NEURODIVERSITY IN THE WORKFORCE

Valuing different kinds of minds

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Date
Neurodiversity is a worldwide movement that maintains learning differences such as dyslexia, autism to be a variation of human brain wiring. To better understand the perspectives of those around us, we should not only try to see the world through their eyes, but understand it through their brains.
Agenda

Celebrating abilities in the culture of disability!

- The state of learning disabilities
- Value of a diverse workforce
- How High Tech is harnessing learning disabilities
- Other information to know
The state of learning disabilities

Neurodiversity paradigm is multidimensional from a Neuroscientists view "But categories of intelligence may number more than 7 billion- roughly the population of the world."

John Medina, author of Brain Rules
How did we get here?

- Ninety percent of all disabilities in the workforce are invisible -- including learning disabilities, ADD, ADHD, Autism, Aspergers, medical conditions and more.
- When a disability is invisible, the fear of disclosure can be intimidating.
The State of Learning Disabilities
Facts, Trends and Emerging Issues

1 in 65 children is diagnosed with ASD

43M people (15% of the U.S. population) have dyslexia

~ 5M 4-17 year olds (11% of the age group) have been diagnosed with ADHD

35% of students labeled as “learning disabled” drop out of high school, twice the rate of their peers

30% of students have two LD’s

Roughly 60% of children with ADHD become adults with ADHD; that’s 4% of the adult population

Between 30% and 80% of the prison population has a learning disability
The State of Learning Disabilities
Wired Magazine 2001 Article

The Geek Syndrome

STEVE SILBERMAN  MAGAZINE  12/01/01  12:00 PM

THE GEEK SYNDROME

Autism – and its milder cousin Asperger's syndrome – is surging among the children of Silicon Valley. Are math-and-tech genes to blame?

Nick is building a universe on his computer. He's already mapped out his first planet: an anvil-shaped world called Denthaim that is home to gnomes and gods, along with a three-gendered race known as kiman. As he tells me about his universe, Nick looks up at the ceiling, humming fragments of a melody over and over. "I'm thinking of making magic a form of quantum physics, but I haven't decided yet, actually," he explains. The music of his speech is pitched high, alternately poetic and pedantic – as if the soul of an Oxford don has been awkwardly reincarnated in the body of a chubby, rosy-cheeked boy from Silicon Valley. Nick
The State of Learning Disabilities

Estimated employment rates for the neurodiverse workforce

- Bureau of Labor Statistics includes “disabilities” as one of the categories for collection as part of the CPS of 60,000 households nationwide. BLS does not break down “disabilities” between neurological and physical disabilities or types of disabilities.

- Based on CPS data, BLS estimated that in May 2012, 15.4 million persons in the 16-64 age range, the prime employment range, had some work-related disability. Among this group only 28.2% were employed.

- California state government estimates the employment rate of workers with disabilities at 19.5—lower than before passage of the ADA.

- Among independent studies of adults with autism, estimates of employment are in the range of 30%-40%.
The State of Learning Disabilities

Just a bit about Autism

- A development disorder that impairs the ability to communicate and interact
- Impact: 1/42 Boys and 1/189 Girls according to CDC
- Costs
  - In the US - 250B per year
  - To families, a lifetime cost of 1.4M over lifetime in lost productivity and intervention
- Unemployment
  - 85% of people diagnosed with ASD are unemployed
  - 60% are above average cognitive abilities
  - Many that are employed are underemployed
- Opportunity
  - 50K unfulfilled STEM jobs in the Bay Area alone
I am Dyslexic
I am Dyslexic
Value of a diverse workforce

“Not all the features of atypical human operating systems are bugs.”

— Steve Silberman, NeuroTribes
Value of a diverse workforce

Autism at Work

In May of 2013, SAP Announced its objective to have 1% its global workforce represented by employees in the autism spectrum. About 650 Jobs

SAP Vision

Make the World Run Better and Improve People’s Lives
Value of a diverse workforce

Why SAP hires people with Autism

Attract the Best Talent in Our Industry

Bring a Different Perspective to Our Creative Process

Tap into Underutilized Source of Talent

Capture Special Skills of People with ASD

Retention: Loyalty Works Both Ways
Value of a diverse workforce

SAP Autism At Work
How High Tech is harnessing learning disabilities

Who do you think made the first stone spears? The Asperger guy. If you were to get rid of all the autism genetics, there would be no more Silicon Valley.

