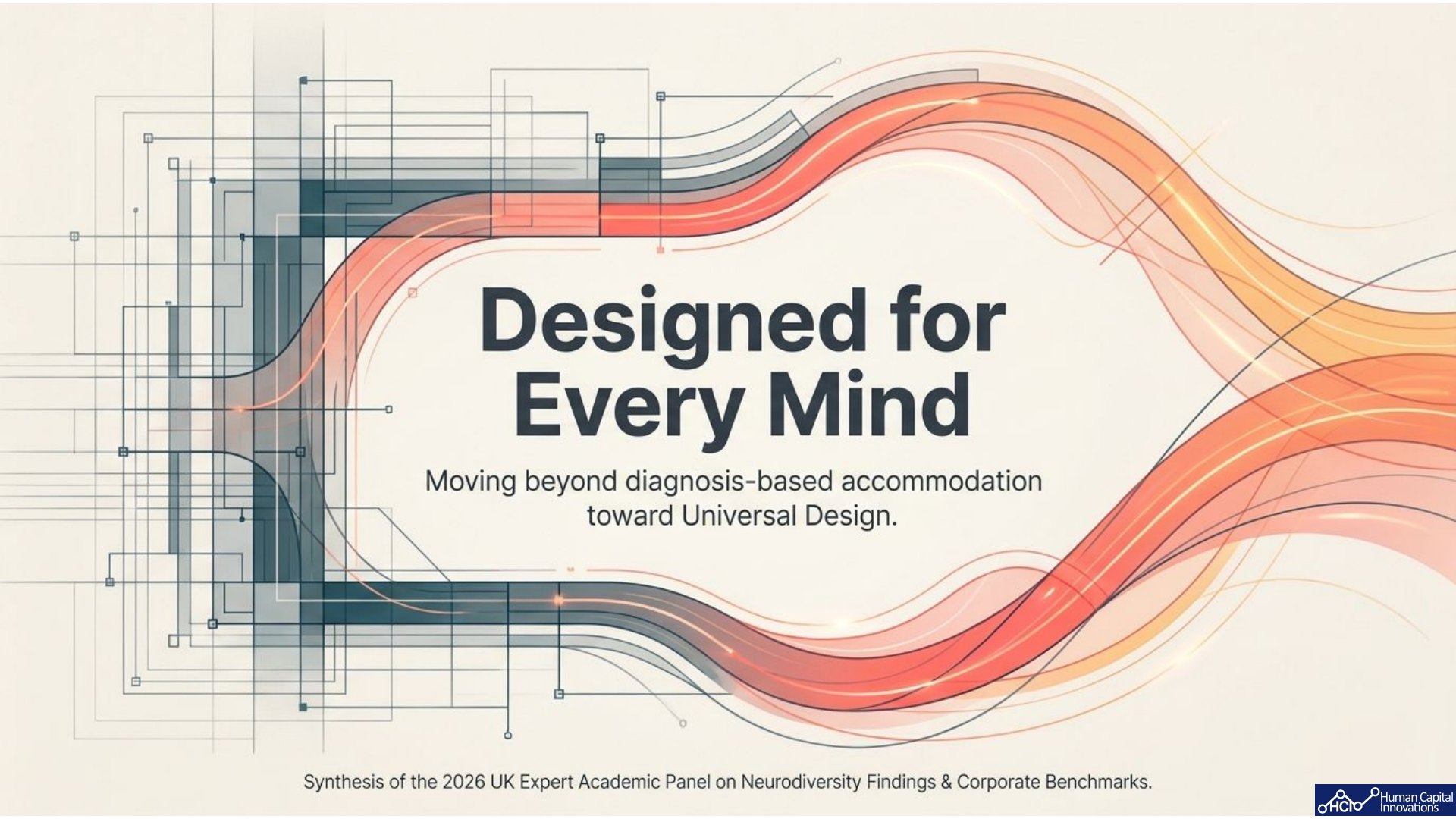


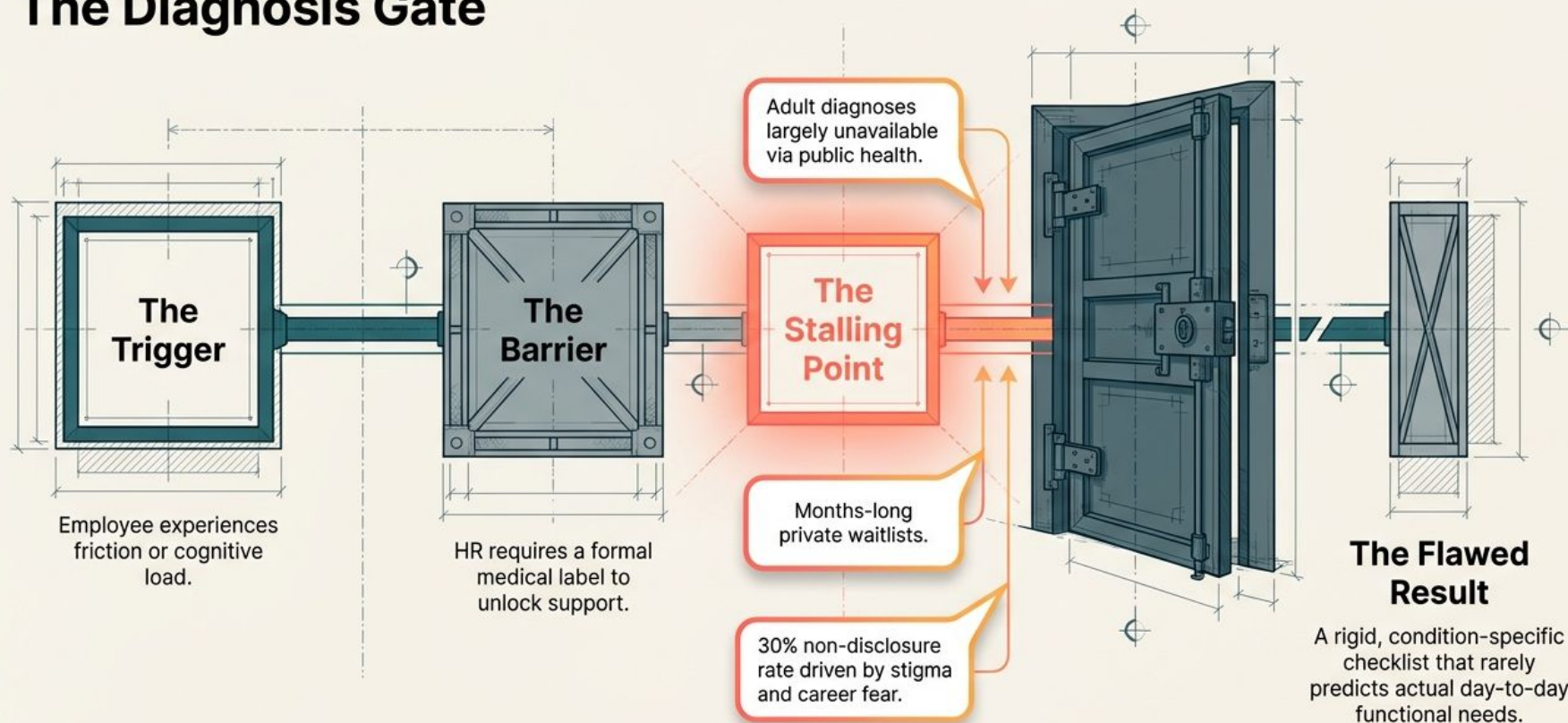


Designed for Every Mind

Moving beyond diagnosis-based accommodation
toward Universal Design.

Synthesis of the 2026 UK Expert Academic Panel on Neurodiversity Findings & Corporate Benchmarks.

