

Unlocking Neurodiversity in Insurance and Investment

The 695th Lord Mayor's Lecture

- An overview of neurodiversity
- The business benefits of neurodiversity
- Impact on the workplace, including mental health
- What the data shows: The VEQ and GAIN Benchmarks and surveys
- Practical approaches to neuroinclusive workplace adjustments
- Universal design in the workplace
- *GAIN - aimed at our industry, but open to all*



GAIN

Laurie Edmans, CBE

Co-Founder of GAIN

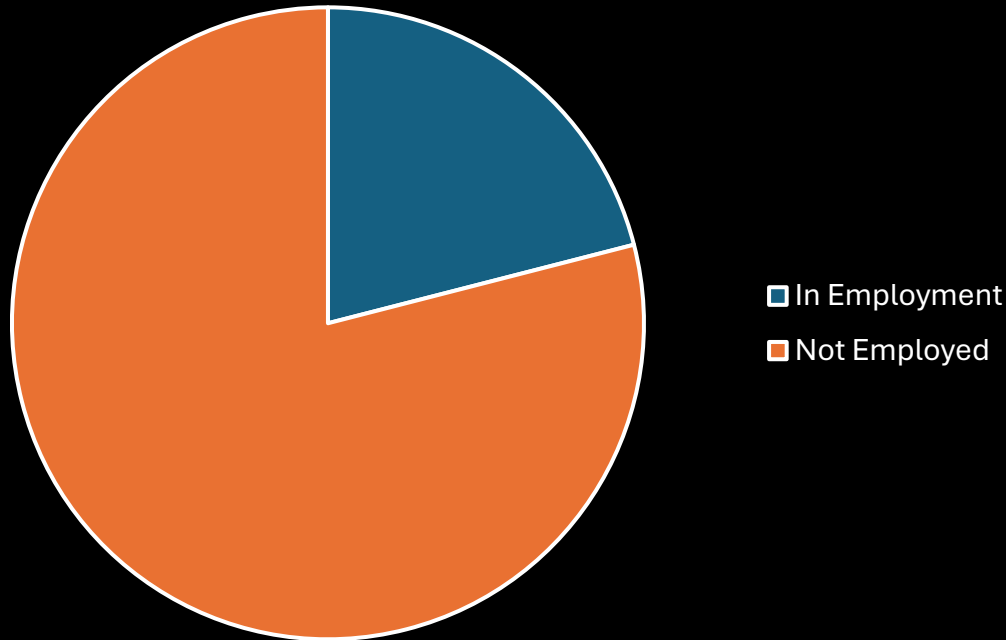
*Group for Autism, Insurance, Investment
and Neurodiversity*

He/Him/His



The Neurodivergent Employment Gap

Autistic People in Employment



The ONS: Employment of Disabled People, 2023

- Autistic graduates are twice as likely to be unemployed after 15 months as non-disabled graduates
- Autistic people face the largest pay gap of all disability groups, receiving on average a third less than non-disabled people

Association of Graduate Careers Advisory Services (AGCAS)

Office for National Statistics (2022). Disability pay gaps in the UK: 2021

The Skills Match of Neurodivergent Talent

Dyslexia

~10% of UK population

Example Strengths

Creative thinking
Interpersonal skills
Big picture thinking
Entrepreneurial
Problem solver

Example Roles / Areas

Innovation
HR
Marketing
Insurance broker
Insurance agent
Financial adviser

ADHD

~4% of UK population

Working under pressure
Deep concentration
Creative thinking
Energy and enthusiasm
Multitasking / task switching

HR
Project leader
Risk management
Loss adjuster
Managing agent
Underwriter

Autism

~2% of UK population

Problem solver
Analytical thinking
Attention to detail
Honesty and integrity
Deep expertise

Data and Technology
Digital marketing
Risk and compliance
Quality assurance
Actuary
Claims and Underwriting
Loss adjuster

Dyspraxia

~5% of UK population

Creative thinking
Oral skills
Interpersonal skills
Problem solver

HR
Support Services
Insurance broker
Insurance agent
Financial adviser

The Potential of Neurodivergent Talent

JP Morgan Chase's Neurodiversity Pilot and their ongoing neurodiversity program illustrates the incredible potential that neurodivergent employees bring

Within 6 months, autistic participants in the pilot were 48% faster and up to 92% more productive than neurotypical employees. The pilot boasted a 99% retention rate.

