

NEWSLETTER



Nov 2023



THE *holidays* ARE COMING!

And 2024 is fast approaching too! Hasn't this year gone by so quickly? Well, for us it has.

As we move towards the New Year, we have some exciting things to share with you!



JOIN OUR NEXT WEBINAR...

**'ARE DEI AGENDAS DYING OR ALREADY DEAD?
AND WHAT WILL IT TAKE TO RE-INVIGORATE THEM?'**

January 22nd | 3pm GMT/ 10am EST

Join a panel of experts to discover what diversity and inclusion leaders need to do differently in 2024 and beyond.

Go to our website to register now!

theuwi.com

EVEN MORE PODCASTS!

This month we released three more episodes of the 'Let's Talk Universal' podcast, covering DEI, Neurodiversity and Accessibility. Take a listen!

Make sure to follow 'Let's Talk Universal' on Spotify or YouTube to hear more from leading industry experts.

theuwi.com/podcast



Accessibility & increasing neurodiverse participation at work

In this episode, our guest, Wanda Deschamps, talks about why accessibility needs to be included in DEI, the need for representation of women with autism, and how neuroinclusivity efforts benefit everyone in the process.

Setting realistic DEI goals within your sphere of power

Listen to our discussion with Cheryl Hurst about the current state of the DEI market, how diversity and inclusion leaders can move beyond the 'do-gooder' role and how organisations can measure their culture.



Aspiritech: A Neuroinclusion Success Story

Join our conversation with Nick Bruno, VP of People & Culture at Aspiritech, a company that claims around 95% of its workforce identifies as neurodivergent, as we discuss the 'secret sauce' to attracting, hiring and retaining neurodivergent talent.

Want to get in on the fun as a speaker or sponsor?

Get in touch at info@theuwi.com

EVENT HIGHLIGHTS

DEI PRO LIVE

We were invited by the DEI PRO LIVE team to join them for the first day of their two-day event. This summit of peer exchange and workshops was designed to help professionals leading DEI in the workplace develop necessary competency and skills.

There were some great panel discussions around neurodiversity, anti-racism and bringing men into the DEI conversation. Additionally, there were some key takeaways from these discussions and from conversations with other practitioners in the room that we'd like to share with you:

- ✦ Despite progress, **NEURODIVERSITY** remains an emerging topic in the DEI sphere
- ✦ A recurring emphasis centered on building **POSITIVE HABITS** within DEI initiatives
- ✦ The resounding consensus reiterated the pivotal role of **ACCOUNTABILITY** in effecting tangible organizational change
- ✦ **LANGUAGE** emerged as a potent tool in the DEI discourse.
- ✦ The event encouraged introspection on **WHAT DEI TRULY MEANS** at individual, team, and organizational levels
- ✦ A call to empower the **NEXT GENERATION** of HR and DEI professionals echoed strongly
- ✦ The event highlighted the necessity of **BUILDING COMPETENCIES** specific to Diversity, Equity, and Inclusion
- ✦ **LEADERSHIP BUY-IN** emerged as a linchpin for successful implementation.

A BIG THANK YOU TO THE DEI PRO TEAM FOR THE INVITATION!

SO WHAT NEXT?

JOIN THE UWI:HUB

Join the UWI:Hub, an ecosystem designed to frame conversation, accelerate knowledge transfer and provide guidance on implementing policies, procedures, and practices that chart a course towards a universal workforce.

Become a [FRIEND](#) of the UWI

Or join as a [MEMBER](#)

START PLANNING FOR 2024

Following the 'Positive Habits' event, the UWI has put together some helpful slideware to help people and talent leaders change minds and prepare their 2024 budget plan. While this is a 'first cut,' we will be working with our community of Fellows to supplement and enrich this content for UWI members.

Download the 2024 Planning Guide [here](#).

TAKE THE ND MATURITY ASSESSMENT

It is vital to understand where your organisation is today before looking at solutions and remedies. Kickstart your journey to neuroinclusion with [Neurodiversity Maturity Assessment](#) to help you diagnose where you are in your journey and which areas your organisation may need the most attention.

BUILD A COMPREHENSIVE 2024 ROADMAP

What is becoming more apparent is that DEI initiatives demand a robust infrastructure, one where responsibility is not merely delegated but ingrained, accountability is not an afterthought but a cornerstone, and leadership extends beyond rhetoric to active, unwavering support.

Use this [guide](#) to put together your DEI roadmap!



**WISHING YOU ALL A VERY
HAPPY FESTIVE PERIOD!**

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