The Broken Protocol: The Diagnosis Gate



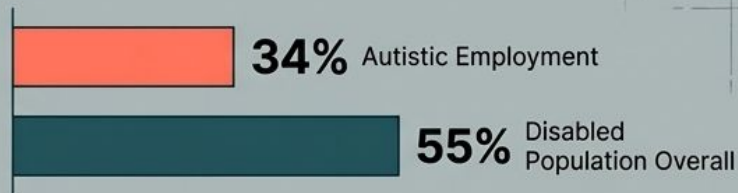
The Scale of Structural Exclusion

The Reality

20%

The estimated proportion of the workforce that is neurodivergent (often undiagnosed).

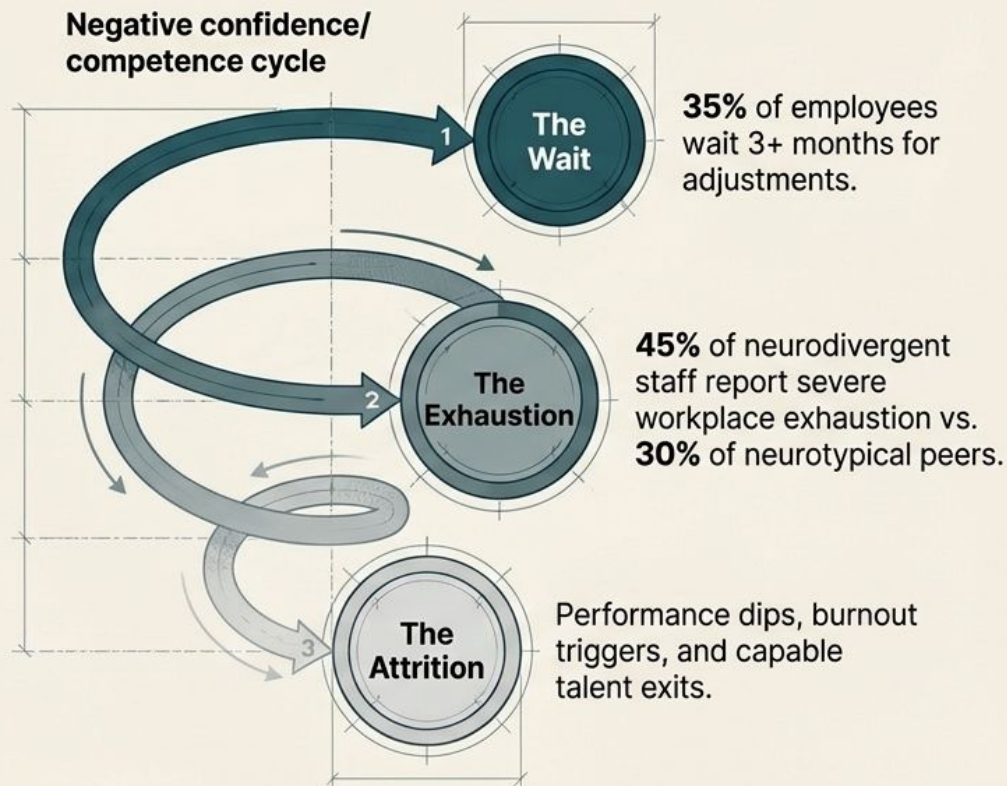
The Outcome



Autistic employees earn on average **1/3 less** than non-disabled peers.

