

INCLUSION OF NEURODIVERSE PARTNERS

Company name : NORTHERN TRUST GLOBAL SERVICES SE

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

We believe inclusion is a catalyst for collaboration and innovation, enabling us to effectively understand and achieve our clients' unique goals with tailored solutions for long-term value. With diverse perspectives, skill sets and experience embedded in our workforce and extended throughout our supply chain, we strengthen our client service and capabilities.

Context

Neurodiverse employees bring unique perspectives and traits to the workplace, which help us leverage the power of difference to solve problems.

Objectives

We aim to provide career opportunities for people with autism, dyslexia, attention deficit hyperactivity disorder and other forms of cognitive diversity.

Approach

We also launched a neurodiversity awareness program in India, using a variety of learning methodologies including storytelling, panel discussions, expert-led workshops and a neurodiversity learning hub. Our EMEA Neurodiversity Champion Network represents employees at all levels and across all businesses and is trained to provide support on matters related to neurodiversity.

Impact

Inclusive company culture and equal opportunities for all.

« To do »

1. Establish Neurodiversity Support Networks

Create dedicated networks or champion groups (like the EMEA Neurodiversity Champion Network) that represent neurodiverse employees at all levels and provide trained support on neurodiversity-related matters. This helps ensure neurodiverse employees have advocates and resources within the organization.

2. Offer Tailored Awareness and Education Programs

Launch neurodiversity awareness programs using varied learning methodologies (storytelling, panel discussions, expert-led workshops, learning hubs) and provide on-demand content (articles, videos, webinars) to deepen understanding and reduce stigma. This fosters a culture of acceptance and inclusion.

3. Promote Inclusive Career Opportunities

Intentionally provide career opportunities for people with autism, dyslexia, ADHD, and other forms of cognitive diversity. Ensure recruitment, development, and retention practices are accessible and supportive for neurodiverse talent.

« Not to do »

[1.Do](#) Not Assume One-Size-Fits-All Solutions

Avoid generic approaches to inclusion that overlook the unique needs of neurodiverse employees. Neurodiversity requires tailored support, not just broad DE&I policies.

2. Do Not Ignore Employee Feedback

Failing to listen to neurodiverse employees' viewpoints can result in missed opportunities for improvement and lower engagement. Regularly seek feedback and act on it to ensure the environment remains supportive.

3. Do Not Limit Awareness to Single Events

Avoid treating neurodiversity as a "tick-box" topic with one-off events or campaigns. Sustained, ongoing education and support are necessary to embed neurodiversity into the company culture.