# Why is Neurodiversity important in the workplace?

Robin Christopherson

Welcome to another episode of The AbilityNet Podcast. Disability. Technology. Inclusion. I'm your host Robin Christopherson, Head of Digital Inclusion at AbilityNet a pioneering UK (United Kingdom) charity with a mission to make a digital world accessible to all. You can download a transcript of this episode from [www.abilitynet.org.uk/podcast](http://www.abilitynet.org.uk/podcast) . So, sit back, grab your favourite beverage and let's get started.

Hi guys, Robin here.

I am really pleased to be talking with Matthew Bellinger. We had a really good. chat a couple of weeks ago and I thought I have to get this guy on for the podcast. So, I'm really looking forward to talking about neurodiversity and your organisation, which sounds very, very similar to that. We'll get into that in a second. First of all, cheesy question, let's get it out of the way, apart from hello, how are you doing?

Matthew Bellringer:

Hello there. Yeah. Thank you. Robin, I did really enjoy our conversation and I'm really, really happy to be on here today.

To just kind of explore this and talk about this further. So yeah, I'm doing well. Just had a, did another talk last night and kind of catching up with myself after that. So, but yeah, all that went well. So yeah, really good. Thank you.

Robin Christopherson:

Brilliant. Yeah. It's always like the build-up to a big presentation then and afterwards it's like, “oh”, but now you got to get on with the day job”, so I really appreciate that you joining us today.

So yeah, I nearly didn't say hi. So, first question, cheesy question, what hot or cold beverage have you got to help you get through this ordeal I've just got a cup of tea. Strong tea.

Matthew Bellringer:

Normally I'd have a cup of tea, but actually I just have water right now, which is not very interesting, but I do. I do. I'm. I'm a bit of a tea nerd. I think anything I get interested in, I've kind of become a nerd about. So yeah. Bit of a tea nerd. And so, it's usually some odd tea that that's from some strange mountain somewhere in wherever. That's what I’d usually be drinking.

Robin Christopherson:

OK. I'm really tempted to ask if that's part of neurodiversity that you're interested in, things in a very intense, very focused way.

Matthew Bellringer:

I mean well, I think tea probably does fall into the category of special interest for me. If I get really into something, I get really into it.

The extent to which that's personality and which that's kind of neurodivergent category is always arguable. But yeah, I just fundamentally enjoy getting really curious about things and learning about things to the greater extent than most other people. And most of the people I know who have that level of curiosity are also neurodivergent.

Robin Christopherson:

Yeah, it's a special talent, I think to be able to really get into different topics and you know and mind them for all the goodies that they have. I am definitely of that persuasion as well.

So, neurodiversity. Your organisation is called NeurodiverseIT. All one word.

Matthew Bellringer:

Yeah. So, one of the organisations that I'm involved with. This is...so with BCS the Chartered Institute of IT.

I have been chair of NeurodiverseIT, which is a group for neurodivergent IT professionals and BCS's mission is to make IT good for society and there's a really clear intersection there. So, it was a couple of years ago now me and the Co-founder of the group both independently wrote to BCS, as existing BCS members, saying “could we have a Neurodiversity group, please,” and they put us in touch and then we set everything up.

Yeah, so NeurodiverseIT exists, really, to help employers get access to the talent that neurodivergent people offer. It helps support us in our work in the IT profession, and it raises the awareness of the contribution that we make to the profession and therefore to a wider society.

As well, alongside that I am also I have my own private practice where I am systems developer, speaker, and author. Kind of facilitative consultant in most of the work that I do working with neurodivergent individuals and organisations that want to be a better place for us and get the benefits that we have to offer, with really big focus on innovation and creativity, because that's one of the huge ways that all diversity can help organisations improve.

And I also run a community called Curious Being, which is for unconventional people who want to make the world a better place and want to explore and try out ideas whilst they're doing it. So yeah.

Robin Christopherson:

Brilliant. Each time I drew breath to go on to the next question. You had another thing that you are into and heavily involved in.