The Science-Practitioner Gap

The Hidden Cost of Retrofitting

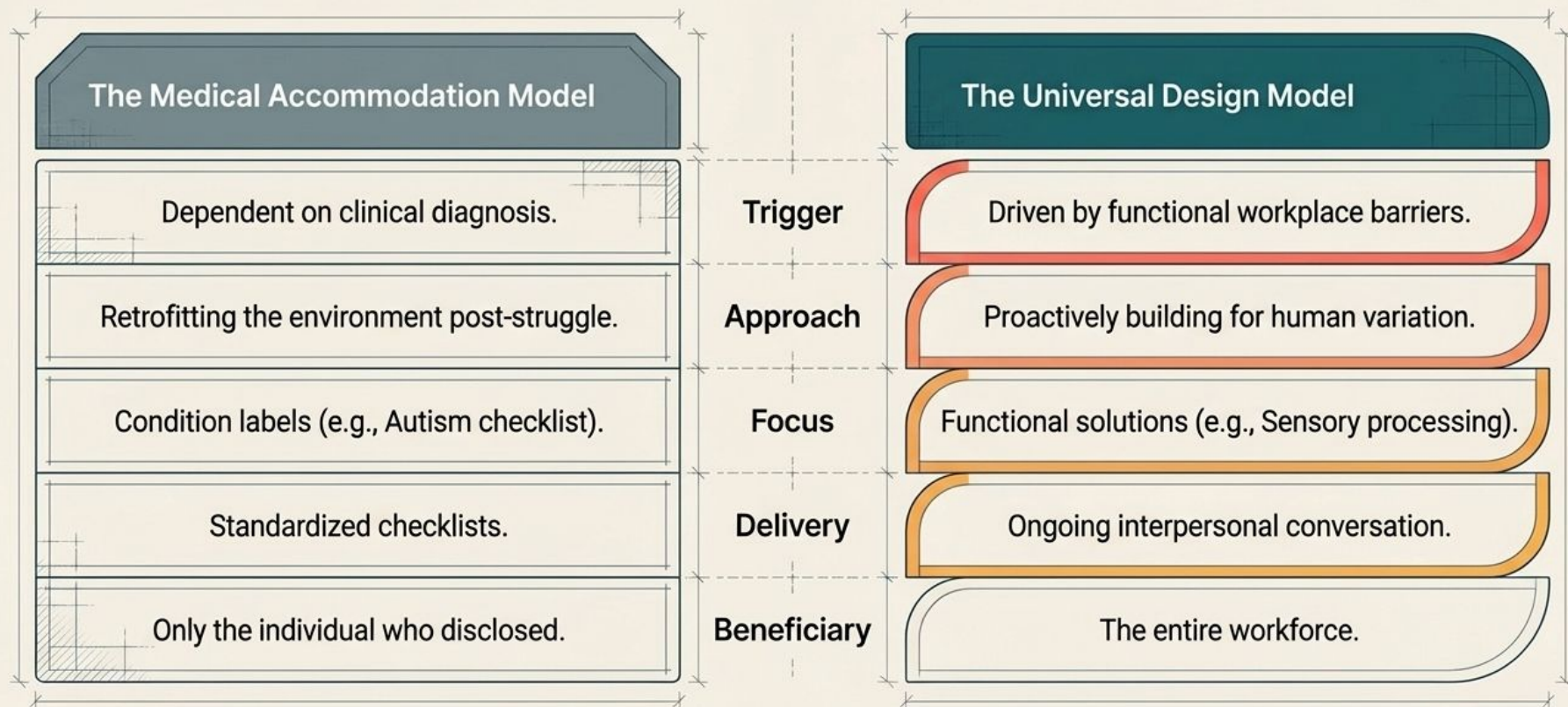


The Financial Reality

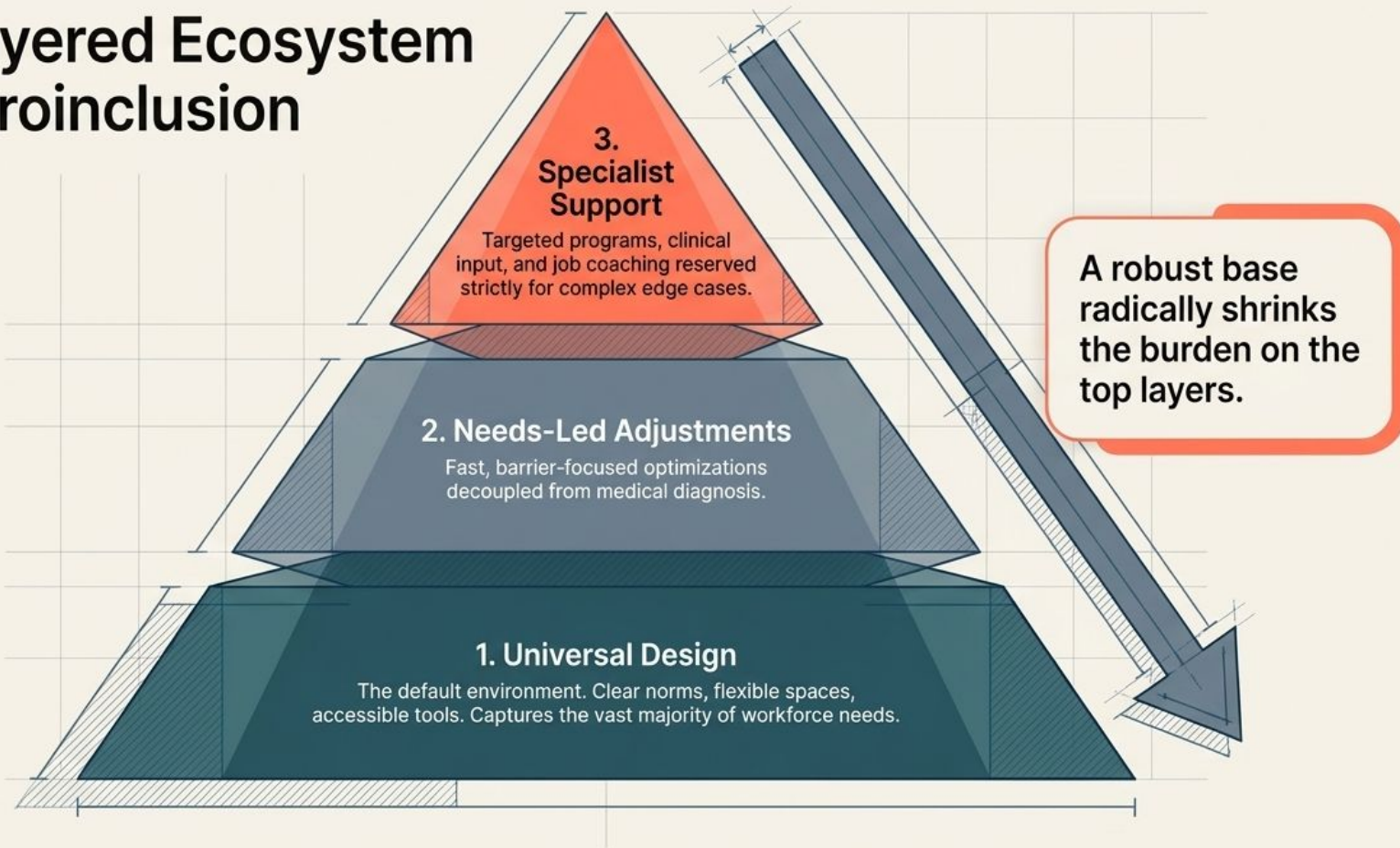
