



# Making employment work for Autistics

diederik weve

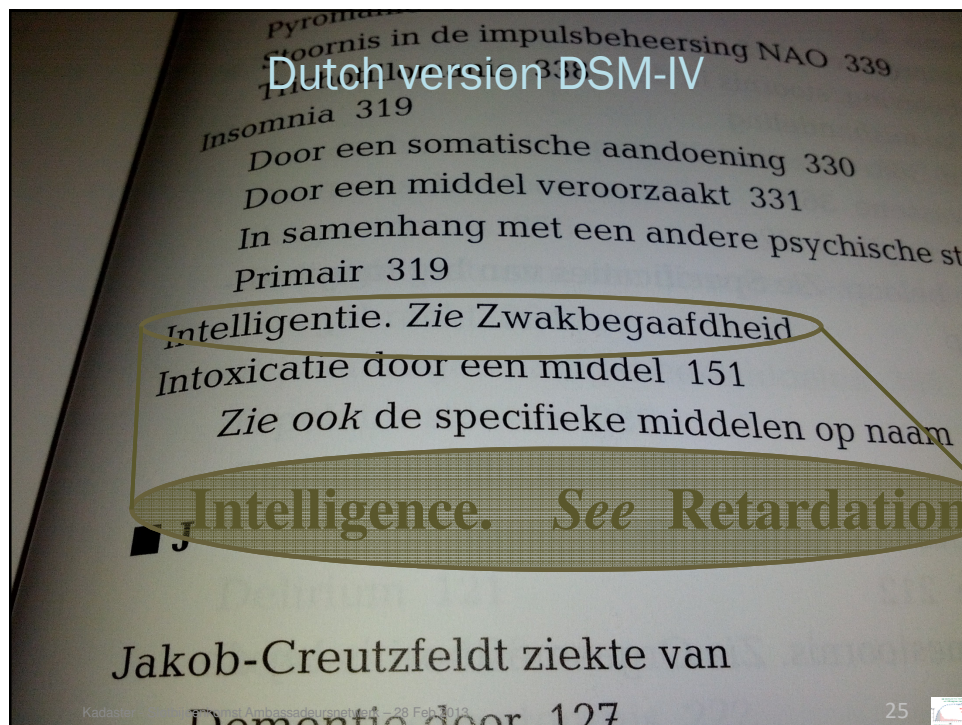
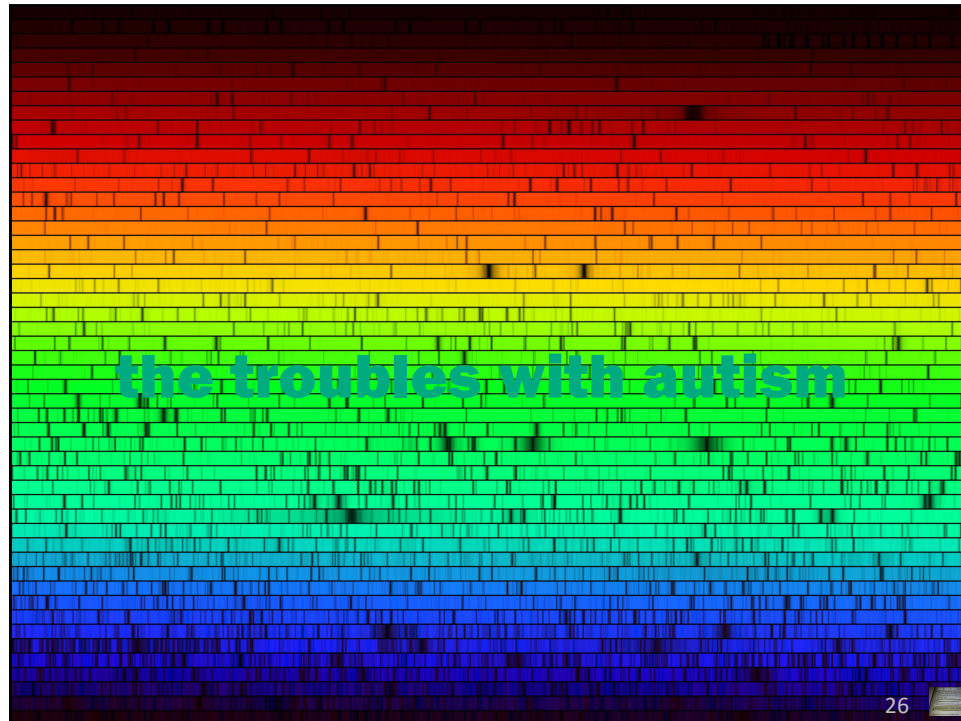
XI Autism-Europe  
International Congress 2016  
Edinburgh