Matthew Bellringer:

That was the edited notes as well. So, I’m an Autistic ADHD’r (Attention Deficit Hyperactivity Disorder) and I have the ADHD trait of doing a lot of things. I think it's quite common amongst people that start things as a trait. You know there's a lot of ADHD traits in entrepreneurship and social entrepreneurship. And it's yeah, just I kind of almost can't help myself and I’m like “Oh dear, I've started another thing.”

Robin Christopherson:

Following it through, that's the main thing, isn't it?

Matthew Bellringer:

Yeah, that’s the challenge. [Laughter]

Robin Christopherson:

So yeah, that sounds brilliant. Yeah. Sounds like you're on that. It sounds like you're all over that. If I don't remember at the end, feel free to plug things like your books if you know that you want to at the end when we ask, you know how people can get in touch, et cetera. So, if I don't remember, please do.

For the sake of the listeners, would it be helpful to define what neurodiversity is, and maybe why it's so important in the context of the workplace?

Matthew Bellringer

Absolutely. So, neurodiversity as a concept it's really a simple fact of biology. It's that we all have brains that are different, work differently, have different neurological wiring and we all therefore experience the world, feel, think somewhat differently, you know? No one thinks exactly the same as anyone else, and that's a lot of that is on the basis of neurology.

Within that kind of wider idea, there are some people who think quite significantly different to the ways that are expected on perhaps the ways that are the majority ways of thinking.

And those conventionally, those ways of thinking, at least for the last couple of 100 years, have been pathologized and been seen as a problem. And those are often associated with diagnosis such as Tourette, Dyspraxia, Dyslexia, ADHD, Autism, and this wider category of different ways of being in the world.

Now the kind of the slightly political, I suppose, view of neurodiversity, is that all of these are completely legitimate. They have their own value to contribute, and that's particularly true in the workplace, where really this diversity of perspectives, different ways of seeing the world, different strengths, different interests, different ways of understanding what's going on is a really key competitive advantage for organisations, particularly when they're in the knowledge led industry. You know, a lot of the really robust evidence around this is around the benefit to knowledge led industries to innovation and to change because being able to see things from a different angle means that you have this advantage of being able to understand things in a different way, and that's, you know that's true of however we perceive the world, we have our own relationship to it, and we understand different aspects of it in different ways. And neurodiversity gives rise to some of that.

Robin Christopherson:

Yeah, and there's been loads of amazing research by different organisations, but also, you know, from the government, the health and safety executive showing that might more diverse workforces even down at the team level can have a huge impact on well-being, productivity. You know those teams and the organisations as a whole have higher stuff retention, take less sick leave, that sort of thing. So not only are they bringing something to, you know, the products and services that organisation potentially delivers to customers, but also internally as well there are huge benefits and obviously to be surrounded by people that are more reflective of society as a whole has got to be a really, really healthy thing in the workplace as well as outside.

Matthew Bellringer:

Completely and the wider representation in the workplace, particularly when we're talking about services that are wide group of people are expected to use or where there are real disadvantages to not being able to use those services.

Having people who have a wide range of lived experience representing in the design and the implementation of those, it's really really a protective factor in making sure that they are genuinely accessible, that they genuinely work for a wide range of people without having to expend a huge amount of thought and effort about it, where because it's very, very hard to put ourselves in the in someone else's position and understand someone else's lived experience. And actually, one of the quickest ways to do that is simply to have someone who has some degree of that lived experience also informing the design and implementation process.

Robin Christopherson:

Absolutely. Yeah. I mean, these are really talented, capable individuals that have got an awful lot to bring to the workplace. How, can you give us from your experience, some examples of, you know, a best practice approach to recruiting, onboarding these really talented neurodiverse individuals.

Matthew Bellringer:

I think it's actually very hard to give best practice in this space because everyone is different. Everyone has different experiences. Different industries have different needs. Different organisations have different needs and also different levels of capability. Where they are right now. So, it's really important to kind of take into account that we're working really towards a trajectory of improvement rather than that there's a fixed end goal that we can realistically reach. Even the best organisations, and I think perhaps the best organisations are more aware of this than others is, is that they're on an ongoing trajectory rather than just trying to kind of tick a box, finish, you know, OK, we're diverse now we're done and it's going to develop. I think it's probably always going to be the case you know.

