A diverse team of neurodivergent researchers at the Centre of Neurodiversity Research at Work undertook a global survey of Autistic adults to understand more about their experiences at work. Our sample included:

- **576** respondents
- Average age: **38.6**
- Age range: **17-65**

**Demographics:**
- **Gender:**
  - 31.4% male
  - 53.8% female
  - 11% non-binary
  - 9% transgender
- **Ethnicity:**
  - 75% white
  - 6% Black
  - 6% Asian
  - 8% Mixed Heritage
  - 2% Hispanic
  - 6% prefer not to say
- **Identity:**
  - 84% cisgender
  - 53% Heterosexual
  - 41% Lesbian, Bisexual, Gay, Queer, Intersex, Pansexual, Asexual
  - 6% prefer not to say
- **Sexual Orientation:**
  - 7% prefer not to say
  - 31.4% male
  - 53.8% female

We found that Autistic adults’ experience at work is varied. Many have additional diagnosis and access to work and specific programmes varies by gender and gender identity and their race / ethnicity. Here are some examples of what we found:

- 42% ADHD
- 10% dyscalculia
- 14% dyslexia
- 67% had at least one co-occurring diagnosis:
  - 20% dyspraxia
  - 30% sensory processing disorder
  - 4% Tic disorder
  - 73% had a co-occurring MH Needs – 64% Anxiety
23% self diagnosed. There were no significant differences between self / professional diagnosis.

White males were disproportionately represented in co-occurrence, but women were disproportionately more likely to have been diagnosed with a mental health condition. White males were disproportionately represented in the diagnosed group compared to the self-diagnosed group.
People from developing economies were masking 19% more than people
Transgender people were masking 11% more than cisgendered people
Non-binary people were masking 25% more than men
Hispanic people were masking 17% more than white people
Women were masking 15% more than men
Black people were masking 35% more than white people
People from developing economies were masking 19% more than people from the Anglosphere and Europe
People without accommodations at work were masking 60% more than those who always had accommodations...
...and 20% more than those who sometimes had accommodations
72% of white Autistics in our survey were employed compared to 57% Black, Asian, Hispanic and Mixed Heritage people.

The male to female ratio of employment in Autism at Work programs was 7:1, compared to the global diagnosis difference of 3:1. There were no non-binary people in Autism at work programs in our survey.

The research team hope that by shining a light on these invisible inequities we will move people to intersectional inclusion in Neurodiversity. One thing that would make a difference straight away would be for companies promoting their Neurodiversity at Work programs to publish their gender, gender ID and race/ethnic origin demographics.