

Managing a Spectrum of Legal Talent – KEY TAKEAWAYS

Neurodiversity in the Legal Profession

**Becoming Neuroinclusive + Neuro-affirming*

Lean Into -

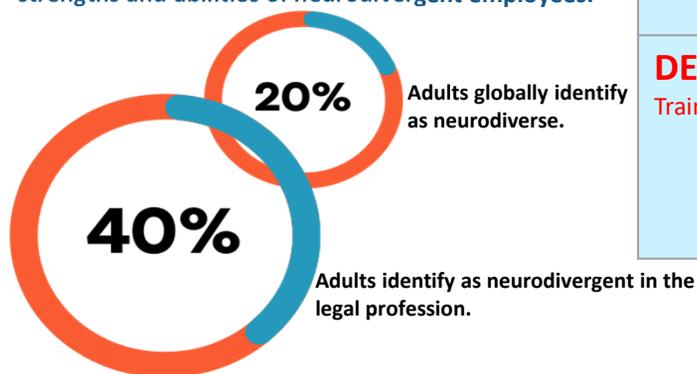
EDUCATE - emphasize and educate on strengths

STRENGTHS - incorporate strength-based language in our everyday lives

MENTORS - implementing mentoring to provide additional support for neurodivergent employee

ERGs – create opportunities for neurodivergent individuals to connect, share experiences, and advocate

DIVERSE ROLES - identify and leverage the unique strengths and abilities of neurodivergent employees.



<p>ENTERING THE JOB Onboarding and Integration</p>	<p>TO DO:</p>
<p>RELATIONSHIP BUILDING Mentorship and Social Interaction</p>	<p>TO DO:</p>
<p>WORKLOAD MANAGEMENT Time/Project Management & Work Allocation</p>	<p>TO DO:</p>
<p>DEVELOPMENT AND TRAINING Training Systems Feedback</p>	<p>TO DO:</p>

Remember – small Adjustments, **Big** Impact!

Managing a Spectrum of Legal Talent

Neurodiversity in the Legal Profession



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Oh, Hello!

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Overview

1. Neurodiversity Defined
2. Neurodiversity in Our World & Workplaces
3. Becoming a Neurodiverse Affirming Workplace
4. Small Adjustments, Big Impact:
A Day in the (Legal) Life
5. Key Takeaways



What's Going On Here?

Have you attended any previous task-force sessions?

On a scale of 1 - 5 how familiar are you with neurodiversity?

What is your focus today?

1. Managing your team better
2. Helping your internal leaders support legal staff
3. Both



Neurodiversity Defined

From *Great Minds Think Differently* by Haley Moss



Neurodiversity is the idea that we all have different brains. **We all think differently, and no two people experience the world in the exact same way.** No one brain is better than another.



Neurodiverse is a term used to talk about group of people who have different brains. Some people use this word to mean that one person has a different brain or is not neurotypical. **We are a neurodiverse group of humans!**



Neurodivergent is when a person's brain works and thinks outside of the norm. If a person is not neurotypical, they are neurodivergent. **People who have ADHD, autism, developmental disabilities, intellectual disabilities, learning disabilities, and mental health disabilities are all neurodivergent.**