Across industry, companies are finding that neurodivergent employees, when supported in the right environment, reveal an incredible array of unique skills, talents and strengths.

The industry has a desperate need for fresh talent, and the neurodivergent community is crying out for meaningful, long-term career opportunities.



GAIN

Vic Mazonas

General Manager of GAIN

*Group for Autism, Insurance, Investment
and Neurodiversity*

They/Them/Theirs

Autistic Individual



Consequences of the "deficit" model



"Here, we show that ASD individuals are more inflexible when following a moral rule even though an immoral action can benefit themselves, and suffer an undue concern about their ill-gotten gains and the moral cost."
– Hu et al. 2020

A study comparing groups of autistic people and non-autistic people.

They could accept or refuse to support a bad cause in exchange for individual monetary benefit. They were asked in two settings: Public, or Private.

- Neurotypical people often accepted the bad condition in the private setting, **but not the public one.**
- Autistic people did not differ in their actions between private and public settings.

Is it a negative trait to have consistent morals?

Is it a negative trait to follow morals even when you could secretly benefit?

Is it a negative trait to care more about doing good than about seeming good?

Neuroclastic Article

"Autistic People Care Too Much"

<https://neuroclastic.com/autistic-people-care-too-much-research-says/>

The Impact of A World Built for the Average

Item	Autism	Control
I was signed off from work for at least 2 months due to mental health	43% (164/386)	15% (38/260)
I spent at least a year unemployed and seeking work	48% (189/426)	15% (40/268)
I was sacked from a job	42% (162/386)	24% (61/260)
I left a job because I was unable to deal with the work environment or demands	73% (280/386)	32% (84/260)
I left a job because I was being treated badly by colleagues	49% (188/386)	19% (49/260)

The Vulnerability Experiences (VEQ) Study, 2019

What are the primary barriers that might hold you back from disclosing your neurodivergence in the workplace?

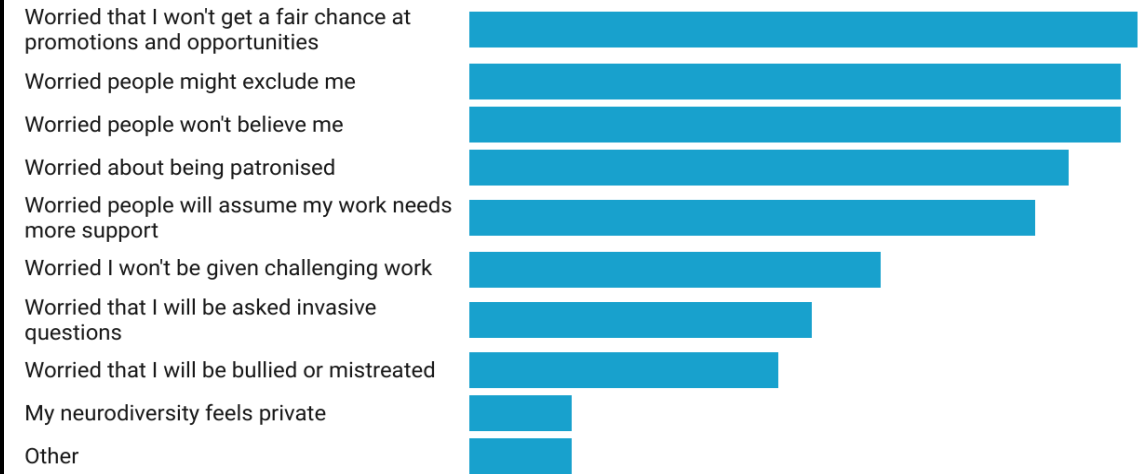


Chart: GAIN Together • Source: GAIN Individual Member Survey 2023 • Created with Datawrapper

