

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

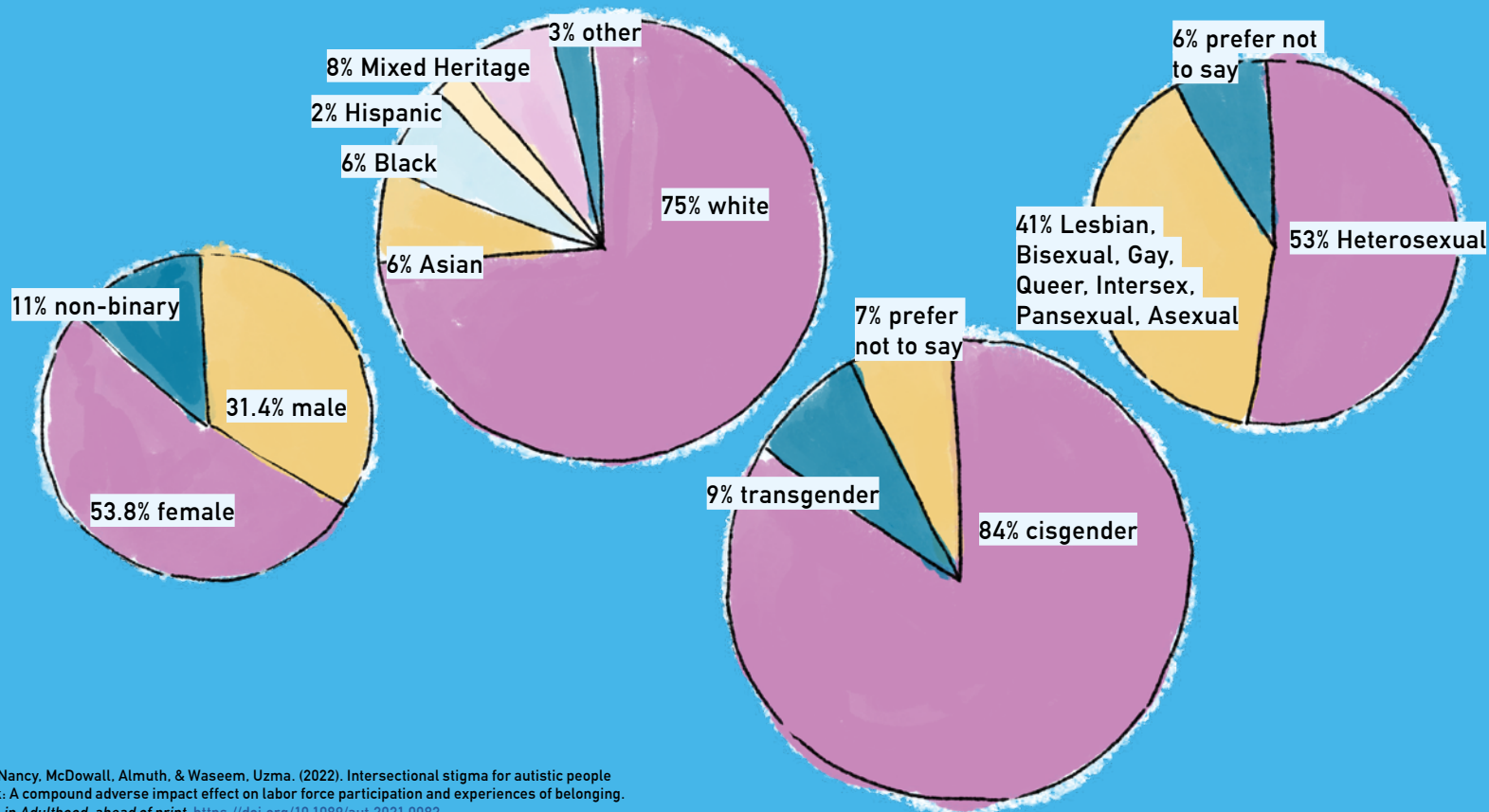
respondents

38.6

Average age

17-65

age range



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:

Diagnoses 1



67% had at least one co-occurring diagnosis:



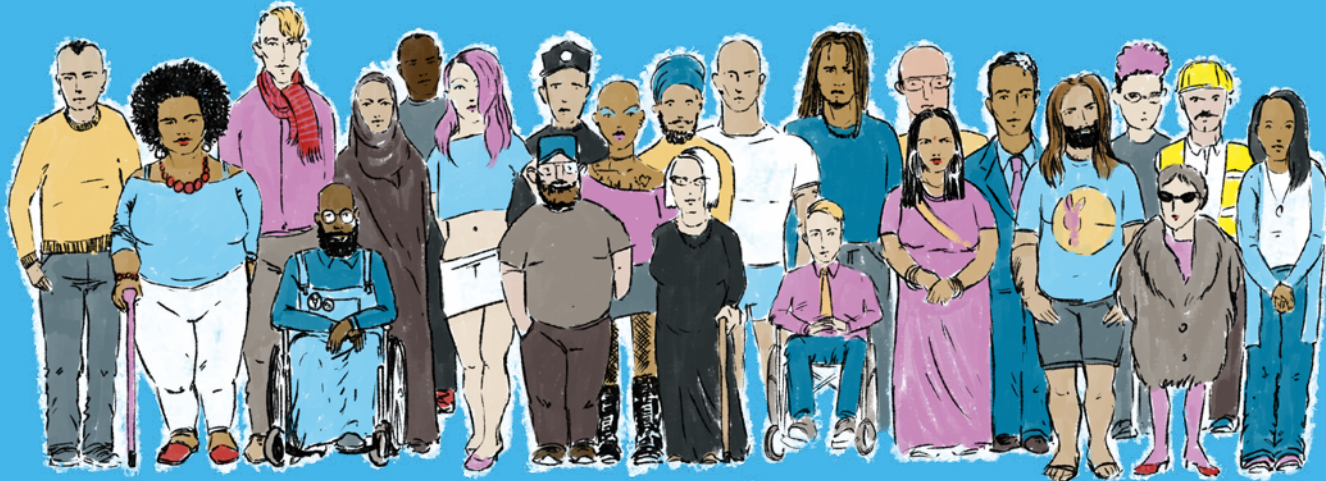
42% ADHD



10% dyscalculia



14% dyslexia



20% dyspraxia



30% sensory processing disorder



4% Tic disorder

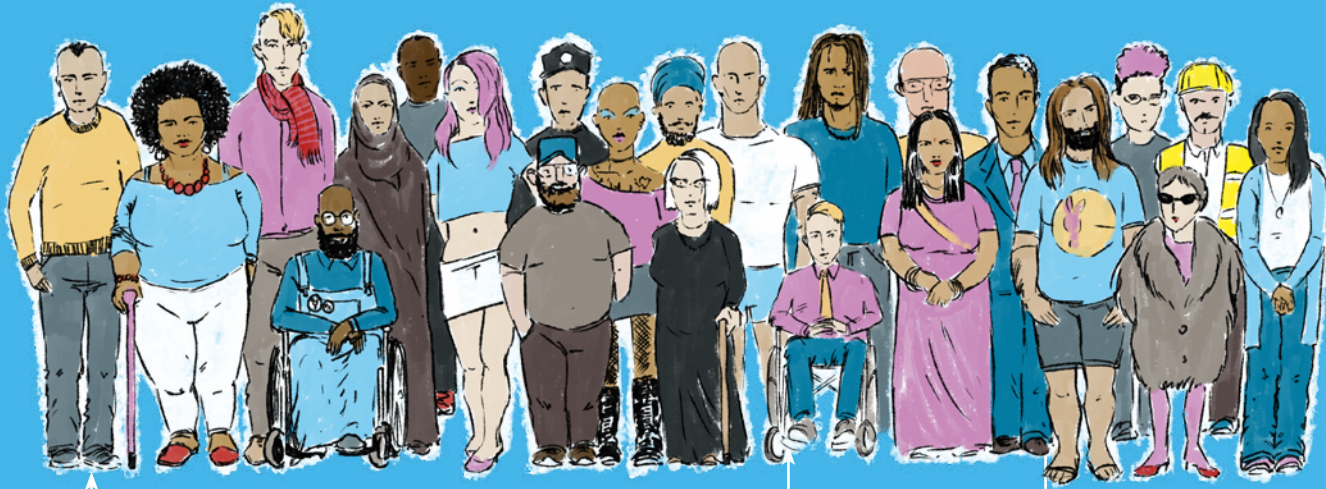


73% had a co-occurring MH Needs
- 64% Anxiety

Diagnoses 2



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.