Temple Grandin
How high tech is harnessing learning differences
SAP - 18 roles

- Software Developer
- Information Developer/KM
- Software Tester
- Business Analyst
- IT Technical Support
- System Administrator
- Marketing Operations Associate
- Networking Specialist
- Procure-to-Pay Service Associate

- IT Project Management Associate
- Customer Support Associate
- Graphic Designer
- Multimedia Specialist
- Employee Communications Associate
- Data Analyst
- Associate Consultant
- Product Manager
- HR Service Associate
How high tech is harnessing learning differences
Microsoft - Roles and Hiring teams

Software Engineer / Service/Lab Engineer / Data Scientist / Content Writer

Windows
Cortana
Microsoft HoloLens
Microsoft Support
Microsoft Azure
Microsoft IT
Visual Studio
Microsoft Excel
Cloud + Enterprise
Microsoft IT
Office
Microsoft Cloud + Enterprise
Windows Store
XBOX
Microsoft Business & Corporate Responsibility
Operations
### How high tech is harnessing learning differences

**Microsoft - solving for the front door and on-boarding experience**

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<tr>
<th>Plan &amp; Recruit</th>
<th>Pre-Screen</th>
<th>Skills Evaluation</th>
<th>Hire &amp; On-Board</th>
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<tr>
<td>Source candidates with skills and experience requirements</td>
<td>Outreach to gauge interest in Microsoft, Autism Hiring Program</td>
<td>5-day in-person recruitment event hosted on Microsoft Redmond Campus</td>
<td>Training on <em>Autism in the Workplace</em> and 90-day onboarding support via mentorships</td>
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<td>Microsoft Autism Program v-team identifies roles &amp; hiring teams</td>
<td>Pre-screening phone/email chat with Global Talent Acquisition</td>
<td>Workability and Professional Readiness</td>
<td>• Hiring Manager</td>
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<tr>
<td>Microsoft Global Talent Acquisition to identify candidates with skills and experience</td>
<td>Technical skills assessment exercise reviewed by interviewers</td>
<td>Team introductions, Interview preparation and Skills assessment</td>
<td>• Team/Peer Mentor</td>
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</table>

**Note:** Travel expenses paid by Microsoft for out-of-town candidates

**Skills Evaluation**

- 5-day in-person recruitment event hosted on Microsoft Redmond Campus

**Hire & On-Board**

- Training on *Autism in the Workplace* and 90-day onboarding support via mentorships
  - • Hiring Manager
  - • Team/Peer Mentor
  - • Autism Community Mentor
  - • Job Coach
  - • HR Manager
Manager and direct peer team receive training on Autism in the Workplace and Autism as a Culture
How high tech is harnessing learning differences
Microsoft - Neurodiversity in High Tech


Stanford, Berkeley, UCSF, Mills College, De Anza and Foothill College

"The value of diverse minds in the workplace? Creating teams of people with different skills, strengths, and challenges that can work together is as effective in the workplace as it is the right thing to do. We are all specialists of one kind or another, whether we know it or not."

Laura Shumaker, SF Gate

#redhat #rhsummit
About Coding Autism

Coding Autism is a full-service professional coaching and training company that trains adults on the autism spectrum in professional skills such as software engineering, quality assurance, and web development. We also assist our graduates in finding employment within the software and technology industries. We do so by providing services such as immersive programs and bootcamps, resume workshops, career counseling, interview preparation, and coaching/mentorship, all of which is designed around providing an environment where people on the spectrum can thrive.
Other Information to know

“I don't really understand why it's considered normal to stare at someone's eyeballs”

— John Elder Robison, Look Me in the Eye: My Life with Asperger's
Other Info
Autism accommodations in the workplace

Late Diagnosis:
Many people born in 1950, 1960 were never diagnosed.

Things that may challenge you:
- **Phone**: Anxiety/movement, Processing
- **Sensory needs**: Perfume, Lotions, Hair products, noise
Diversity and Inclusion at Red Hat

OPEN ORGANIZATION FRAMEWORK
Developing Diversity and Inclusion communities at Red Hat leverages transparency and inclusion

LGBTQA
The LGBTQA Leadership Community is a group of lesbian, gay, bisexual, transgender, queer/questioning, and asexual/androgynous Red Hat associates and their allies who are working together to make Red Hat a more diverse, inclusive meritocracy.

NEURODIVERSITY COMMUNITY
Coming soon :)

WOMEN’S LEADERSHIP COMMUNITY
Provide a forum for our members to promote the exchange of ideas and experiences, networking opportunities, educational and cultural programs, enhance the growth of our members as leaders and decision makers and make a positive contribution to the next generation of women leaders in open source.

BUILD
Blacks United in Leadership + Diversity

MILITARY VETERANS
Coming soon
Other Info
What is Microsoft doing to help?

Internal Communities:

Distribution lists:

Disability all (superset), Autism, Autism Parents, ADD, PTSD, Blind, etc.

Conferences:

Ability Summit (Internal)

Sponsorship of various conferences

WW Supplier Conference (Neurodiversity Conference)
Other Info
Additional Information

- Fast Company: Microsoft wants autistic coders. Can it find them and keep them?
- Microsoft Jobs Blog: Unique hiring approach leads to “awesome” HoloLens job
- Microsoft Story: Kyle Schwaneke; Unique Microsoft hiring program opens more doors to people with autism
- Specialsterne: http://usa.specialisterne.com/
- Thinking person's guide to Autism: http://www.thinkingautismguide.com
- ASN
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