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Neurodiversity and workplace neuroinclusion

Educational resources

September 2026



Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

Educational resources on neurodiversity and workplace neuroinclusion

The concept of neurodiversity was coined by Judy Singer, a sociologist and autistic sociologist, in the 1990's. The idea behind neurodiversity is that it is natural for people to have brains that function differently, and that there is not a "right" way to think, learn, and behave. In this way, the movement calls on society to adjust to neurodivergence (differences in brain function) rather than the other way around. The term "neurodivergent" was later coined in 2000 by Kassiane Asasumasu, an autistic activist, to describe individuals whose cognitive functioning differs from societal norms. Neurodivergence generally includes people with autism, ADHD, OCD, dyspraxia, dyslexia, dyscalculia, PTSD, or Tourette's, but others may also identify with the term. People who are neurodivergent may or may not consider themselves to have a disability.

Neurodivergence and disability create additional challenges for people navigating a world that was not built for neurodivergent or disabled people. These systemic barriers can and should be challenged and removed across Canadian workplaces today.

Some learning and reflection questions to help you utilize this resource:

1. What are some accessibility barriers that neurodivergent professionals may experience in your current physical or virtual workplace?
2. What are some inclusion practices that empower neurodivergent professionals in their roles?
3. What are some myths and stigma we can debunk through our learning today?
4. How will we apply this learning into practice (e.g., training, lunch and learn, webinar, special speaker, policies, accessibility practices, hiring and retention practices, etc.)?



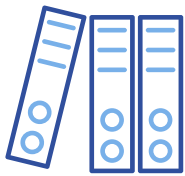
CCDI WEBINARS

The following webinars were delivered previously, and recorded versions can be accessed via CCDI's Knowledge Repository. If your organization is a [CCDI Employer Partner](#), you and your colleagues can visit the [Knowledge Repository portal](#) to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case).

Bilingual

- [Creating neuroinclusive and accessible workplaces / Créer des milieux de travail accessibles et inclusifs sur le plan neurologique](#) (2025)
- [Neurodiversity: An introduction / Neurodiversité : Une introduction](#) (2024)
- [Neurodiversity: Strategies for creating a neurodiverse organization / Neurodiversité : stratégies pour la création d'une entreprise neurodiversifiée](#) (2022)
- [Removing barriers to accessibility and inclusion – Panel / Éliminer les obstacles à l'accessibilité et à l'inclusion – Table ronde](#) (2024)

Please view a [schedule and descriptions of our upcoming webinars](#) to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can [learn more about partnership and submit an inquiry here](#).



ARTICLES, REPORTS, AND TOOLS

Bilingual

- [A Neurodivergent Lens: Recommended Practices for Neuroinclusivity / Une perspective neurodivergente : Pratiques recommandées pour l'inclusion de la neurodiversité](#), Carleton University Accessibility Institute
- [ADHD and the Workplace / Le TDAH et le lieu de travail](#), Centre for ADHD Awareness
- [Breaking down barriers: Improving the workplace experience for neurodivergent Canadians / Faire tomber les barrières: Améliorer l'expérience au travail des personnes neuroatypiques au Canada](#), Future Skills Centre and Signal49 Research
- [Building Workplaces Where Neurodivergent Workers Thrive / Créer des milieux de travail où les travailleurs neuroatypiques s'épanouissent](#), Signal49 Research
- [Diverse Minds: Neurodiversity in the Workplace / Esprits divers : la neurodiversité sur le lieu de travail](#), CCRW
- [How to Support a Neurodiverse Workplace / Qu'est-ce que la neurodiversité?](#) CCDI
- [Neuroinclusive Employment / L'emploi neuro-inclusif](#), SRDC
- [Supporting neurodiversity for leaders / Soutenir la neurodiversité – pour les leaders](#), Workplace Strategies for Mental Health
- [Words Matter: A Collaborative Language and Communication Guide \(PDF\) / Les mots comptent : un guide collaboratif sur le langage et la communication en contexte d'autisme \(PDF\)](#), Autism Canada

English

- [Autism and Neurodiversity in the Workplace – Free Self-Paced Online Program](#), University of British Columbia
- [Information and advice on supporting somebody with TS at work](#), Tourette's Action
- [Mental Health Literacy Guide for Autism](#), Autism Mental Health Literacy Project
- [Myth busters](#), Institute of Neurodiversity
- [Neurodiversity at work](#), National Institute of Economic and Social Research (UK)
- [Neurodiversity in the Workplace A Toolkit for Employers, Leaders, & Colleagues](#), Western University
- [Neuroinclusion at work](#), CIPD

- [Supporting Neurodivergent Employees to Thrive: Data-Driven Insights on Neurodivergence and Mental Health in the Workplace](#), Specialisterne Australia

French

- [Accès à l'emploi: encore de nombreux obstacles pour la communauté autiste](#), Le journal de Québec
- [Explique-moi : La neurodiversité](#), A(s)typic
- [L'inclusion de la neurodiversité au travail : une prise de conscience essentielle](#), CRHA
- [La neuroinclusion en milieu de travail](#), Société inclusive et le Réseau pour transformer les soins en autisme
- [Neurotypiques et neuroatypiques : la neurodiversité en formation](#), CRHA
- [Ressources emploi TND pour découvrir les leviers d'inclusion](#), Conseil TND