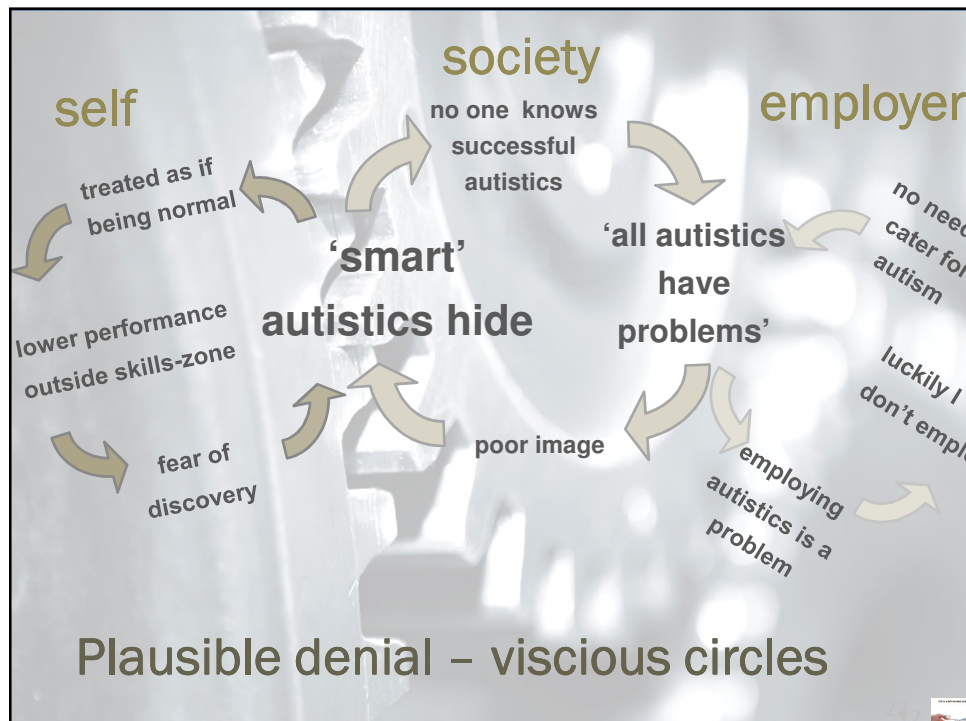
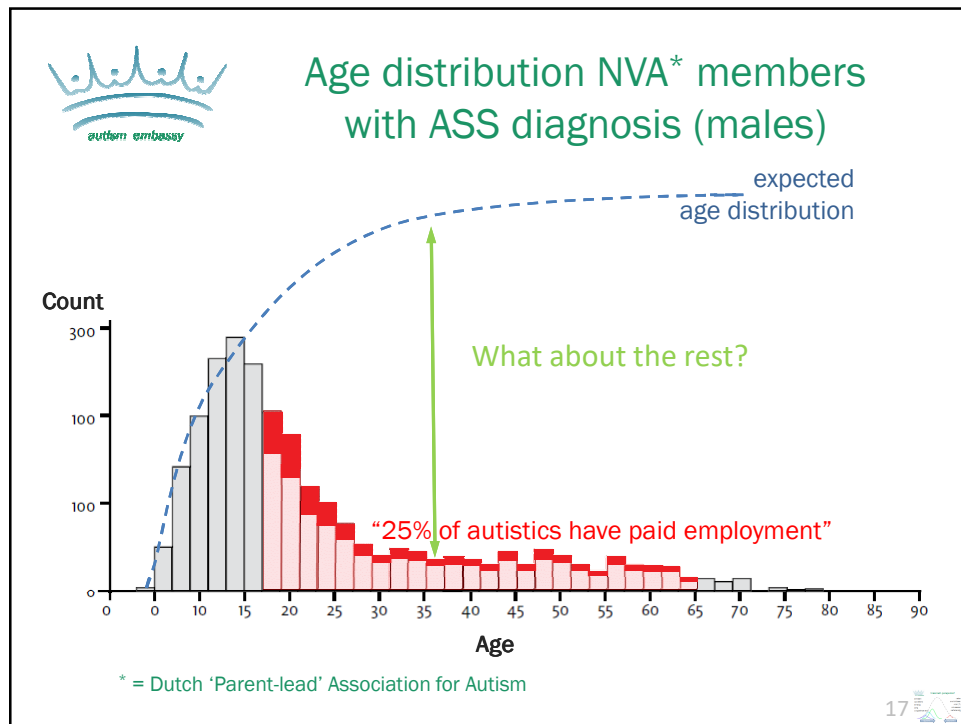
28

