

Embracing Neurodiversity in the Workplace

(and how to talk about it)



Jason Reid
Invisible Disabilities Expert



Kristin Light
Neuroinclusion Specialist

Reid & Light



Having an inclusive workplace means embracing neurodiversity in all its forms.

With twenty percent of the workforce expressing neurodivergent characteristics such as ADHD, learning differences, the Autism spectrum, and more, understanding how different people think has become a crucial skill in today's world.



But how do leaders and organizations navigate this new and seemingly complicated landscape?

Learning the basics of neurodiversity and how to communicate about it in the workplace starts with a few basic concepts.



Jason Reid, an expert in managing invisible disabilities, has teamed up with neurodiversity and mental health specialist **Kristin Light** to provide a comprehensive guide to neuroinclusion and the conversations around it.

WorkplaceNeurodiversity.com

Jason Reid

Invisible Disabilities Expert

Jason Reid had a long career in television as a news manager despite living with two significant invisible illnesses. Being open about his health challenges prompted his employees to share theirs. He soon realized that 50 percent of his staff had their own invisible disabilities. Using open communication, and solution-focused strategies he doubled the productivity of his department in the space of a year. For the past decade, he has spoken about managing invisible illness in the workplace to audiences around the world. He is the author of the book *Thriving in the Age Of Chronic Illness and Invisible Disability*.



Kristin Light

Neuroinclusion Specialist

Communications strategist, vintage dance specialist, and award-winning speaker, Kristin Light has split her eclectic career between the boardroom and the ballroom. She has dealt with a broad spectrum of neurodivergent and mental health issues herself, and speaks out to demystify the facts surrounding mental illness and neurodiversity including inspirational (and often hilarious) stories from her own personal and professional life. She is currently overseeing projects on workplace neurodiversity and mental health for a global consortium of transportation and engineering companies. Kristin is a co-author on the personal storytelling anthology *Our Yellow Brick Road*.



Reid
& *Light*

Building a Plan for Neurodiversity

If you're interested in learning more, you can reach us at

WorkplaceNeurodiversity.com

or email jason@jasonreid.ca

"flawless chemistry"

~ Madison Wagner-Powers, The Hotel Saskatchewan

"authentic, relatable, and engaging"

"with a dose of humour & joy!"

~ Monta Johnson, Anamorphiq



*"I had the pleasure of attending Jason Reid and Kristin Light's presentation at the CSAE Trillium Summer Summit. Their presentation was not only incredibly insightful and thoughtfully formatted but very engaging. **Jason and Kristin have a flawless chemistry of which generates an inclusive and inviting atmosphere for attendees.***

I highly recommend their presentation and hope to attend it again in the future!

~ Madison Wagner-Powers, The Hotel Saskatchewan,
Autograph Collection Marriott International



*"One team of speakers I truly enjoyed was Jason Reid and Kristin Light. Their **informative, interesting and creative** presentation opened my eyes to neurodiversity.*

*If you get a chance to hear Jason and/or Kristin speak, I would **highly recommend** attending.*

~ Karen Doucet, Destination Moncton, Dieppe



*"Kristin and Jason's **authentic, relatable, and engaging** presentation provides practical ideas to support neurodiversity in the workplace.*

*Thank you for the inspiring anecdotes, useful data, and tangible advice – and for delivering it all with a dose of **humour and joy.**"*

~ Monta Johnson, Anamorphiq

Reid
& *Light*

Building a Plan for Neurodiversity

If you're interested in learning more, you can reach us at

WorkplaceNeurodiversity.com

or email jason@jasonreid.ca