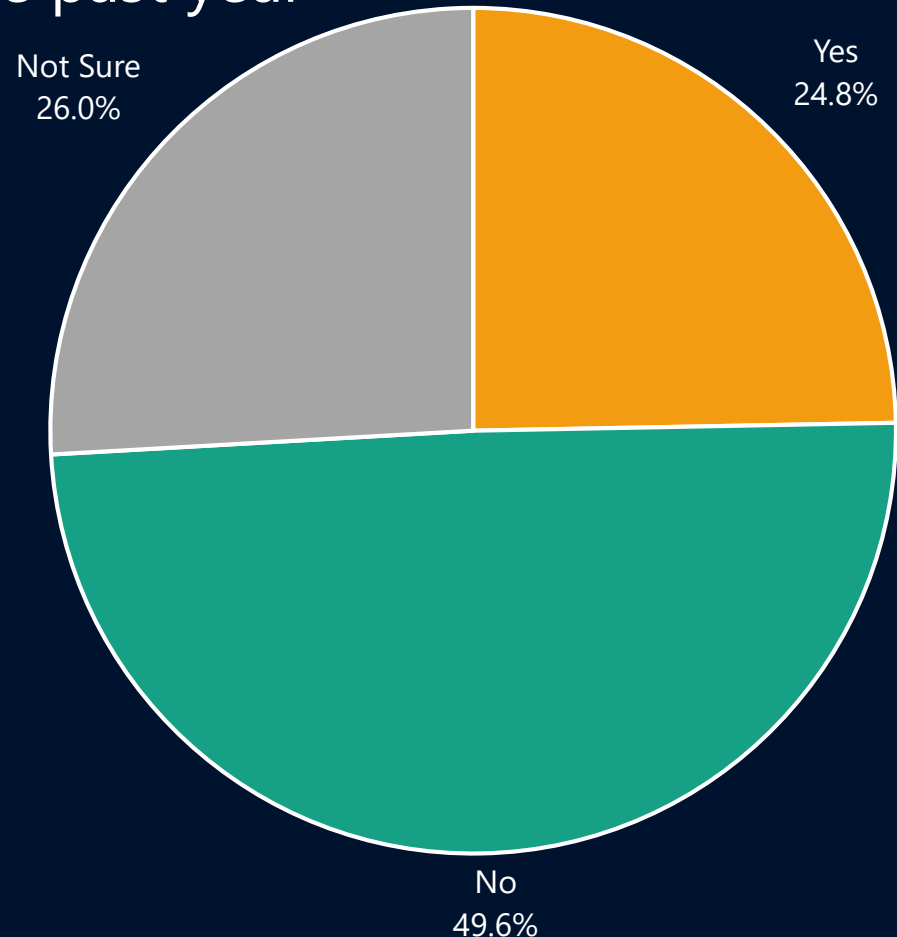


*Data randomly generated

■ Discrimination : An unpleasant reality

Reported witnessed career harm over the past year

- Professional discrimination evident,
- Loss of talent & human capital,
- Wide variety of causes including:
 - Poor management,
 - Lack of understanding within HR,
 - Lack of proper support,
 - Rigid recruitment practices,
 - Failure to recognise potential.

