DMEC
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Advancing the Conversation Around Neurodivergent Education-Employment Transitions

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Our Focus for This Hour

When students in higher education transition to the corporate workforce, they often leave behind academic accommodations and must restart the request for supports via the company's workplace accommodations process, despite already having defined and successful supports in place. **Let's change this.**



Who Am I?

Leave & Accommodations Manager @ Roseburg Forest Products

Previously: Disability Accommodations Program Manager @ Google

Masters & Doctorate in Human Resources (this presentation is rooted in my previous academic research)

Disability work for/by Disabled folks.



Why This Matters: The Transition Gap

- Formal Supports in Higher Education
- Workplace Accommodation Challenges
- Impact on Early Career Success
- Systems Design Failure



The System Today



The Core Problem

- Supports exist in school
- Lost at workforce transition
- Re-disclosure required



Where the System Breaks

- Higher ed = proactive
- Workplace = reactive
- No bridge exists



Support systems don’t transfer but expectations do.



Lived Experiences and Research Context



Meet Steve

- Thrived with accommodations
- No clarity at work
- Forced to restart process



Meet Alice

- Late diagnosis
- Masking challenges
- Fear of disclosure



What Research & Real Stories Reveal

- Support in Higher Education
- Challenges in Industry
- Leadership and Inclusion
- Personal Narratives



The Neurodiversity Engagement Framework



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- Organizational Awareness and Assessment
- Engagement with External Experts
- Internal Structured Engagement
- Continuous Evaluation and Improvement

Step by Step

- Awareness
  - Understand neurodiversity, identify policy gaps
- External Engagement
  - Use experts, avoid unpaid labor reliance
- Internal Structure
  - Standardize processes, reduce disclosure barriers
- Integrated Strategy
  - Embed into DEIB work, track metrics



How to Implement

- Centralized accommodations
- Proactive onboarding
- Manager training
- University partnerships



Roles to Involve

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From Theory to Action

- Applying Framework in Employment
- Higher Education Support
- Leadership and Culture
- Benefits of Structural Change



Key Takeaways



Advance the Conversation Beyond Awareness

- Systemic Barriers Overview
- Reflective Institutional Assessment
- Practical and Aspirational Actions



Questions?