We're essentially creating a circle where it moves outwards and outwards and outwards. However, in terms of the actual practical side of it.

The big things are to look for barriers and look for things that are preventing people from participating or participating fully and work with removing them. Look for rejoice and stigma, that's unfortunately there is still quite a lot of prejudice and stigma.

And that relates to another big area, which is build skills all round around this. It's very often the case that if we are in any marginalised or minoritized group, it's.

The all the effort of adapting and fitting in of meeting our colleagues falls to us, or the vast majority of it. I think any person who experiences disabling barriers will have had so many times this experience of having to adapt massively to fit into a space to be working around a whole load of other things, and then someone says oh, why don't you meet me halfway? When you have already done 80% of the adaption just to show up in the space.

Robin Christopherson:

Which they might not be aware of or appreciate, yeah.

Matthew Bellringer:

And then they're not aware of that, but it's actually building that awareness and building and helping people build the skills to connect on both sides with this rather than that focus on just the just the people who we think of as excluded and can often be seen as having deficits in skills, whereas very often they also have, you know, the groups we're talking about have many strengths and the strengths can be just as difficult as the skills to work with because sometimes they can't be coped with by colleagues. And there's this this skill development need in all sorts of places.

So, I think it's understanding that this is a systemic thing. It's not something that you can just kind of implement and fix and tick box.

But that you want to establish a positive growth from where you are and not to be you know we want to be ambitious long term but in the very short term we want to do something we can be confident that we're going to achieve and so it's about a series of small steps and working out what those steps are and iterating as fast as possible rather than, you know, some grand top-down plan which is unlikely to shift the culture, unlikely to deal with the issues that people actually see on the ground.

Robin Christopherson:

Brilliant. Now just a quick point on language. I want to talk about Neuro- Neurodivergent individuals or is it neurodiverse or are they both OK?

Matthew Bellringer:

Different people prefer to use different things. I know there's a lot of debate in the community about this.

I find that I prefer to mark out people who do not fit the established expectations of neurology and experience as neurodivergent and include myself in that category, because I find it useful to have that label to explain those experiences.

If we don't have that label, it's actually harder to explain why very often.

In the long run, I'd really like us to reach a point where that wasn't the case where we don't actually need the labels and where everyone's needs are met without a background explanatory framework. However, we're nowhere near there yet, and there's all sorts of there's some research to suggest that in social interactions people rate autistic people much better as a social partner if they know they are autistic.

One of the really, really big problems between different groups who experience the word different ways. And this is true of all groups. But it is particularly true around different groupings of neurodiversity, is that we can we, we assume a lot about people's behaviour and inner states.

And that those two things tie up in the way that they do for us. So, if I do that it means this about my inner state and that differs between different groups. So, we make mistakes of inferences, like if I don't make eye contact in the standard Western way, it means I'm not paying attention or I'm being rude or whatever, whereas that would be a mistake of inference because I pay the most attention usually when I'm not actually making eye contact. I'm engaged.

So, I think there's all sorts of these problematic things that and people can struggle with those mistakes and the labels can sometimes help break down those and be like, “OK well”.

Ideally, we'd just be more flexible in our models of thought, but that's not something that we can achieve that quickly. So yeah, I think...to neurodiversity. As I've said, we... the idea that we are all neurodiverse I think is a really strong, you know, is a really strong thing.

So, and I think it's actually worth the reason I like to mark it out as neurodivergent is because it's a reminder that everyone is neurodiverse if we say neurodiverse to mean people who are actually different to the expected and kind of constructed norms around neurology, then we kind of mark, we kind of exclude people and mark groups out as different, whereas actually you know one of the really interesting things about this is everyone has these, has some degree of difference and I think it's how we work with that. That's the key to a lot of this.

