

Why **neurodiversity inclusion** drives better business outcomes

What is neurodiversity?

Neurodiversity supports the biological reality of infinite variations in human neurocognitive functioning and behaviour.

- Neurodiversity**
 Inclusion of all cognitive variations encompassing both neurodivergent and neurotypical individuals as part of our greater biodiversity.
- Neurodivergent**
 Natural variations in the human brain that result in cognitive profiles that vary from neurotypical.
- Neurotypical**
 Describes individuals who display "typical" cognitive thinking. It applies to the majority who do not have neurological variations.

Bridging the talent gap

Neurodivergent individuals are an untapped talent pool with skillsets and mindsets that can help support Canada's labour shortages.

Neurodiversity in teams enables a variety of different ways of thinking and processing information to achieve better outcomes. Learning to harness each individual's strengths, regardless of cognitive variation, will positively benefit both employers and employees.

Analytical thinking
and innovation

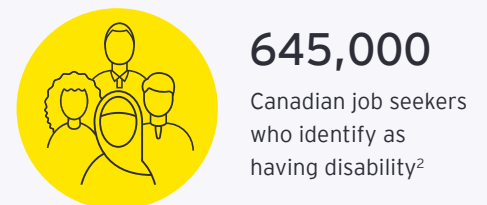
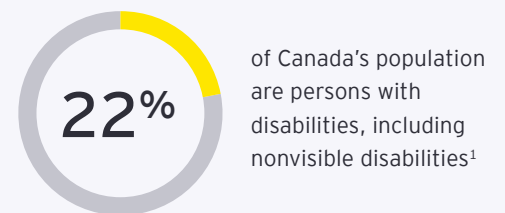
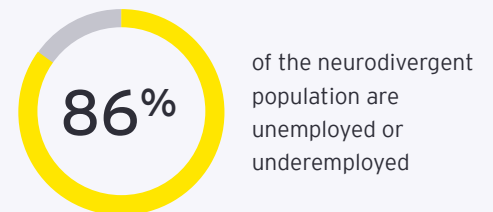
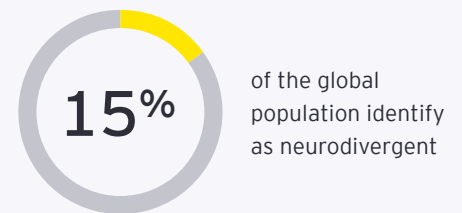


Reasoning, complex
problem-solving
and ideation

Technology, design
and programming

Creativity, originality
and initiative

The market opportunity



We believe a neurodiverse workforce will help **meet changing demands** for jobs, tasks, skills and lead to additional paths to innovation which will make an impact in every sector.

Fewer than **3** out of **10** companies have a disability talent strategy.³

Why work with EY?

Since 2016, the EY Neurodiversity Centres of Excellence (NCoE) have showcased a cutting-edge talent model at the intersection of digital and building an innovative workforce – demonstrating that inclusion drives innovation.

EY has assembled a neurodiverse team of consultants with capabilities across inclusive design, talent, disability policy, cultural transformation and business modeling.



Our teams work across all sectors to help you meet your goals.

Neurodiverse consultants lend both skills and experiential knowledge to your program.



We help shift business practices and culture through large and small everyday behaviours.



Our measured approach, proven evidence-based methodology, and related KPIs enable business imperatives.



We'll help build your confidence to de-risk, expand and create an inclusive and innovative workforce for the future.



EY Neurodiversity Centres of Excellence success by the numbers:

Global presence

17

Neurodiversity Centres of Excellence (NCoE) globally – with six in Canada

Execution

2.6m+

Hours freed up by NCoE solutions

Talent

Over 300

Skilled NCoE professionals around the world

Impact

\$650m+

ROI since launch

Capabilities

200+

Technical skills across automation, blockchain, cyber and data

Retention

92%

Exceeding other companies in the technology space and neurodiversity talent programs globally

EY can help **apply** and **adapt** our successful model to your company

How we can help you build a neurodiverse workforce



We provide both technical project delivery and consulting services to expedite and customize the strategic inclusion of neurodiversity.

Advisory

We'll help with strategy, socialization, setting up your core team and the key resources needed to conduct your own inclusion and neurodiversity expansion.

Build

We lead the overall program on your behalf, including project management, recruiting, onboarding, training and communication efforts to stand up an initial neurodiversity cohort.

Build and support

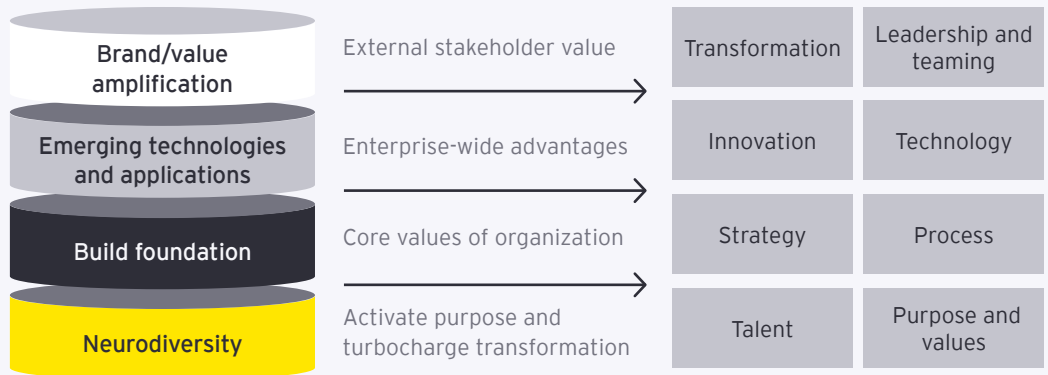
We will continue to work alongside your team for additional enablement activities after the initial launch to measure performance and help plan future expansion.

Managed service

We also offer neurodiversity services in a managed service model, including enablement/management capabilities and providing neurodiverse resources for specific roles on your team where desired.

EY neurodiversity value levers

A proven methodology and strategic steps for building an ecosystem that impacts individual and collective behaviour and systemic change to propel an organization toward success.



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SOURCES:

¹ Choi, Rebecca, Accessibility Findings from the Canadian Survey on Disability, Statistics Canada, 2017
² Government of Canada, Hire Persons with Disabilities, Government of Canada, 2022
³ Ramer, Holly, "Survey: Only 28 Percent of Companies Have Disability Hiring Goals", Inc. Magazine, 2017