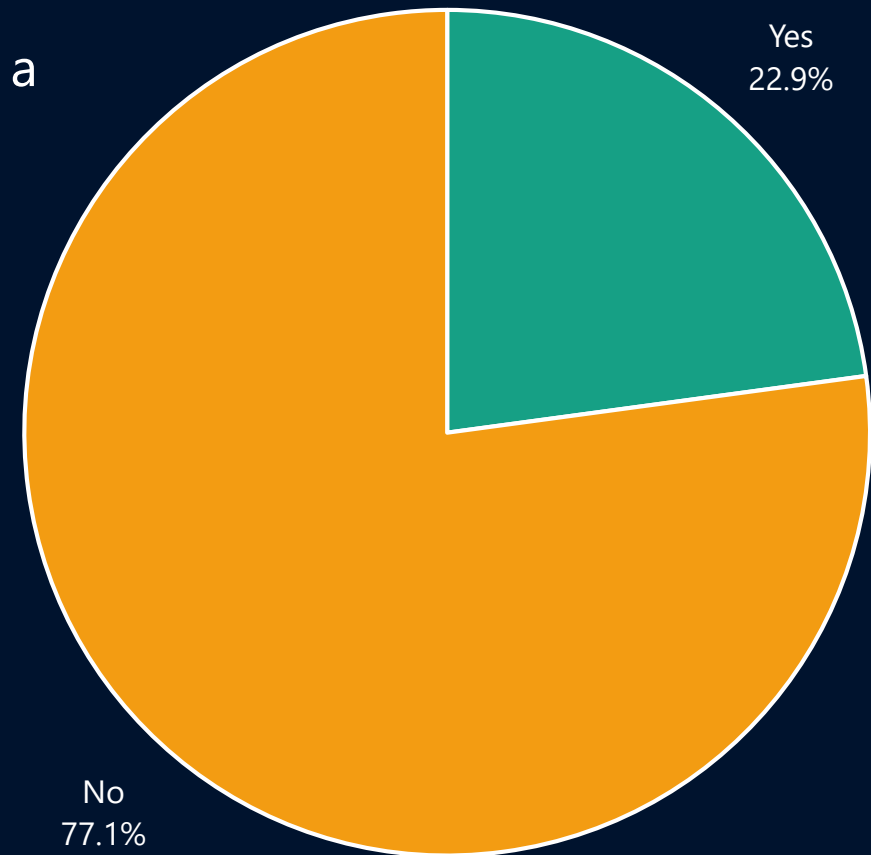


Thinking back over the past year, can you think of a colleague, or colleagues, whose careers have been harmed, or who have been disadvantaged, by being neurodivergent?

■ Discrimination : A fear to disclose?

Reported level of disclosure to employer

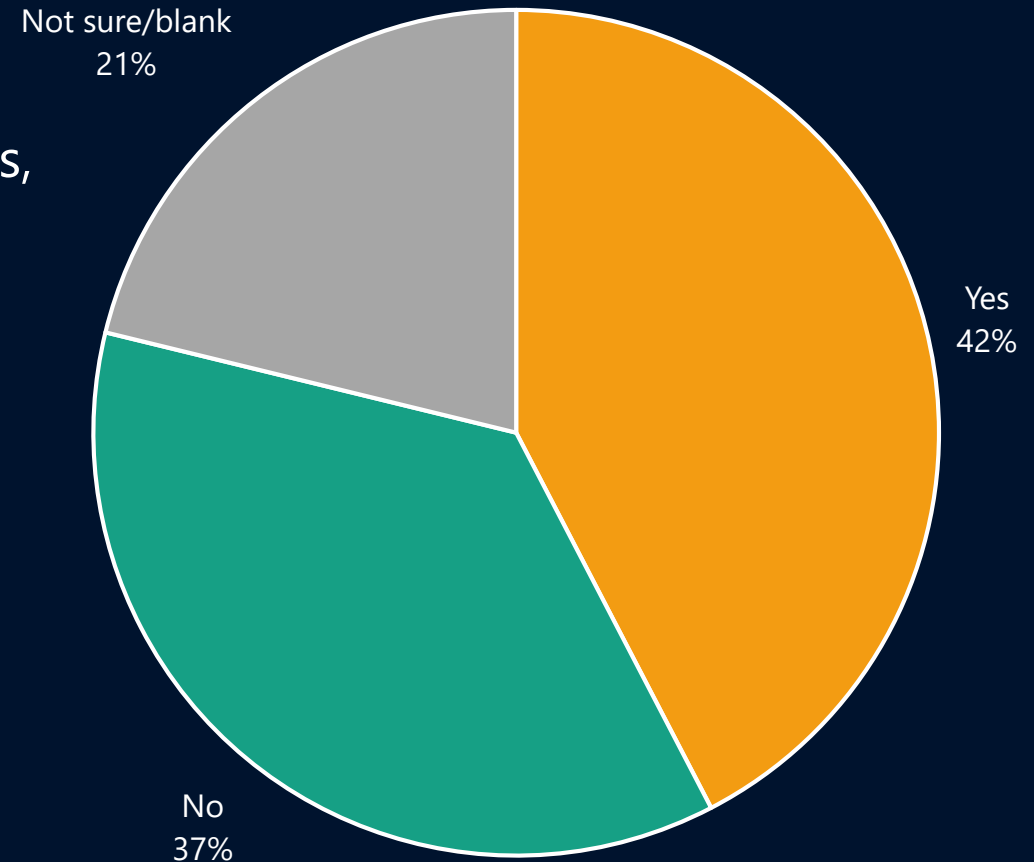
- Less than 25% have told their employer about a diagnosis,
- Prevents access to help and support,
- Lack of disclosure almost certainly driven by a fear of discrimination and repercussions.