Robin Christopherson:

But certainly, like you were saying, labels can cut both ways. They can be used to, you know, label people rightly or wrongly. But for the individuals themselves, often it can be a helpful diagnosis. “Ohh, that's why you know, I am feeling this way or struggle with these things” or and it's a helpful shorthand to tell people why perhaps you, you know, not making eye contact isn't personal isn't, you know that's there is a there is a reason. So, for a shorthand point of view it can be quite liberating in that respect.

Matthew Bellringer:

Yes, and you're right. The other really big aspect of this is finding appropriate help. You know, one of the things that.

Robin Christopherson:

A diagnosis can unlock, yeah.

Matthew Bellringer:

Yeah, exactly. Is that we experience specific difficulties and one of the challenges is that the conventional interventions don't always work because they're either founded in a different model of that difficulty, or because they're the ways they use of resolving that aren't things that play to our strengths. You know, the strong example of this is people with ADHD often struggle with CBT with cognitive behavioural therapy because it feels like more admin it requires the reliance of doing things that people with ADHD often have really limited capacity for. And one of the things we learn to be very strategic about is how we use those limited capacities.

Because you need them for everything, and if you use them all up on something you don't have them available for something else, and that can be a real problem.

Robin Christopherson:

This idea of spoons, you know, you've only got so much capacity in any given day, sometimes in a week. You know, it depends on the condition. Yeah, you need to be really careful about how much load you put on yourself to get through the day or the activities that you need to do and be sociable at the same time.

Uh, if you can, as far as getting individuals, you know, neurodivergent individuals into the workplace. I think we've kind of talked about how important that is and you know, I'm sure you'd agree that getting those well, you mentioned it getting those diverse individuals involved in the process, nothing about us without us.

Means that you know that will be a much better-informed process of recruitment, onboarding, supporting individuals in the workplace. And I think you touched upon this as well, but you know how would an organisation more broadly kind of engender a culture or an environment of you know, inclusion and support for a neurodiverse or just a diverse workforce, full stop. You know, you can kind of have individuals become much better informed by having neurodiverse colleagues, but is there anything that you can do on an organisational level to try and kind of embed a better culture when it comes to neurodiversity?

Matthew Bellringer:

Yeah, I mean I think for me the core thing is to make sure that we understand why neurodiversity and all forms of diversity in the organisation matter to us as a collective, as an organisation.

From a strategic level, I don't mean, you know I think one of the big difficulties in this space is this idea that we want or require pity, or that we should be, you know, included out of some moral obligation for those poor unfortunates. And that is not healthy for anyone. And instead connecting this, you're connecting to the real strategic drivers, that you know of why and what forms of diversity matter most to you and your organisation, probably what forms are already present and how you can do that better and working from that space is the most effective way because that has the advantage first of all that then it means you can really value people for who they are.

And instead of just having people kind of included and not really fitting in and not really being supported by the system.

And it also means that when things do get tough, which they always do in organisations eventually.

It means that those people suddenly don't become kind of an uncomfortable expense, a dead weight to carry in the organisation and are therefore just removed, which is often what we see. You know, it's if we see, you know, organisations treat diversity and inclusion efforts as nice to have rather than a core part of strategy.

Is that as soon as the operating conditions get difficult, those efforts stop, and all of the support disappears and then it becomes a very difficult place for people in whatever groups were supported. And then they will leave. And that's again not good for anyone.

So, I think for me it's that real being clear about why what benefits people bring an understanding, and that also means really understanding the relative benefits and the relative strengths. We all have strengths and weaknesses and one of the difficult conversations can be amongst people who don't experience this.

OK, where are your strengths and where are your weaknesses? Because what then we can do is find people who have complementary strengths and weaknesses and work from that rather than assuming that we all have to be good at everything because no one is and when we think we are, it's just an artefact of a system that was designed entirely for us to give us really nice soft guard rails around everything, which doesn't happen to those of us who don't work as expected in whatever way.