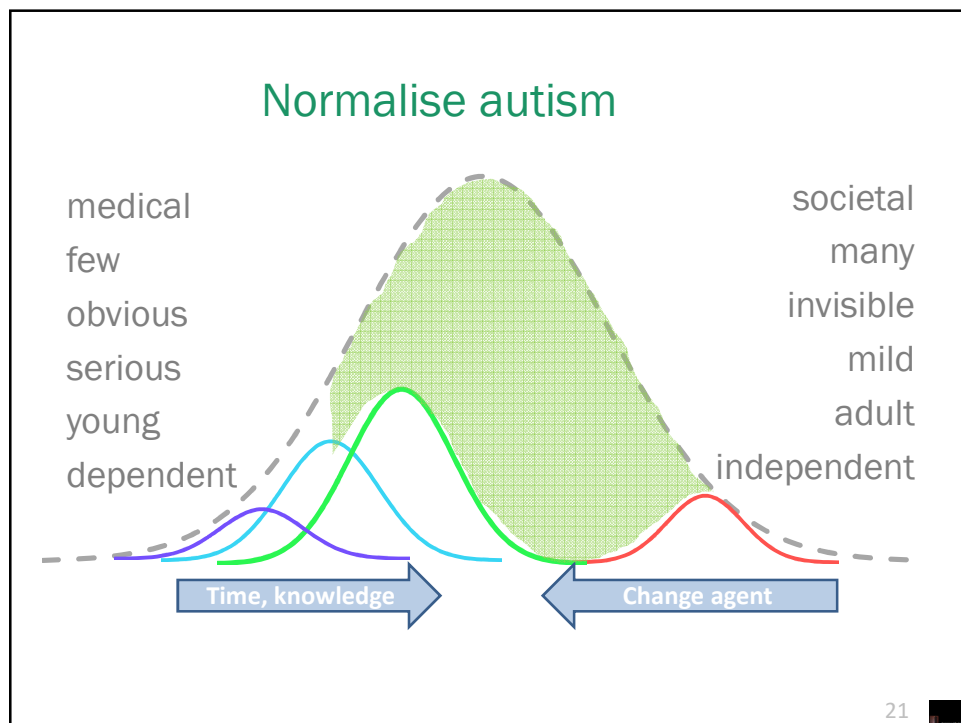
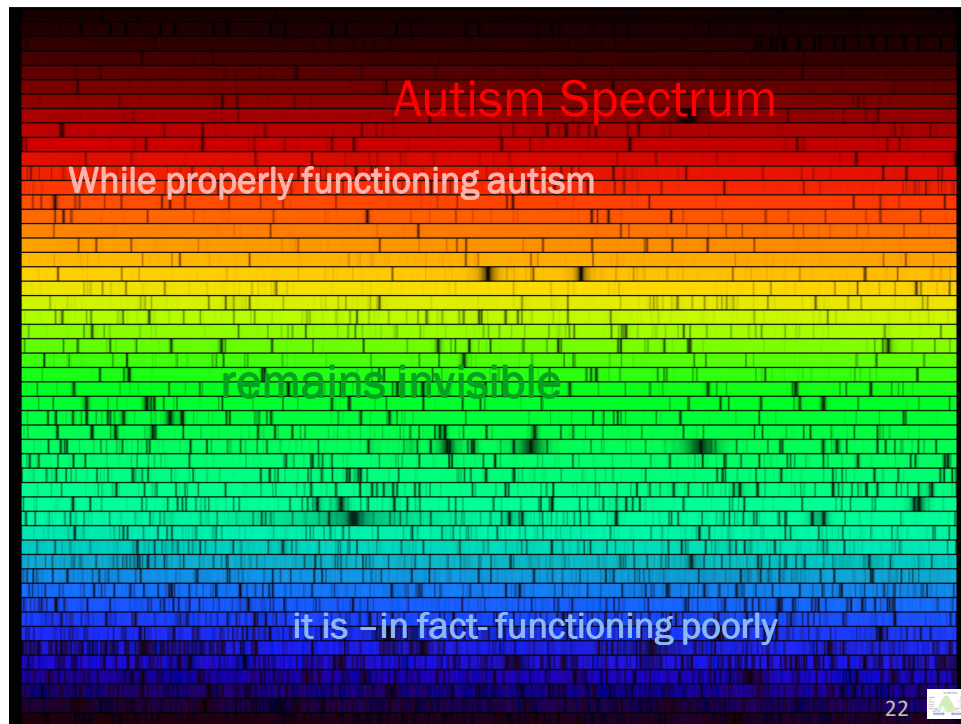
## Content