■ Discrimination : Social exclusion

Reported level of social exclusion

- Almost half reported being excluded,
- Cause of loneliness, mental health problems,
- Bullying, harassment, mistreatment,
- Safety concerns,
- Level likely varies depending on condition.

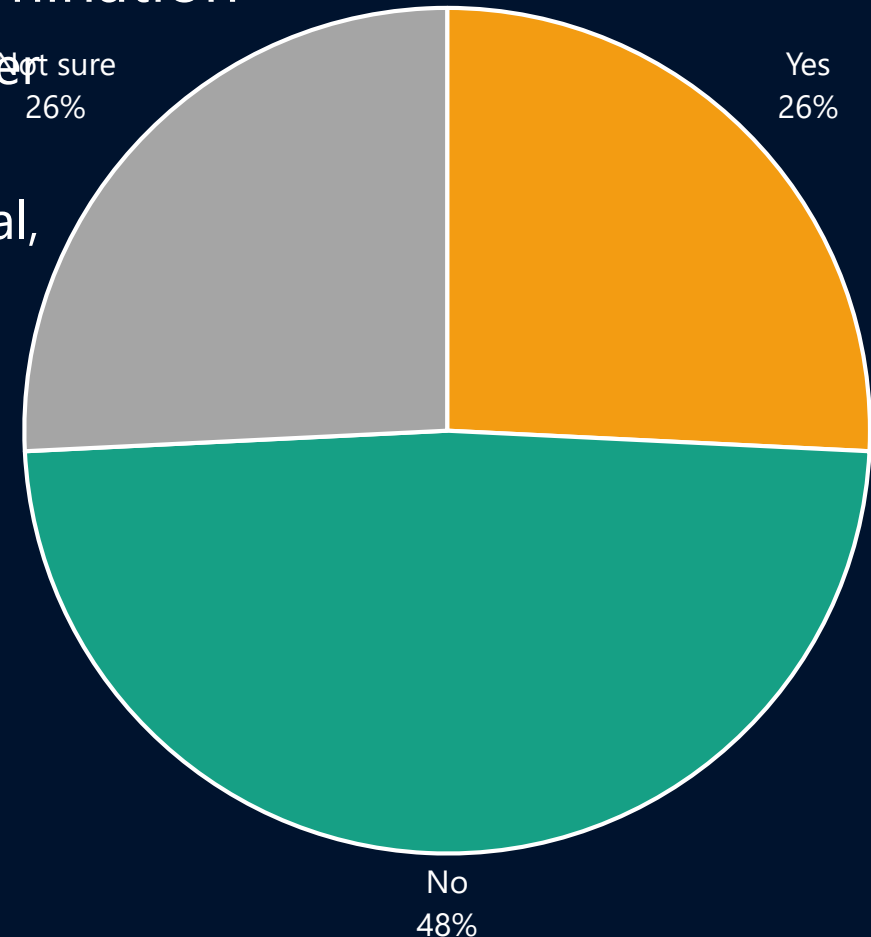


Do you believe that people with neurodivergent conditions are socially excluded at work?

