

# EMBRACING NEURODIVERSITY TO BUILD AN INCLUSIVE WORKPLACE

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## OVERVIEW

With up to 20% of the population considered neurodivergent, embracing neurodiversity offers unique perspectives that drive innovation and problem-solving. Over the past year, we have advanced our commitment to supporting neurodivergent colleagues, recognizing that neuroinclusion is a key part of an inclusive culture.

## CHALLENGE

Despite the recognised benefits of diverse teams, organisations often struggle to provide adequate support for neurodivergent employees. To better understand what our neurodivergent colleagues needed, Colt took part in industry research by ChangeTheFace.

This highlighted that about two-thirds (64%) of neurodivergent respondents wished for more effort and allyship from their neurotypical colleagues to help understand their behaviour. At the same time, neurotypical employees also recognised the need for more awareness training (78%).

Our challenge was to go raise understanding as well as begin to integrate neuroinclusion into our culture and operations, so that employees and leaders are equipped to support neurodivergent colleagues effectively.





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## ACTIONS TAKEN

We implemented a series of targeted measures to foster neurodiversity awareness and support:

### 1. Educational Resources

Published **neurodiversity toolkits** tailored for two audiences:

- Employees seeking to understand neurodiversity and available support.
- Managers looking to provide better support for neurodivergent colleagues.

### 2. Training and Recruitment Enhancements

Trained our People and Culture team to recruit neurodivergent talent and ensure best practices for workplace adjustments.

### 3. Awareness-Building Events

Partnered with Optimize to host **fireside chats**, educating employees about neurodiversity and promoting a culture of understanding.

### 4. Assistive Technology Investments

- Expanded our catalog of assistive technologies, offering tools to help neurodivergent colleagues with reading, writing, and focusing.
- Explored AI solutions, such as **Microsoft Copilot**, to further support neurodivergent employees.

### 5. Accessible Workspaces

Consulted with our Workplace Services Team to enhance office accessibility, including installing **quiet zones** to reduce sensory overload.

## RESULTS

These initiatives have delivered tangible benefits, including improved awareness and understanding of neurodiversity across Colt and greater well-being among neurodivergent employees. We recognize there is always more to do. Looking forward, we will roll out further training for people managers and expand our use of technology including AI to support neurodivergent employees.

“ At the heart of our mission is a commitment to creating a workplace where everyone feels valued and empowered to thrive. By embracing neurodiversity, we’re not just fostering inclusivity – we’re unlocking unique perspectives and talents that drive innovation and growth. ”

Catherine Leaver  
Chief People Officer, Colt

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