- The 4 troubles with autism (can be hidden) (10 min)
- Coming out in Shell (benefits all) (10 min)
- Replicating experiences outside Shell (autism embassy) (10 min)
- How would this work for you? (discussion) (15 min)

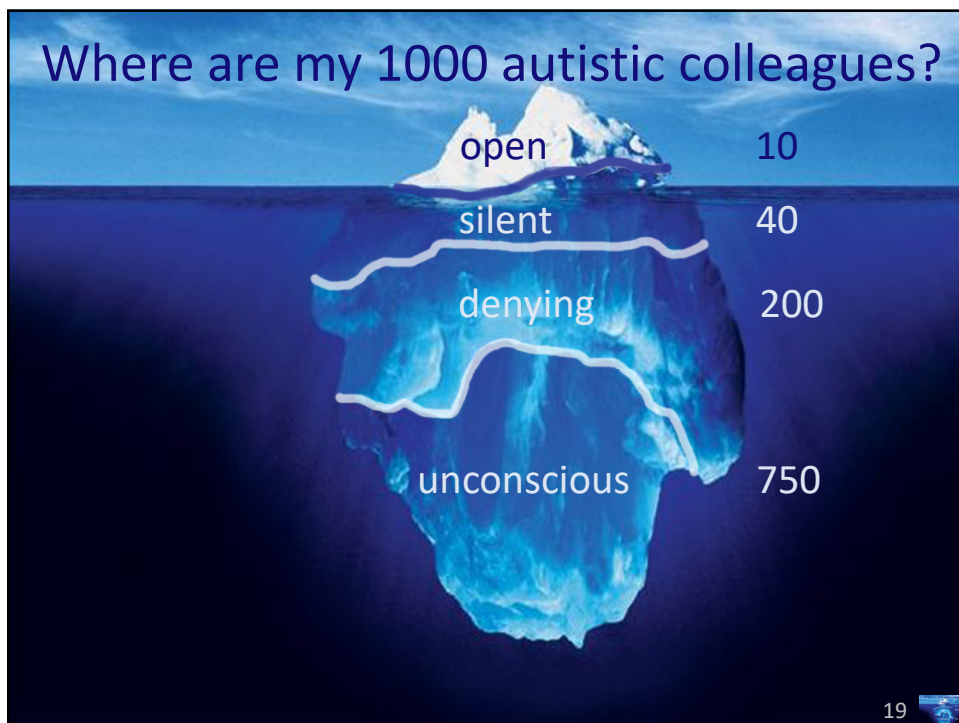
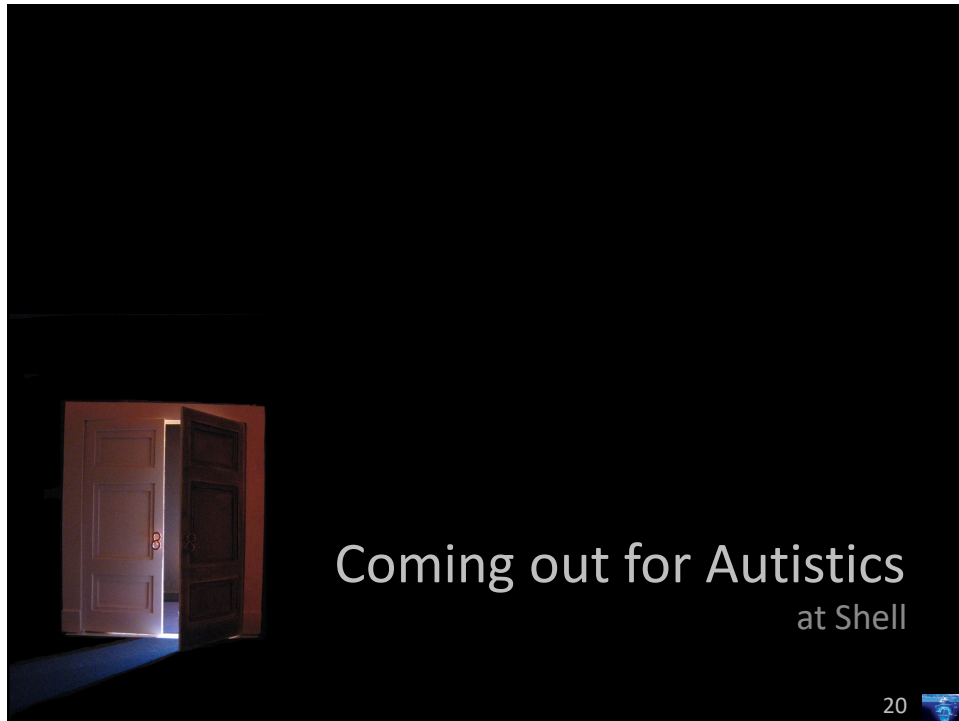
27











