Enabling Neurodiversity in Organisations: Leveraging the HRM and Digital Technology Nexus


Presented August 21 2023 to Stanford Special Interest Group for Neurodiversity

Jennifer R Spoor (she/her)
j.spoor@latrobe.edu.au
Olga Tennison Autism Research Centre, La Trobe University
La Trobe Business School, La Trobe University

Emmanuelle Walkowiak
College of Business and Law
RMIT University
Digital technology has the potential to ‘level the playing field’ at work for people with disabilities (World Economic Forum 2021)
Neurodivergent candidates can use digital technology to identify careers and roles that fit their knowledge, skills, abilities, and preferences.

MyWAY Employability platform helps autistic job seekers ‘take control of their own future’

https://mywayemployability.au
AI-driven selection platforms gamify assessment or use alternative interview formats (e.g., chat-based interviews) to select candidates.

May reduce social load and implicit biases associated with traditional selection tasks (e.g., Plants, 2022).

But AI platforms can still have biases, lack transparency, and there is limited overall research.

https://www.pymetrics.ai/assessments
ABILITY-ENHANCING DIGITAL TECH

Realistic job previews delivered using digital technology (e.g., video, virtual reality)

- Could improve fit and provide insight into accommodations
- Give greater control to neurodivergent candidates

https://www.thefield.jobs
(Employer: ISS Facility Services; Role: Cleaner)

German rail and transport group turns to virtual reality in war for talent | Computer Weekly
Employer: Deutsche Bahn
Digital tools can help to manage time, direct energy, and sustain momentum.

https://www.tiimoapp.com

Daily planning designed to change your life

Visualize time. Build focus. Make life happen. Tiimo is designed for people with ADHD, Autism, dyslexia, and everyone who thinks, works, and plans differently.
GOBLIN.TOOLS

‘s small, simple, single-task tools, mostly designed to help neurodivergent people with tasks they find overwhelming or difficult’
MOTIVATION-ENHANCING DIGITAL TECH

The availability of remote work is facilitated by widely available digital tech (e.g., Zoom, Slack, MS Teams).

Remote work has benefits but also imposes new challenges for neurodivergent employees:

• Work–life balance
• Networking and social interactions
• Challenges of online meetings
Negotiating accessible online communication and meeting practices (Das et al., 2021)

- Keep video on to support non-verbal communication
- Manage turn taking
- Share written materials pre- and post-meeting
- Time online meetings to allow blocks of working time

Fostering Inclusivity through Technology (FIT): https://research.umd.edu/fit
Technology can reduce barriers or challenges that can obscure abilities and motivation.

Digital technologies can reduce challenges associated with reading and written expression.

Dictation apps like Dragon Professional can be used across platforms.

Standard operating systems have fairly good in-built dictation.
OPPORTUNITY-ENHANCING DIGITAL TECH

Reduce the double empathy problem and foster supportive environments.

Use digital tech to create immersive and radical learning experiences for neurotypical colleagues and managers.

GLASGOW FIRST UK AIRPORT TO HOST INNOVATIVE NEW AUTISM REALITY EXPERIENCE - GLASGOW LIVE

Co-produced VR simulations are being developed for empathy and communication challenges.
Caveats

1. Need for more research

2. Ethical and design challenges, especially with AI and VR

3. ‘Digital divide’

But, digital technology has the potential to ‘level the playing field’ at work for people with disabilities

(World Economic Forum 2021)
THANK YOU

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