The median cost of an actual physical adjustment is \$0-\$300.

The true cost is the delay.

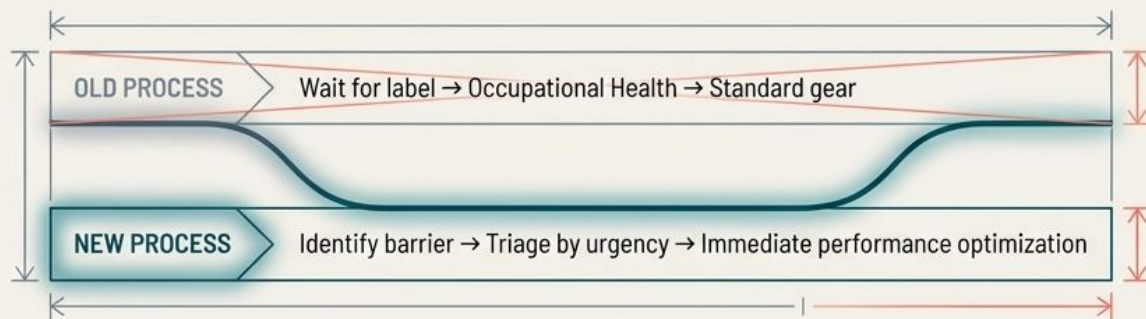
The Paradigm Shift: Accommodation vs. Design