## Diversity & Inclusiveness

The diagram shows an iceberg floating in the ocean. The tip of the iceberg, which is visible above the water, is labeled with the following attributes: gender, race, language, physical, and age. The much larger part of the iceberg, which is submerged below the water, is labeled with the following attributes: social status, ability, nationality, religion, function, life experiences, value systems, education, sexual orientation, culture, talents, thought process, skills, and beliefs. The text 'D&I is more than plain Personality traits: MBTI, Hue-Man, Enneagram Belbin Teamroles' is written next to the submerged part of the iceberg.

People are unique  
Company needs diversity

18

## Workshop 'Autism as a Diversity'

Myth or Fact?  
Video-documentary of a geologist  
Autism facts  
Experiencing ToM & context blindness  
Group assignments  
discussion

17

## Responses

### Organisation:

Company 'Pride' for addressing sensitive issues  
 Parents-to and Partners-to feel acknowledged  
 Colleagues share diagnosis or ask for it  
 Professionals & Managers consult  
 Inspired to share other invisible impairments

### Personally:

Steep development curve  
 Reduced stress  
 More effective in work

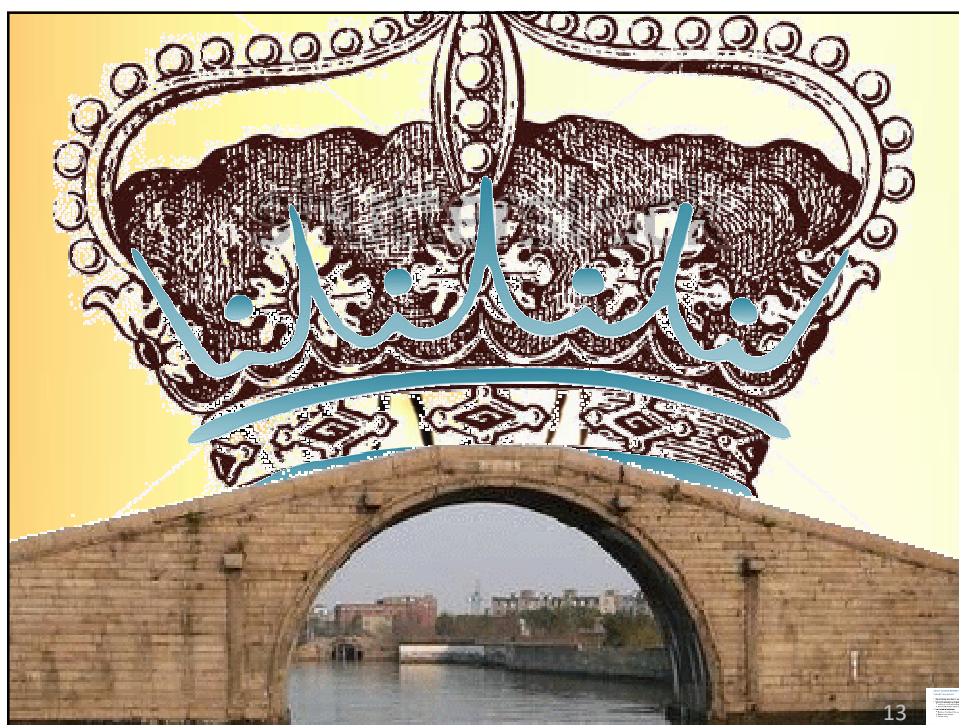
### Society:

'Big organisations can't be wrong'

16







## Vanuit Autisme Bekeken

“viewed from autism”

- Governmental task force 4 year project
- Taking the perspective of people with & close-to autism
  - Inventorise needs and problem areas
  - Identify and promote practical improvements
- Not limited to healthcare
  - Education, *Work*, Sports & Leisure
  - Diagnosis, Care, Support
  - Lifetime, Living

→ Autism Embassy project

project lead: Marinka Traas



vanuit **AUTISME** bekeken

12



## bridging differences

autistic minority

specialist

- external
- close environment
- immediate effect
- result/development

neurotypical

majority

11





## Mission to earth

Identify person-organisation pairs

- networks
- fishbowls

Develop training

- pilot generic training
- develop & facilitate 50:50

Train in 4-day ambassador class

- societal & non-medical views
- communicate using vulnerability
- use or build networks
- practice & personal story