Robin Christopherson:

Absolutely. I mean, this is such a fascinating area. You touched upon the idea of expectations and certainly being blind myself when I meet people socially, you know, they're very surprised when they find out that I work, you know, I have a job.

And when, you know, they learn that I'm married, for example, they would say something like “Ohh well done.” [Laughter]

So, you know, low expectations, pensive.

Matthew Bellringer:

[Laughter] I get the same.

Robin Christopherson:

And I was wondering, you know, when it comes to the neurodiverse community, that's probably not the right.

You know for diverse individuals across those different conditions that you mentioned up front, there is its majority low expectations or maybe the other way you know what's your superpower? You're on the spectrum. You must be, you know, amazing at something or you've got ADHD. You must have. You must be three times as productive or something. Are there any challenges around expectations and pre prejudices, you know, preconceived ideas.

Matthew Bellringer:

Absolutely. And thank you for asking that that question. I think it's the stereotypes we have, is one of the really big aspects of stigma and the expectations we have associated with those stereotypes.

You know, I think there's a kind of there's a particularly with autism, we have this idea of essentially Savantism, which is, you know, to have one incredible ability and yet to have actually very high support needs in general, but one incredible ability.

And I think first of all, they're probably that's problematic in both directions and the two don't necessarily go together. So, it's...it can be really, really, really challenging to work and the other aspect of this is everyone experiences these things differently. Everyone has different aspects of the thing, different abilities within the scope of whatever disability or neurodivergent condition they experience. And I say that because some people identify, and I include myself in this group as neurodiversity and disability is too, is being a common thing, whereas I know some neurodivergent people who don't identify with disability directly. So again, lots of lots of emerging language around this.

But if you're in these categories, it's very hard to step outside of the stereotypes and people's responses to you change quite significantly when they know. I don't know if you know I expect you experience very similar things that people like completely change their demeaner sometimes become much more helpful when previously they were really unhelpful, but also then treat you like a child.

Robin Christopherson:

Yeah, Infantilisation is a is a thing, guys.

Matthew Bellringer:

It really is.

Robin Christopherson:

Yeah, patronised. I mean, yeah, absolutely. For me, if it's face to face, then it's usually pretty obvious straight away, but obviously that you know online or whatever that might be a little bit different. But yeah, things change quite a lot when they find out.

Matthew Bellringer:

It is and you're right, it's this idea that we don't have agency. And there's something about the fact that we're not competent as adults in this. You know, I see threads that, you know, people talk about the online you know that some of the discourse around us, particularly around autistic people and the idea that essentially, we're all cognitively, children, and therefore the, and which and that the consequences of that for actually, the people around us are really harmful. It's like, what does that say about, say, my partner? If I'm not capable of making that decision myself or, you know, informing a viable adult relationship and that's, you know, there's some very.

When like these things that don't seem that just seem a bit frustrating and off of the surface, actually, when you think about the consequences, the implications of some of these stereotypes, they're really, really problematic. And I think unpicking some of these is a big part of it and I would say you know you.

You also mentioned super, you know neurodivergence as a superpower. And yes, I think I've known, you know, it's like I've sometimes said, you know, when people talk about it as a gift, it's like, and I've, you know, whilst if you gave me a big button, if I thought it was even possible because I don't think you can remove a lot of neurodivergent conditions without removing the person.

But if even if that were possible and you gave me a button, I wouldn't press it.

But even so, if people talk about it as a gift, that feels very uncomfortable. You know, it's like, I think if this a gift, did you keep the receipt?

Robin Christopherson:

Because necessarily give it to someone else.

Matthew Bellringer:

Exactly. And I think very carefully about whether that we, you know whether I'd want to introduce someone knowing the struggles that I've faced and continue to face. And so, I think we can be toxically positive about these conditions too, which tends to gloss over all of the difficulties and the struggles that we have, and I think that can also lead to us then not concerning ourselves with the systemic change necessary to improve access.

Because it becomes this thing of if you've got one kind of model, whatever, one model autistic person who is successful, kind of despite the odds.

