

LCIRT Neurodiversity Brochure Sources

It's estimated that 80% of nation's neurodivergent adults are underemployed or jobless

Source: Harvard Business Review (HRB):

<https://hbr.org/2017/05/neurodiversity-as-a-competitive-advantage>

1 in 7 people are neurodiverse, yet only 10% of employers say they actually consider neurodiversity in their people management practices.

1 in 7 people are neurodiverse

Source: UK National Archives

<https://webarchive.nationalarchives.gov.uk/ukgwa/20210104114628/https://archive.acas.org.uk/index.aspx?articleid=6679>

Only 10% of employers:

Source: Personnel Today, based on a pool of 300 HR professionals across the UK by CIPD (Chartered Institute of Personnel and Development, a 150,000 worldwide member organizations

(<https://www.personneltoday.com/hr/neurodiversity-ignored-seven-10-employers/>)

40 million adults are dyslexic — many of whom are undiagnosed

It is estimated that over 40 million American adults are dyslexic; however only 2 million are diagnosed. (Source: LD Resources Foundation Action

<https://www.ldrfa.org/october-national-dyslexia-awareness-month/#:~:text=Dyslexia%20is%20a%20language-based%20learning%20disability%20or%20disorder,of%20school-age%20children%20in%20the%20U.S.%20are%20dyslexic>

Dyslexia affects 20 percent of the population and represents 80–90 percent of all those with learning disabilities. It is the most common of all neuro-cognitive disorders. (Source: Yale Center for Dyslexia & Creativity <https://www.dyslexia.yale.edu/dyslexia/dyslexia-faq/>)

ADHD affects 4% to 5% of adults nationwide

Source: Personnel Today, based on a pool of 300 HR professionals across the UK by CIPD (Chartered Institute of Personnel and Development, a 150,000 worldwide member organizations

Adult ADHD is prevalent but underdiagnosed. ADHD is now recognized as one of the most common psychiatric diagnoses in adults. That's approximately **10 million** American adults diagnosed with ADHD. The prevalence of ADHD among the adult patient population in the US has been estimated at **up to 5%** (Source: National Institute of Mental Health. Attention-Deficit/Hyperactivity Disorder (ADHD). <https://www.nimh.nih.gov/health/statistics/attention-deficithyperactivity-disorder-adhd>. Accessed August 20, 2021.)

Adult attention deficit hyperactivity disorder (**ADHD or ADD**) is a neurological disorder that affects an estimated 4.4 percent of U.S. adults, and is more commonly diagnosed in men (5.4%) than in women (3.2%) (Source: Kessler, R. C., Adler, L., Barkley, R., Biederman, J., et. al. (2006). The prevalence and correlates of adult ADHD in the United States: results from the National Comorbidity Survey Replication. The American journal of psychiatry, 163(4), 716–723. <https://doi.org/10.1176/ajp.2006.163.4.716>)

Many people have heard of **ADHD**. It may make you think of kids who have trouble paying attention or who are hyperactive or impulsive. Adults can have **ADHD**, too. About 4% to 5% of U.S. adults have it. But few adults get diagnosed or treated for it. (Source: WebMD <https://www.webmd.com/add-adhd/adhd-adults>)

ADHD is associated with special talents.

Source: Harvard Business Review (HRB):

A **2019 EY report** indicated that people with dyslexia often display the most in-demand skills for the workforce of the future – leadership, creativity and initiative.