■ Discrimination : Professional struggles

Reported experienced professional discrimination

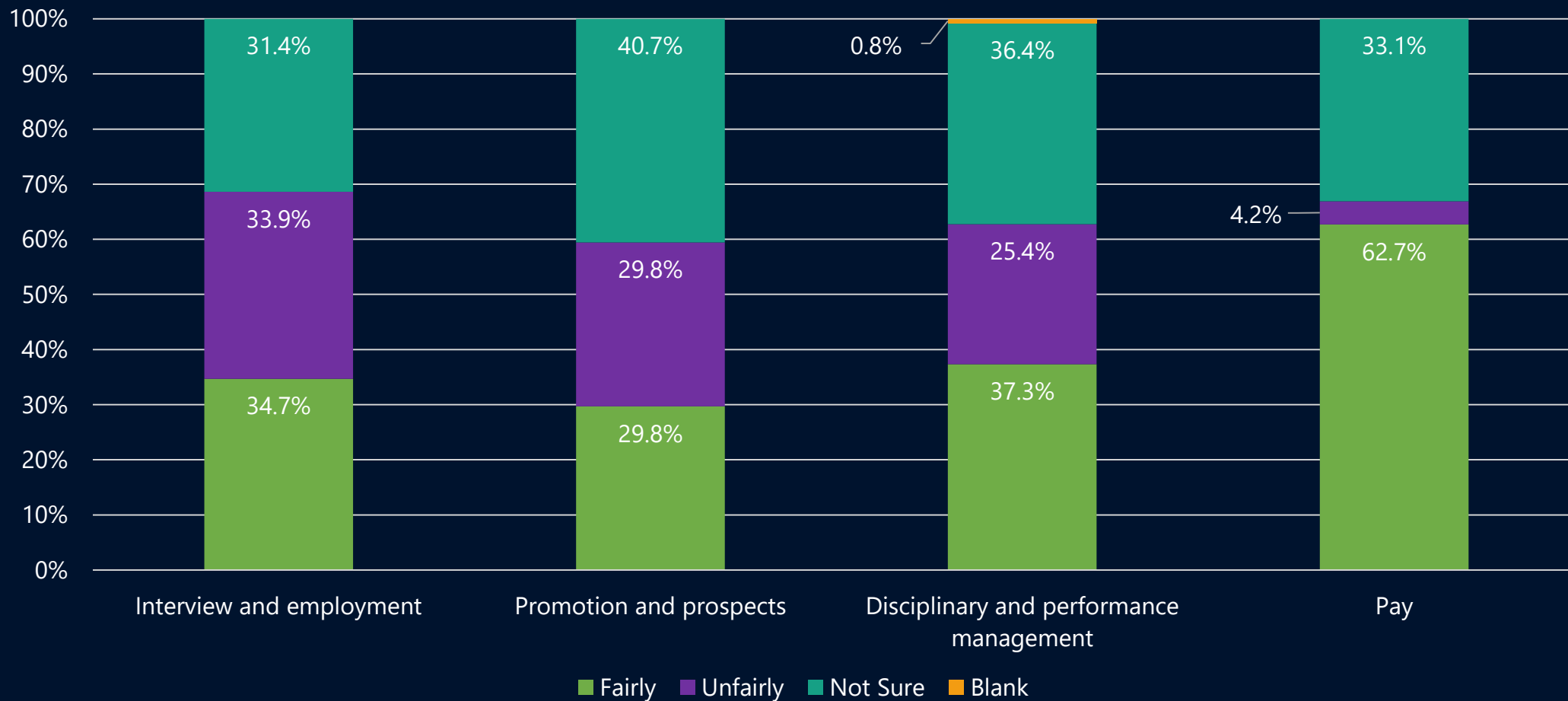
- Over a quarter experienced harm to their career in the last 12 months,
- Under-utilisation of staff and waste of potential,
- Low job satisfaction,
- Likely cause of talent leaving the industry.