The Layered Ecosystem of Neuroinclusion



Response 1: Fast, Needs-Led Adjustments



Case Studies
UK Civil Service Workplace Adjustment Passport • Voluntary, employee-owned, travels with the worker, zero diagnosis required
Goldman Sachs • Neurodiversity interns self-identify; no clinical proof required

Response 2: Designing the Default Environment

Clear Communication

Agendas mandated in advance, automatic captioning, explicit deadlines.

Universal Tools

Text-to-speech and dictation software licensed for all employees.

Sensory Choice

Flexible work formats, varied lighting, quiet zones (PAS 6463 standards).

Designed Environments

Proactively built for human variation, avoiding costly retrofits.

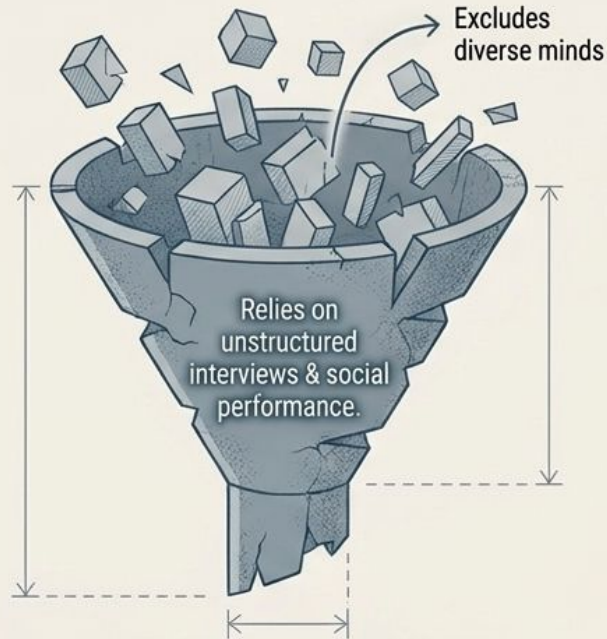
Pioneers of the Default

Ultronauts: Meeting agendas in advance, daily feedback loops, schedule choices for everyone.

EY: Texthelp literacy platform deployed globally without justification required.

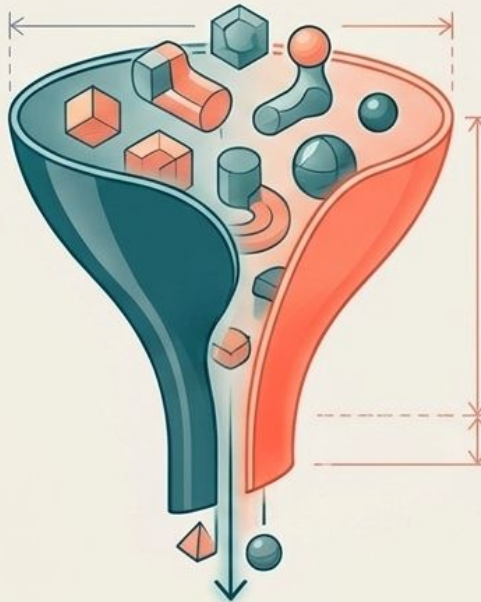
Response 3: Skills-Focused Recruitment

The Broken Funnel



The Skills Funnel

Relies on work samples & transparent rubrics.



The Blueprint Features (New Structural Defaults)

- 1 Provide interview questions in advance.
- 2 Remove generic "excellent communication" clauses if not essential.
- 3 Build in longer breaks by default.