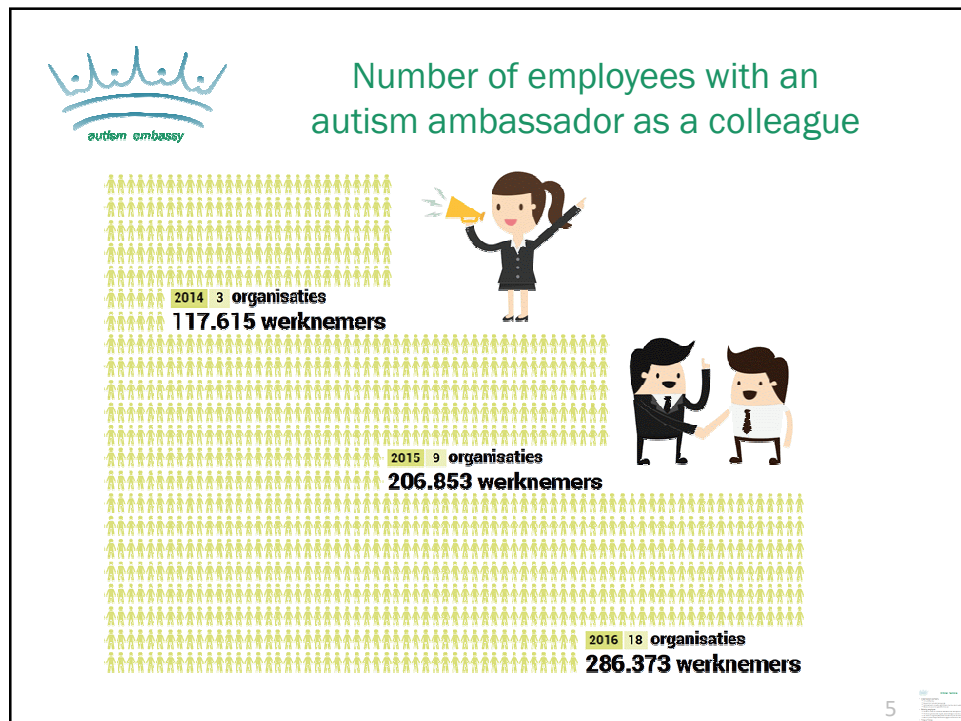
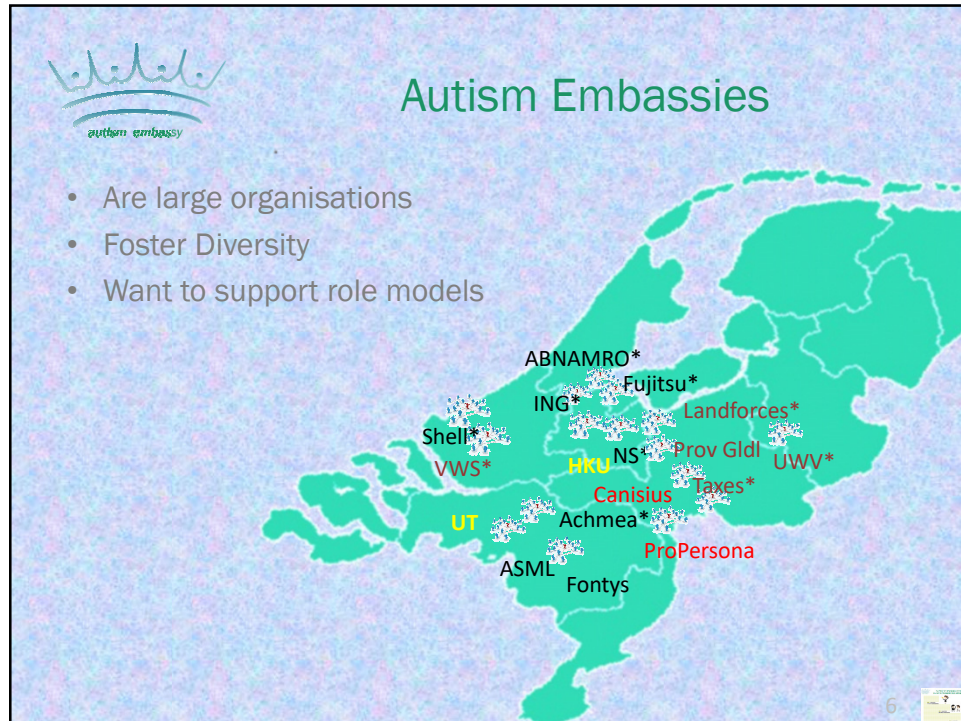


## AUTISME AMBASSADEUR



7







## Critical factors

- Organisation/company
  - Values Diversity
  - Supports or provides Inclusiveness
  - Has employee networks, preferably on diversity issues (women, LGBT etc)
  - Backs individual to spend 5% of his time
- Existing employee
  - Personal ambition to become ambassador and develop skills
  - Performing reasonable to good (valued colleague, no current conflict)
  - No recent diagnosis (acceptance and familiarity with autism diversity)
  - Shares personal experiences and engages with others on their own turf
- Timing

4

## Making employment work for autism

- Enhance the participation of autistic people
  - Create a more diverse image (less stereotyping)
  - Normalise autism (common and natural interactions)
  - Large organisations (reach, image)
  - Give confidence (address anxiety, diffidence to act, embarrassment)
- Effects within the organisation
  - Better cooperation through improved matching of competences and tasks
  - Reduced stress, illness and attrition
  - Other invisible minorities benefit as well
  - Potentially higher employability (as side effect, not objective)
- Effects outside the organisation

3





How could this work-out for you?

- other (cultural) barriers?
- identify, engage & train
- 3-5 year programme  
by 50/50 ASD/NT
- role models start normalisation
- organisations aspiring D&I
- similar problems & opportunities

1



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Also read Autism Network article:  
[http://network.autism.org.uk/knowledge/insight-opinion/  
autism-embassy-enabling-large-organisations-embrace-diversity](http://network.autism.org.uk/knowledge/insight-opinion/autism-embassy-enabling-large-organisations-embrace-diversity)