Neurodiversity and neuroinclusion organizations in Canada

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| ○ AIDE Canada | ○ Learning Disabilities Association of Canada |
| ○ Association québécoise des neuropsychologues (in French only) | ○ National Autism Network |
| ○ Association québécoise du syndrome de la Tourette (in French only) | ○ NEUROinclusive Workforce Solutions |
| ○ auticon | ○ Ready, Willing and Able |
| ○ Autism Alliance of Canada | ○ Réseau national d'expertise en trouble du spectre de l'autisme (in French only) |
| ○ Autism Canada | ○ Sinneave Family Foundation |
| ○ Centre for ADHD Awareness, Canada | ○ Specialisterne Canada |
| ○ Dyslexia Canada | ○ The Inclusive Workplace |
| ○ Institute of Neurodiversity Canada | ○ Tourette Canada |



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

Bilingual

- Invisible Differences / La différence invisible (Julie Dachez; 2016)
- Life, Animated: A Story of Sidekicks, Heroes, and Autism / Une vie animée : le destin inouï d'un enfant autiste (Ron Suskind; 2014)
- Turtles all the Way Down / Tortues à l'infini (John Green; 2017)

English

- A Thousand Ways to Pay Attention: A Memoir of Coming Home to My Neurodivergent Mind (Rebecca Schiller; 2022)
- Autistic and Black: Our Experiences of Growth, Progress and Empowerment (Kala Allen Omeiza; 2024)
- Divergent Mind: Thriving in a World That Wasn't Designed for You (Jenara Nerenberg; 2021)
- Empire of Normality: Neurodiversity and Capitalism (Robert Chapman; 2023)
- I Hate Parties (Jes Battis; 2024)
- Loud Hands: Autistic People, Speaking (Julia Bascom; 2012)
- Odd Girl Out: My Extraordinary Autistic Life (Laura James; 2018)
- Spectrums: Autistic Transgender People in Their Own Words (Maxfield Sparrow; 2020)
- The Adult Side of Dyslexia (Kelli Sandman-Hurley; 2021)
- The Secret Life of a Black Aspie (Anand Prahlad; 2017)
- The Ultimate Guide to Thriving with Adult Autism (Elliot Reese; 2025)
- Unmasking Autism (Devon Price; 2022)
- What I Mean When I Say I'm Autistic (Annie Kotowicz; 2022)

French

- J'aime les TDAH (Kim Rusk, Dominic Gagnon; 2018)
- La neurodiversité (Kevin Rebecchi; 2022)
- L'autisme expliqué aux non-autistes (Brigitte Harrisson; 2017)
- M'asseoir cinq minutes avec toi (Sophie Jomain; 2021)
- « Nathanaël » (Charlie Renaud; 2021)
- Un léger soupçon d'autisme (Isabelle Le Peuc'h; 2022)



FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

The films and television shows listed below cover a range of themes. Some showcase authentic experiences and stories, while others have been recognized for their accurate and meaningful portrayal of neurodivergent characters.

Bilingual

- [Atypical](#) / [Atypique](#) (Netflix)
- [Everything Everywhere All at Once](#) / [Tout, partout, tout à la fois](#) (Crave)
- [Geek Girl](#) / [Geek Girl \(FR\)](#) (Netflix)
- [Goyo](#) / [Goyo \(FR\)](#) (Netflix)
- [Lady Dynamite](#) / [Lady Dynamite \(FR\)](#) (Netflix)
- [The Lighthouse of the Whales](#) / [Le phare des orques](#) (Netflix)
- [The Specials](#) / [Hors normes](#) (Apple TV, [Prime Video](#))

English

- [A Kind of Spark](#) (CBC Gem)
- [A. S.imple D.ate](#) (YouTube)
- [Everything's Gonna be Okay](#) (Apple TV)
- [Keep the Change](#) (Prime Video, [YouTube](#))
- [Life, Animated](#) (Plex, [Apple TV](#))
- [Nathan's Kingdom](#) (Apple TV)
- [Please Stand By](#) (Plex)
- [The Reason I Jump](#) (Apple TV)

French

- [Elle s'appelle Sabine](#) (AlloCiné)



TED TALKS

French links are for the original Ted Talk with French subtitles and/or French transcript.

Bilingual

- [The world needs all kinds of minds / Le monde a besoin de toutes sortes d'esprits](#) (Temple Grandin)
- [What is dyslexia? / Qu'est-ce que la dyslexie ?](#) (Kelli Sandman-Hurley)
- [Why autism is often missed in women and girls / Pourquoi l'autisme chez les femmes et les filles nous échappe souvent](#) (Kate Kahle)
- [The autism spectrum isn't what you think it is / L'autisme n'est pas ce que vous croyez](#) (Chloé Hayden)
- [What it's really like to have autism / Qu'est-ce que vivre avec l'autisme ?](#) (Ethan Lisi)

English

- [How I turned my Tourette's tics into art](#) (Jess Thom)
- [This is what it's really like to live with ADHD](#) (Jessica McCabe)



PODCASTS

English

- [21andsensory](#)
- [Chats with Two Dyslexics](#)
- [Neurodivergent Moments](#)
- [Neurodiversally Speaking](#)
- [Squarepeg](#)
- [The Autistic Rambler](#)
- [The Neurodiversity Podcast](#)
- [The OCD Stories](#)
- [Weirds of a Feather](#)

French

- [À l'école des possibles : la neurodiversité](#)
- [Apparaître : la neurodivergence invisible](#)
- [L'ABC Handicaps : Neurodiversité, avec Andréanne Fortin](#)
- [Les Neurodivertissantes](#)
- [Nüense-moi ça!](#)
- [T'engages-tu ?](#)