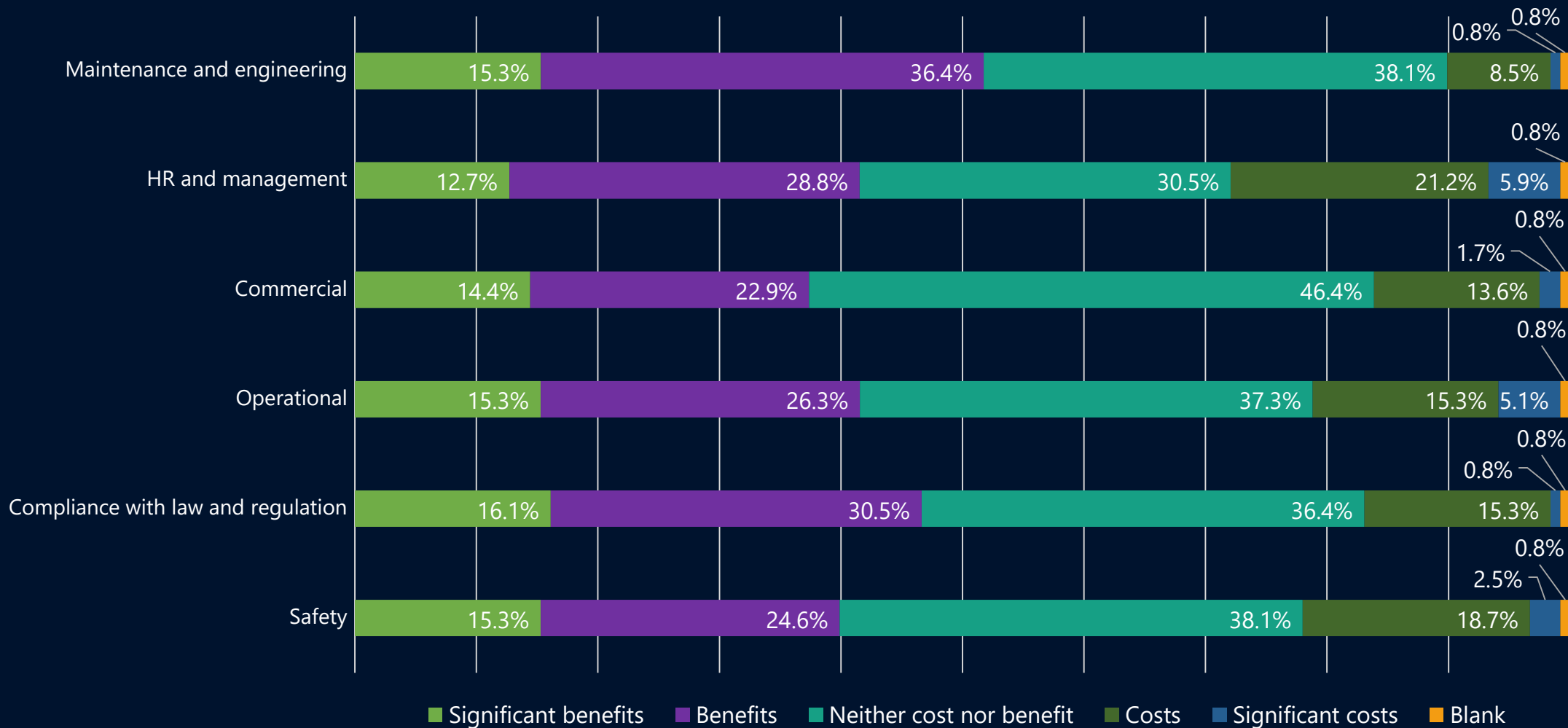
Thinking back over the past year, has your career been harmed, or have you been professionally disadvantaged because of your neurodivergence?

Discrimination : Fair treatment for all

Fairness and Unfairness: employment



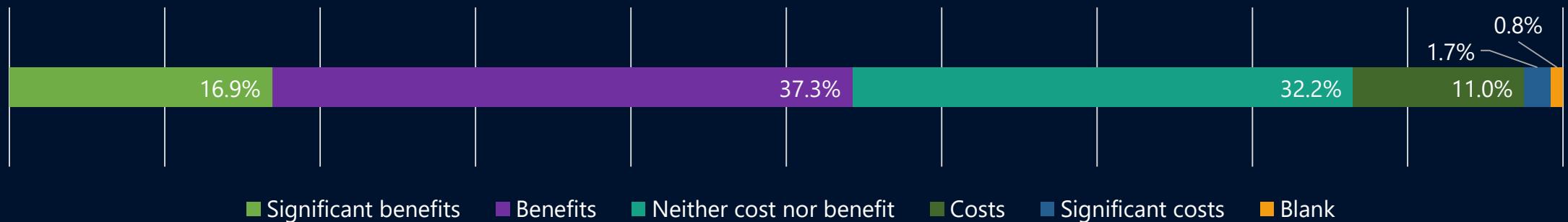
Benefits : Acknowledged by most



To what extent do you believe that a more neurodiverse workforce will impose costs or benefits with regards to:

Benefits : Overall view

- Over half (54.2%) report benefits from a neurodivergent workforce,
- Less than a fifth (12.7%) report costs,
- Significant potential to add value to the industry & business



Overall, and taking into account both costs and benefits, what do you believe is the likely outcome for the business of the employment, retention fair treatment and promotion of more individuals with neurodivergent characteristics?

■ Neuroinclusion : Righting the wrong

Legal

- Disability legislation,
- ISM code,
- STCW,
- MLC,

Business

- SMS,
- Business need,
- IMO Model courses,
- 3rd sector

Practical

- Informal accommodations,
- Professional knowledge,
- Diagnosis/ID need,
- Peer support,
- Technology adjustments,
- Leadership/Management support,
- Academic adjustments,
- Mentoring/Coaching,
- Working arrangements,
- Workplace design

■ Summary: Key takeaways

- Evidence of significant discrimination in all areas,
- Neurodiverse workforce already present,
- Benefits to business well understood by the workforce,
- Large under-utilised body of talent and human capital,
- Major concerns with safety and mental health,
- **Immediate** action needed at all levels,
- Training -> Understanding -> Adjustments -> Benefit.

Be the change.



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