



Neurodiversity: A Workforce Asset

Featured Speaker: Wanda Deschamps



The Evolution of Inclusion Webinar Series

MentorAbility Canada

Diverse workforces are strong workforces!

CASE: supporting our member organizations to increase employment inclusion for Canadians who experience a disability

MentorAbility: national initiative - enhancing the economic and social well being of people experiencing a disability - increasing access to mentoring opportunities and labour market integration

- Supporting employers - increasing their knowledge around inclusive workforce



Canada 

Featured Speaker: Wanda Deschamps

- 25 year career in the philanthropic sector
- Founder of **Liberty Co**
- Champion for Inclusion
- Writes under the banner of ***Inclusion Revolution***
- Catalyst behind the **#women4women** collective
- Co-founder of the **National Day of Conversation** about Sexual Harassment in the charitable sector



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Australian sociologist, Judy Singer, - a woman with autism - coined the term neurodiversity around 1998

What is Neurodiversity?

Neurodiversity refers to differences across human brain makeups, including dyslexia, dyspraxia, autism and attention deficit and hyperactivity disorder (ADHD).



Why hire neurodiverse talent?

Neurodiversity as a Competitive Advantage

by [Robert D. Austin](#) and [Gary P. Pisano](#)

From the May-June 2017 Issue

 Summary  Save  Share  Print **\$8.95** Buy Copies

Meet John. He's a wizard at data analytics. His combination of mathematical ability and software development skill is highly unusual. His CV features two master's degrees, both with honors. An obvious guy for a tech company to scoop up, right?

Until recently, no. Before John ran across a firm that had begun experimenting with alternative approaches to talent, he was unemployed for more than two years. Other companies he had talked with badly needed the skills he possessed. But he couldn't make it through the hiring process.

as well as Moral and Economic Imperatives

You wish to recruit and retain neurodiverse talent? Commit to IDEA

- Recognizes the value of **Inclusion**
- Celebrates **Diversity**
- Practices **Equity**
- Enables **Accessibility for All**

Neurodiversity is a dimension of **Diversity**

Disability is a dimension of **Diversity**

Always apply an intersectional lens



Meenu Sikand, Canadian Centre for Diversity and Inclusion, Senior Executive of the Year (2020)





Jad Shimaly • 1st
Chairman and CEO at EY Canada
2w • 🌐

We are very excited launch our first EY [#Neurodiversity](#) Centre of Excellence in Toronto this month. Finding solutions to today's most pressing business challenges depends on embracing the full power of diversity. With this centre, we're able to tap into Canada's diverse workforce to embrace talent on the autism spectrum and find new ways to spur innovation. We look forward to welcoming these individuals on board to the EY team and, together, building a better working world.

<https://lnkd.in/edJkKxU> [#EYCanada](#) [#BetterWorkingWorld](#)



First Canadian EY Neurodiversity Centre of Excellence launched in Toronto

EY announces Canadian Neurodiversity Centre for 2021



Canada

Workplace Accommodations

“Inclusion and Accessibility are incredible in that we often find what employees request in the form of accommodations to suit their needs as individuals and do their best work are actually excellent practices for many other facets of individual diversity.”



Kate Russell, HR Lead,
Global HR4HR at Microsoft Canada

Faculty welcomes new director of advancement

MONDAY, APRIL 27, 2015

Wanda Deschamps, a remarkable fund development professional with a passion for higher education, philanthropy and community development will join University of Waterloo's Faculty of Applied Health Sciences as Director of Advancement effective July 2, 2015.

Wanda will provide leadership and direction to Applied Health Sciences' advancement programs and will build strong relationships with alumni, donors, volunteers and the campus community.

Wanda most recently served as the Associate Vice-President, Development, University of Regina, from 2011-2014. In her role, she directed the University's development program and successfully led the team in securing significant support for university priorities. Responsible for advancement planning, capital project strategy development and campus relationships with senior academic leaders, Wanda invested heavily in building a culture of philanthropy at University of Regina that resulted in greater donor and alumni engagement.





**"My diagnosis
three years ago
was like discovering
a piece of my brain,
picking it up, putting
it in place and feeling
whole for the first
time."**

WANDA DESCHAMPS



BETTER LATE THAN NEVER

My difficulties fitting in, my problems at work
and my divorce all made sense when, at 46,
I discovered I was autistic.

BY Wanda Deschamps FROM *BROADVIEW*
PHOTOGRAPHS BY DANIEL EHRENWORTH





Autistic pioneer has sights set on a new frontier for diversity



Charlotte Valeur, chairwoman of the IoD, was diagnosed as being autistic three years ago and has not hidden her condition
PHILIP IDE/MAIL ON SUNDAY

Introducing...

The HR Inclusive Policy Toolkit



www.supportedemployment.ca/hrtoolkit