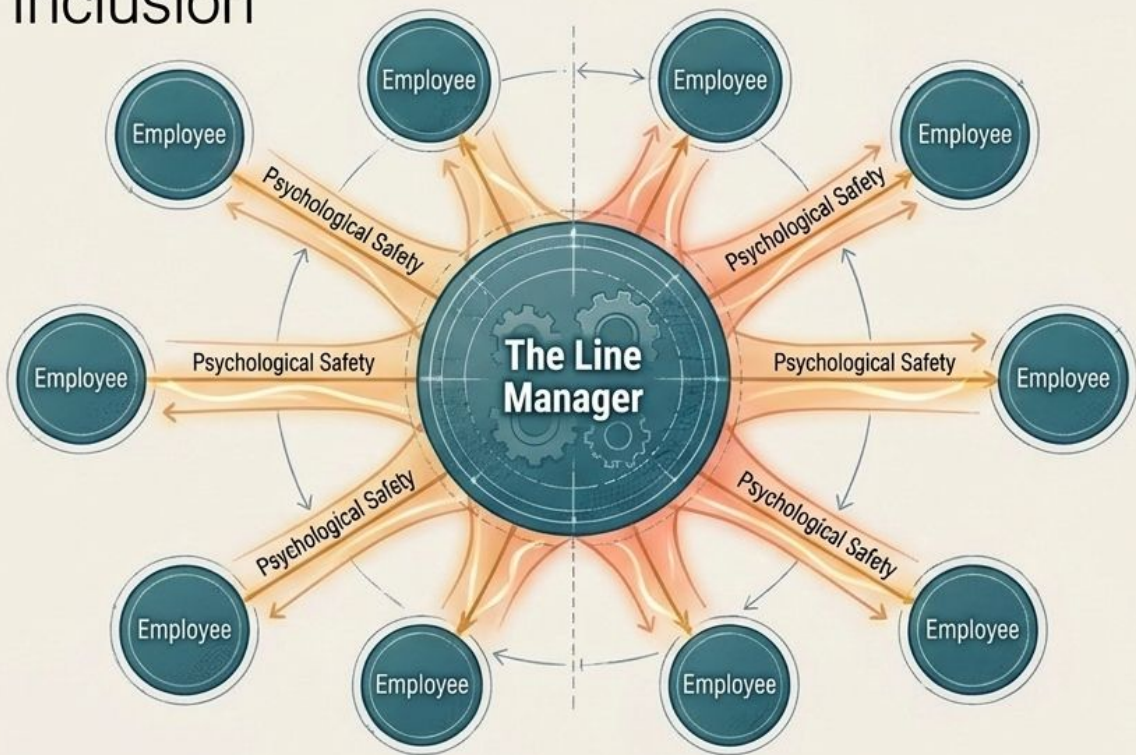
Microsoft

SAP

JPMorgan Chase

Replacing standard interviews with virtual skills evaluations and extended informal demonstrations.

Response 4: The Manager as the Hinge of Inclusion



Data Warning: Only 46% of managers currently feel capable of supporting neurodivergent individuals (CIPD, 2024).

The Upgrade Path



Coaches, Not Checklists

Give managers access to trained executive functioning coaches (e.g., EY's full-time coaches) rather than memorizing medical profiles.



Structured 1:1s

Explicit expectations, written follow-ups, and regular check-ins on working preferences.



Zero Tolerance

Equip managers to directly address microaggressions against diverse communication styles.

Response 5: Specialist Programs as Entry, Not Silos



The Trap: Avoid the “valued but separate” silo where specialist hires never progress.

Supported Onboarding & Specialist Hires

Mainstream Careers

Open Employment,
Progression & Promotion

DXC Dandelion

Transitions participants directly into productive open employment.

Auticon

Employs 450+ autistic IT consultants globally at industry-standard day rates—explicitly “not a charity”.

GCHQ

Frames cognitive difference as “mission-critical” for pattern recognition, seamlessly integrating it into core intelligence.

The Pillars of Durability

1. Governance & Data

Shift the **metrics**. Stop measuring “labels collected.”

Start measuring **“time-to-adjustment”** across the enterprise.

Monitor retention via **dashboards**.

