



# The Neuroinclusion Imperative: Unlocking Untapped Potential

## Glossary of Terms

Expanded ways of working unlock performance—especially for neurodivergent talent. When ways of working are too narrow, strengths go unseen, attrition rises, and trust erodes. When expansion is built in, hidden capacity becomes visible, performance grows, and innovation is unleashed.

Accommodations- Adjustments that remove barriers to access and participation for individuals with disabilities. Workplace examples include flexible scheduling, noise-canceling headphones, and written instructions. Accommodations are individualized and can be formal or informal. They are less stigmatizing when offered proactively as flexible options available to everyone.

ADHD - Attention-deficit/hyperactivity disorder, a neurodevelopmental condition characterized by differences in attention regulation, impulsivity, and energy levels. Most people with ADHD use “ADHD” as an adjective to describe themselves, even if they don’t identify with the wording of the expanded term.

AuDHD - A term used by people who identify as having both autism and ADHD. This overlap is common but underrecognized in clinical settings.

Autism/ASD/autistic - A neurodevelopmental difference that affects communication, sensory processing, and social interaction. Many autistic people prefer identity-first language (“autistic person”) over person-first (“person with autism”), though preferences vary. The medical label “Autism Spectrum Disorder (ASD)” is still used clinically but is not universally embraced.

High versus low support needs - A way of describing the varying levels of support neurodivergent people may require.[i] Unlike “high-functioning” or “low-functioning,” which falsely assume needs based on projections by outside observers, “support needs” highlights that an individual may excel in some contexts while needing help in others.

Masking - The act of suppressing or camouflaging neurodivergent traits.[i] Masking can include imitating neurotypical social behaviors, hiding soothing repetitive movements (known as self-stimulating behaviors, or “stims”), or forcing facial expressions.

Universal design - An approach to accessibility that makes systems, spaces, and tools usable by the widest possible range of people. This approach emphasizes built-in accessibility (e.g., captions available for all videos, sidewalks with curb cuts and reduces the need for individual accommodations.

Neurodivergent - A term for anyone whose brain processes, learns, and/or behaves differently from what is considered typical. By default, this includes anyone diagnosed with ASD, ADHD, or any other mental health condition or neurodevelopmental difference. It also includes anyone who identifies as neurodivergent, regardless of their diagnostic status. Some people prefer terms like “neurodistinct,” “neurodiverse,” or playful slang like “neurospicy”; in this report, we use neurodivergent as an umbrella term encompassing all of these.

Neurodiverse - A descriptor for a group of people, both neurodivergent and neurotypical, who together represent a broad spectrum of neurotypes. Note that some people use this word as a personal identifier in place of “neurodivergent.”

Neurodiversity - The concept that variations in human brain function are a normal, natural part of human diversity, and that there is no universal “right” way for a brain to function.

Neuroinclusion - The practice and policy of making workplaces adaptive enough to embrace and enable whatever talent walks in the door, expanding ways of working such that all participants in a given team or culture can contribute and co-create at their full potential.

Neurotypical - A term for anyone whose brain processes, learns, and/or behaves in a way aligned with what is considered typical (i.e., not neurodivergent).