



# neurodiversity pathways

We educate and support neurodiverse individuals to help launch their careers and organizations to integrate them into the workplace.

## Learn More

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## Neurodiversity Intentional Inclusion Workshops DISCLOSURE, ACCOMMODATIONS & (SELF-)ADVOCACY

Neurodiversity is the range of common differences in thinking and behavior which we now understand to be normal variations in humans. This includes conditions such as autism, dyslexia, ADHD, and others. Neurodiverse variations have played a central role in the development of human society, yet neurodiverse people have been historically misunderstood and marginalized as individuals. One of the most difficult areas for neurodivergent people to navigate in the workplace is confidently disclosing, advocating for and collaborating with others to gain the supports they need to be an effective contributor.

In this hands-on workshop, you will learn the definitions of disability, disclosure and accommodations and learn how best to empower neurodivergent individuals in your workplace to feel psychologically safe. We speak to the importance of adopting a mindset of compassionate curiosity while working with your neurodivergent employees to develop a better understanding of their strengths and differences to best accommodate them. We will discuss neurodiversity affirming practices to facilitate the disclosure and accommodations process and learn how best to advocate for neurodiversity in your workplace by proactively considering neurodiversity success enablers.