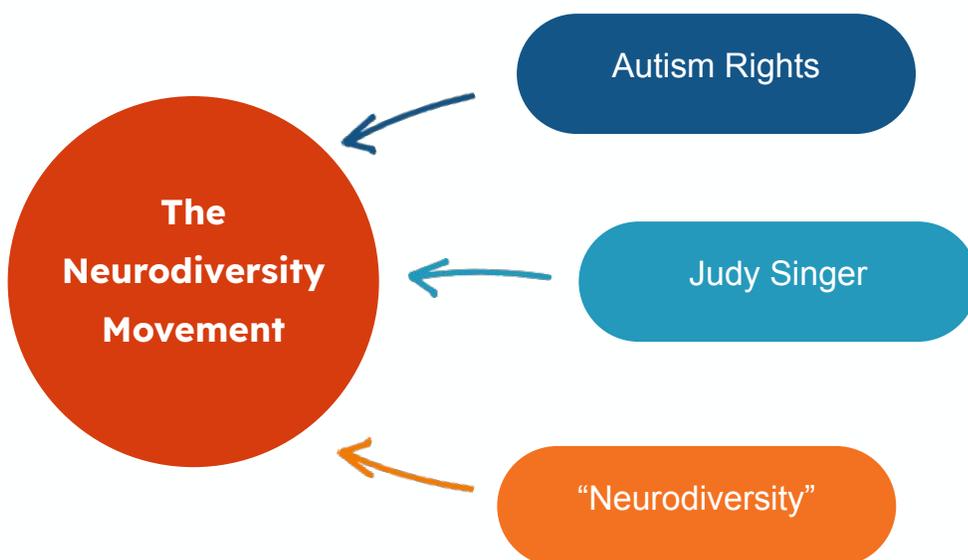


Neurodivergence is being neurodivergent, or the way a person's brain works differently than the "normal" brain. **Neurodivergence means we are all not the same, and that is a good thing.**



A BROAD MOVEMENT

1. Shifting Perceptions
2. Balanced Narratives
3. Finding Valuable Roles
4. Societal Benefits





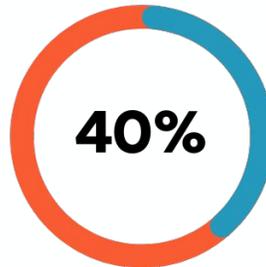
Neurodiversity in Our World

- o About 1 in 36 U.S. children are diagnosed with autism spectrum disorder (ASD).
- o 6 million children aged 3–17 were diagnosed with ADHD between 2016 and 2019



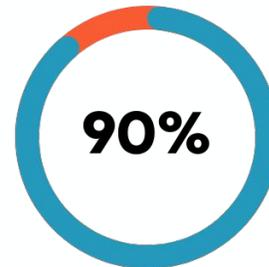
20%

GLOBAL



40%

LEGAL



90%

DYSLEXIA



What's Been Done?

And what's working?

01

Large companies implementing neurodivergent-friendly practices

02

Creating supportive environments through reasonable accommodations

03

Offering training to increase awareness of neurodiversity among employees

04

Rethinking our recruitment and hiring processes

05

Law schools and law firms have turned their attention towards fostering inclusive cultures and creating safe spaces for disclosure



What Should We Lean Into?

What's on the horizon?

<p>educate</p> <p>Emphasize/educate on strengths</p>	<p>strengths</p> <p>Incorporating strength-based language in our everyday lives</p>	<p>mentors</p> <p>Implementing mentoring to provide additional support for neurodivergent employees</p>
<p>ergs</p> <p>Neurodivergent individuals can connect, share experiences, and advocate</p>	<p>more diverse roles</p> <ul style="list-style-type: none"> Identify and leverage the unique strengths and abilities of neurodivergent employees. Are we identifying opportunities to utilize specialized skills and contribute to projects or tasks 	

manager training

Training programs for managers and team members on effectively managing and collaborating with neurodivergent employees



A Rising Tide Lifts All Ships!

Small adjustments can have a BIG and positive impact on everyone you work with, not just your neurodivergent colleagues.

<p>SMALL ADJUSTMENTS; BIG IMPACT: SUPPORTING NEURODIVERSITY IN RECRUITING AND ADVISING</p> <p>RESEARCH REPORT</p> <p>Downloaded by [Name] on [Date]</p> <p>View Full Report</p>	<p>Small Adjustments; Big Impact: Supporting Neurodiversity in Recruiting and Advising</p> <p>RESEARCH REPORT</p> <p>Downloaded by [Name] on [Date]</p> <p>View Full Report</p>
<p>MAKING THE CASE FOR NEURODIVERSE TALENT</p> <p>PDI</p>	<p>NLSA CHAPTERS</p> <p>University of San Francisco Lynn & Clark</p>

Becoming Neuroinclusive + Neuroaffirming

01

Education

02

Assessment

It's not what you think!

03

Redesign

04

Adjustment



A Neuroaffirming Day in the Life

Quick tips and “adjustments” to help everyone



01



Entering the Job

Onboarding
Integration

02



Relationship Building

Mentorship
Social Interaction

03



Workload Management

Time/Project Management
Work Allocation

04



Development & Training

Training Systems
Feedback

Now What?

1. table activity
2. key takeaways

Choose one of the four categories to discuss:

1. Development & Training
2. Workload Management
3. Relationship Building
4. Entering the Job

What challenges/solutions have you found?
Do you have new ideas?



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Let's Chat

