

Primary Sources

This is a full list of the primary sources used throughout the course, including whenever stats, data, or 'evidence' are referenced. Follow the link to take a deep dive into the article, study, or paper that they came from.

Module 1: More than Just a Buzzword

Unquiet Media - Neurodiversity in the Creative Industries Survey, (2024):

https://www.exceptional-minds.com/files/ugd/3d099b_46898eb1f4d542049f84ec210c33c106.pdf

UK Public General Acts - The Equality Act (2010):

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Botha et al., - The neurodiversity concept was developed collectively: An overdue correction on the origins of neurodiversity theory, (2024) [Judy Singer and the first used of the term 'neurodiversity']:

<https://journals.sagepub.com/doi/10.1177/13623613241237871>

Kapp et al., - Deficit, difference, or both? Autism and neurodiversity (2013) [Identity-first V person-first language preference]:

<https://psycnet.apa.org/doiLanding?doi=10.1037%2Fa0028353>

Module 2: Different Ways of Thinking

Nancy Doyle - Neurodiversity at work: a biopsychosocial model and the impact on working adults (2020) [prevalence rates of neurodivergences; common strengths and challenges]:

<https://academic.oup.com/bmb/article/135/1/108/5913187?login=false>

Hours et al., - ASD and ADHD Comorbidity: What Are We Talking About? (2022):

<https://pubmed.ncbi.nlm.nih.gov/35295773/>

Module 3: Making Space for Every Mind

Eleanor McSherry - Neurodiversity in the screen industries in Ireland (2024) [stats about prevalence of neurodivergence in the screen industries]:

<https://www.culturalpolicy.ie/index.php/ijamcp/article/view/2775>

Universal Music - Creative Differences, a handbook for embracing neurodiversity in the creative industries (2020) [study about creative businesses and how much they value neurodiversity, and whether they have neurodiversity policies in place]:

<https://umusic.co.uk/Creative-Differences-Handbook.pdf>

Leah Carrol/Karyn Twaronite - How EY is focusing on neurodiverse talent - and why it benefits everyone (2024) [how neurodivergent teams can be more productive]:

<https://www.bbc.co.uk/worklife/article/20240320-ey-karyn-twaronite-neurodiversity-bbc-executive-interview>

JP Morgan - Overlooked workers gain appeal in challenging times [productivity of neurodivergent teams]:

<https://www.ft.com/content/ea9ca374-6780-11ea-800d-da70cff6e4d3>

DWP - The Buckland Review of Autism Employment: reports and recommendations (2024) [autism and increased productivity | autism employment rates]:

<https://www.gov.uk/government/publications/the-buckland-review-of-autism-employment-report-and-recommendations/the-buckland-review-of-autism-employment-report-and-recommendations>

Zest - Neurodiversity Report (2023) [HR leaders think neurodiversity increased profitability]:

<https://www.zestbenefits.com/papers-and-guides/zests-neurodiversity-report/>

Michelle Raz | Forbes Coaches Council - How Top Companies are Leading the Charge for A Neuroinclusive Workplace (2024) [neurodiversity and retention rates]:

<https://www.forbes.com/councils/forbescoachescouncil/2024/10/11/how-top-companies-are-leading-the-charge-for-a-neuroinclusive-workplace/>

McKinsey & Company - What is diversity, equity, and inclusion? (2022) [companies committed to diversity are 75% more likely to report a pro-teamwork culture]:

<https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion>

Lauren David | WTW - Almost three quarters of neurodiverse employees suffering with mental health issues (2022):

<https://www.wtwco.com/en-gb/news/2022/09/almost-three-quarters-of-neurodiverse-employees-suffering-with-mental-health-issues>

CIPD | Uptimize - Neuroinclusion at work report 2024 (2024) [20% of neurodivergent workers have faced harassment or discrimination connected to their difference | small businesses least-likely to say that neuro-inclusion is an area of focus for their business]:

<https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/2024-pdfs/2024-neuroinclusion-at-work-report-8545.pdf>

Marlen Komorowski and Justin Lewis | Clwstwr - The size and composition of the creative industries in Wales (2020) [98% of the creative sector in Wales are small businesses]:

https://clwstwr.org.uk/sites/default/files/2020-05/Creative%20Industries%20Report%20No%201_Final_compressed.pdf

Module 4: Adjust to Include

Module 5: Recruitment: Opening the Door Wider

Microsoft - Microsoft Neurodiversity Hiring Program (accessed 2025) [further information]:

<https://www.microsoft.com/en-us/diversity/inside-microsoft/cross-disability/neurodiversityhiring#:~:text=We%20built%20the%20Microsoft%20Neurodiversity%20Hiring%20Program%20on,focuses%20on%20workability%2C%20team%20projects%2C%20and%20skill%20assessment>

Neurodiversity in Business (NiB) | Birkbeck University - 2024 Neurodiversity in Business and Work Academic Research (2024) [68% of neurodivergent workers struggle with dealing with criticism]:

<https://www.neurodiversityinbusiness.org/wp-content/uploads/2024-09-30-Neurodiversity-in-Business-and-Birbeck-University-Research.pdf>

Module 6: Supporting Neurodivergent Talent