The GAIN Individual Member Survey, 2023

Common Adjustments

Sensory

Light, Sound, Smell, Texture, Movement, Clutter

Social

Communication, Interpretations, Ask vs Guess, Learning Styles

Predictability and Control

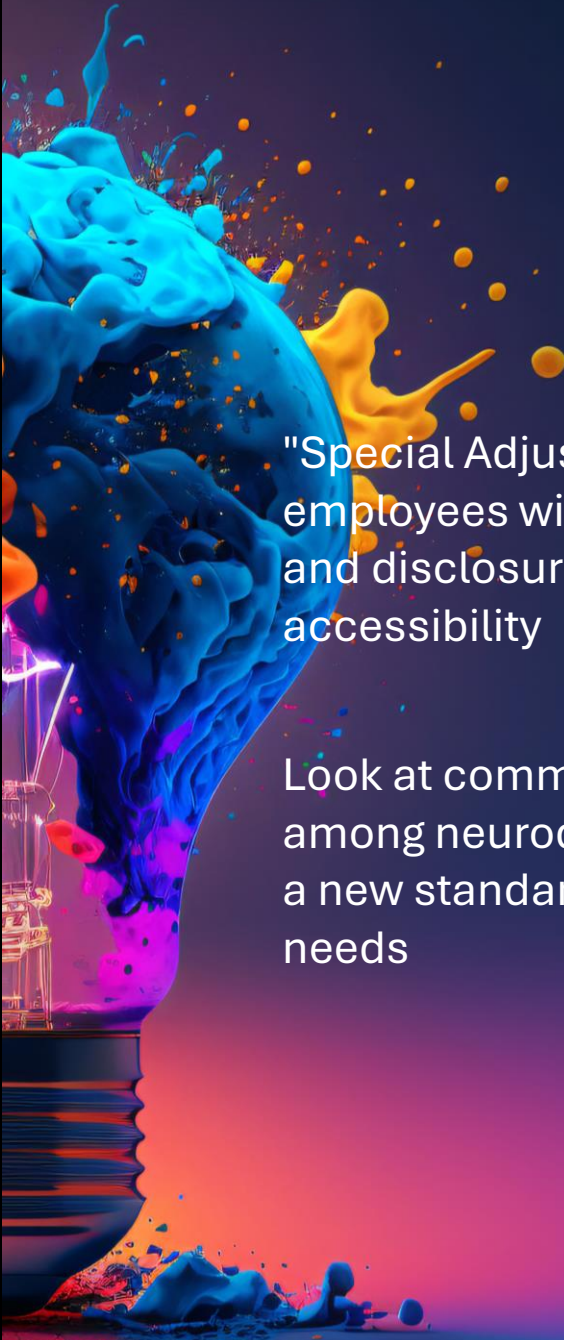
Hot-desks, Hybrid Working, Schedules, Deadlines, Expectations

Culture

Social Events, Unofficial Overtime, Extra-Curriculars, Always-On

Time

Meeting Agendas, Processing Time, Questions in Advance

An abstract graphic of a human brain in profile, facing right. The brain is rendered in a vibrant blue color. Surrounding the brain are numerous colorful splashes and droplets in shades of orange, yellow, and red, creating a dynamic and energetic effect. The background is a dark, deep blue gradient.

"Special Adjustments" made only for employees with diagnosis, doctor's notes and disclosure create barriers to accessibility

Look at common adjustment needs among neurodivergent people and rebuild a new standard that addresses these needs