Masking



Transgender people were masking 11% more than cisgendered people



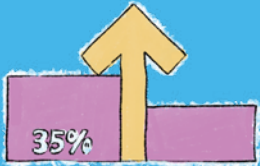
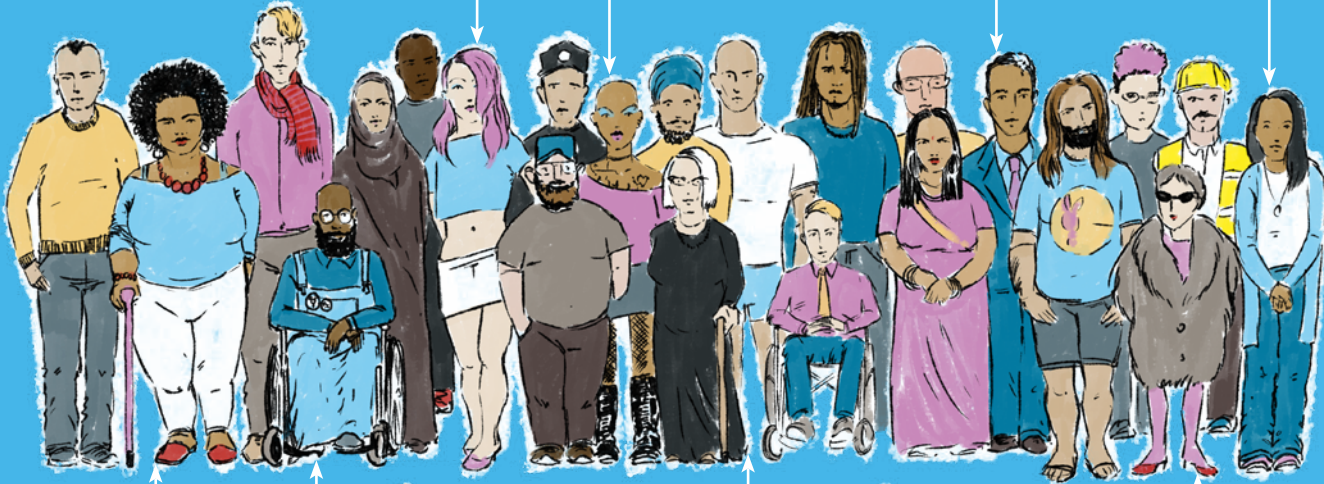
Non-binary people were masking 25% more than men



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...

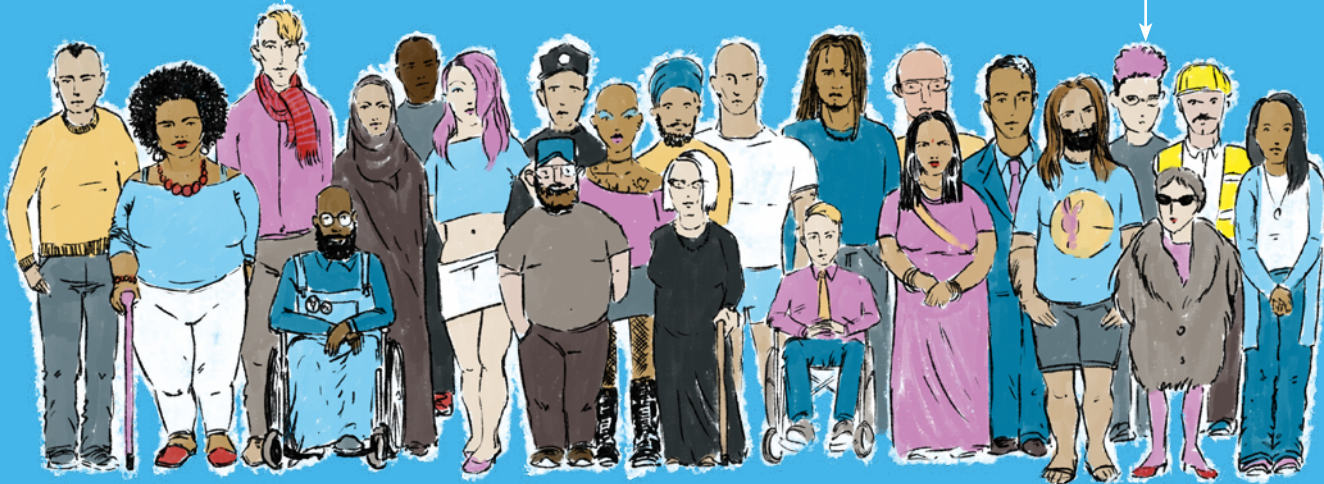


...and 20% more than those who sometimes had accommodations

Employment

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.