2. Co-Design

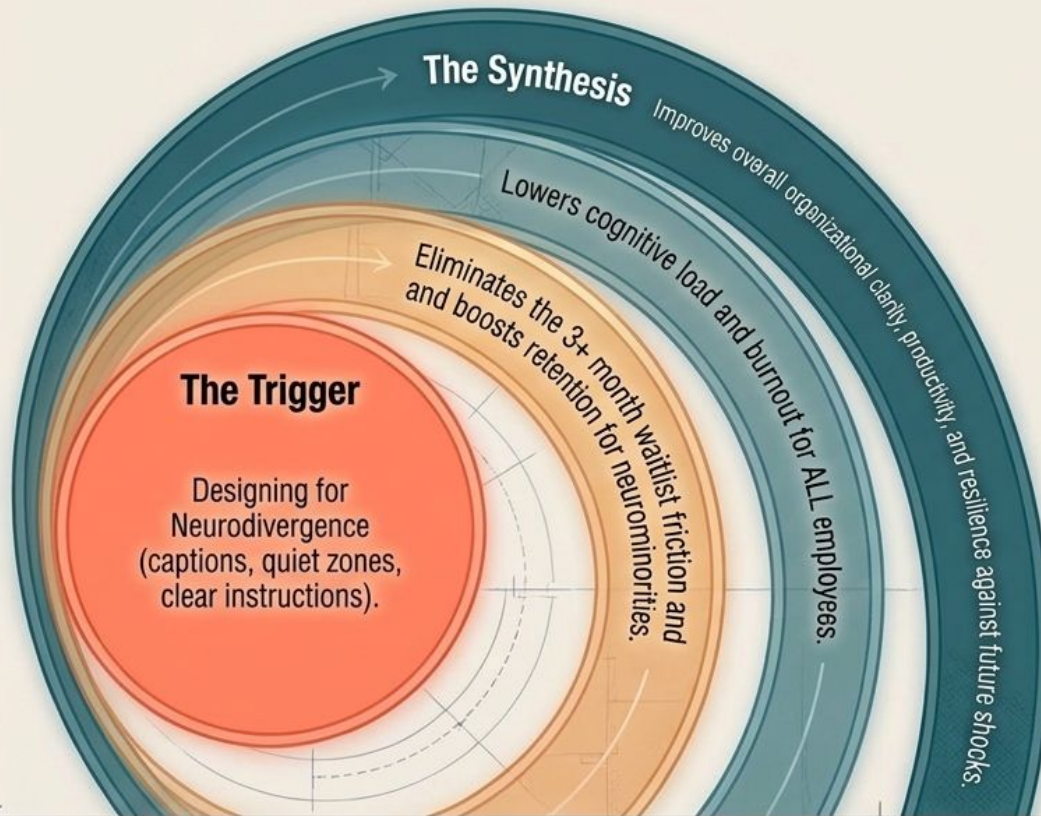
Build **WITH lived experience**, not FOR it.

Establish **feedback loops**, while recognizing that employee resource groups are not a substitute for **professional support**.

3. Lifecycle Integration

Apply the **Universal Design lens** to every office refurbishment, **system procurement**, and policy rewrite so the **baseline naturally improves**.

The ROI of Human Variation



Neurodiversity isn't just a compliance issue or a "superpower" wager. Designing for variation creates a more productive baseline for everyone.

The Executive Playbook

1.	Drop the Diagnosis Gate	Triage by functional need, not medical labels.	
2.	Measure <u>Speed</u>	Track time-to-adjustment. Aim for days, not months.	
3.	Design the <u>Default</u>	Apply universal design to tools, spaces, and policies.	
4.	Hire for <u>Skills</u>	Replace unstructured interviews with work samples.	
5.	Equip <u>Managers</u>	Train leaders in explicit, conversational management.	
6.	Integrate Programs	Use specialist hiring as an entry point, not a parallel track.	
7.	<u>Co-Design</u>	Build with lived experience and track workforce retention.	



“Organizations that **design
work for every mind** will
find that they have also
designed **better work.**”

Based on the 2026 findings of the UK Expert Academic Panel on Neurodiversity.