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The Curb Cut Effect

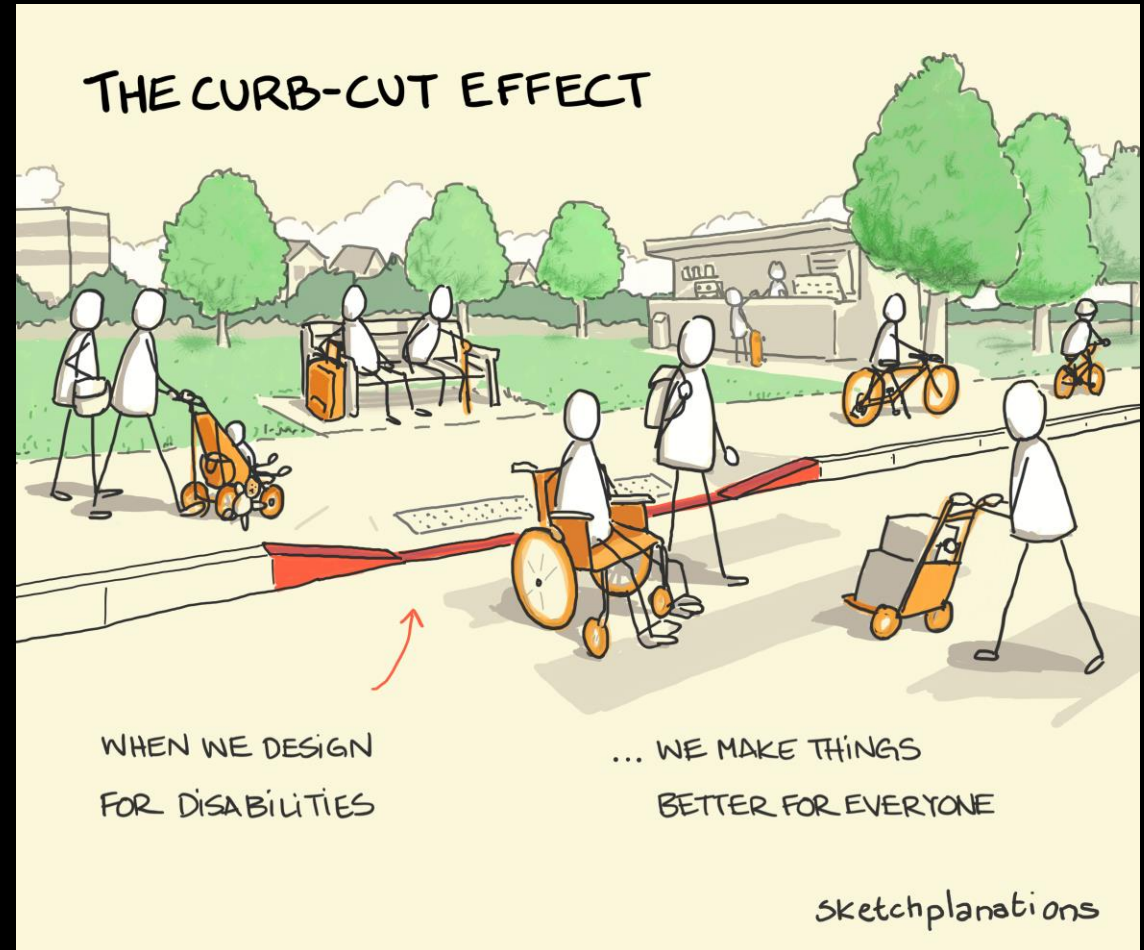
Angela Glover Blackwell described the curb cut effect in 2017

The cut curb in pavements was initially designed to improve accessibility for wheelchair-users, by providing ramp access between the pavement and the road. In practice, cut curbs have turned out to be useful for people for a wide variety of reasons:

- Parents pushing buggies
- People using walkers, canes or other mobility aids
- Visually-impaired people (the bumpy paving slabs provide a sensory cue)
- Bicycle and skateboard users
- People pushing or pulling trolleys
- People carrying large or bulky items
- And more!

Read Angela Glover Blackwell's article [here](#).

Image: [Sketchplanations](#)



GAIN: Aimed at our Industry, Open to All



GAIN individual membership: open to

- Neurodivergent adults seeking community
- Parents and carers of neurodivergent children
- Loved-ones, family and friends of neurodivergent people
- Allies seeking learning opportunities

<https://www.member.gaintogether.org/>

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