On some level, that feels, that fuels the idea that then everyone should be and that there aren't so many barriers after all, which also then fuels the idea that we don't need to fix the systemic issues of access that exist.

Robin Christopherson:

Yeah, that kind of superhero situation isn't helpful either. And I mean, we've talked about this, but the main answer or antidotes to preconceptions, et cetera, is to meet as many diverse people as possible across all the different areas of diversity because it is, you know, they're much more nuanced. They're, you know, if you've met one neurodiverse or neurodivergent individual, you've only met one. So, you know, I think that points towards this idea of diversity in the workplace obviously is incredibly helpful, but also, you know, go out and meet as many as broader range of humanity as you can and that will be a very helpful process and a very enjoyable one as well.

So, at risk of making superheroes of some new neurodivergent individuals, let's talk briefly about some individuals that that NeurodiverseIT has worked with because you're a, you know, grassroots organisations as well, you work with individuals, you help them, you know, with their careers, et cetera. Do you want to give us some examples of individuals that you've worked with and kind of what have come out of, you know, what have you learned from their journeys, et cetera?

Matthew Bellringer:

Yeah, I mean we we've only been around for about 18 months now, in as an organisation. So, we don't have kind of huge like stories specifically and also because it's a volunteer organisation and it's part of, you know, it's part of a professional body. We haven't, we we're not working directly with people in the way that that we would be that say I would do in my private practise.

However, with NeurodiverseIT, we've definitely, I mean, what's very interesting is we’ve opened up the conversation. We've had people understand their own aspects and their own difficulties and have spoken to the community about that and understood this through a different lens and therefore been able to resolve a lot of them.

I think one of the huge benefits of this is simply knowing you're not alone in this stuff.

I think it's very easy to fall into this idea that it's just me. You know, there's something wrong with me and it's only me, and therefore I can never resolve this. It's impossible. And I think there are forces in the wider world that somewhat subtly reinforce that message, unfortunately.

And so, the group has definitely been really, really effective in sharing the, a different message to that helping us understand that we do have something to contribute and we've been working a lot with other specialist groups within the IT, within BCS and within BCS there the different specialist groups are mostly based on different kind of professional specialism.

And so, we've been talking to them about the overlap between their particular specialisms and their aspects of neurodiversity, which has opened an awful lot of eyes, I think, and made more and more people aware simply of the concept because it is a relatively new idea, certainly to the mainstream.

I started working in this field explicitly a few years ago and I used to have to preface pretty much every conversation with quite a long explanation of what neurodiversity meant, and that's not so much the case anymore, and that's through the work of a whole that's through a whole bunch of wonderful work done by a whole bunch of amazing people and we've played a small part in that as well.

Robin Christopherson:

Brilliant. Yeah, it's definitely more in the public consciousness, this idea of neurodiversity and you know, that we're all a rich mixture, but some conditions, you know, obviously in the fall, when it comes to people's idea about, you know, neurodivergent individuals.

But hopefully there you know there's more representation in the media, you know, more visibility, you know, brilliant documentaries and things like that. So yeah, hopefully you won't necessarily have to start from square one in the conversation, you know, going forward.

So, what would your recommendations be if you've got an individual who is neurodivergent, who but they're, you know, they're struggling in the workplace, you know that they're in at the moment, or maybe they want to create a more accessible, a more supportive environment, or maybe they thinking about changing to a different career, where that it might be a bit more, you know, accepting or welcoming of neurodiversity. So, I don't know if you got any kind of tips for individuals that that might not be in as good a place as they'd like to be in their chosen career.

Matthew Bellringer:

Yeah, absolutely, I think the main thing for me, and this is true of individuals and actually of people trying to support me, is take a strength’s focus. Look at the strengths and think about the things where necessary that are getting in the way of realising those strengths, whether they're internal or external.

We have a very big habit of assuming that things vary together. You know if you can do that, then you can do this as well and do that to a, you know, to the level, but that that just isn't the case. It's a weak assumption even amongst most, you know most people and it becomes an even weaker assumption when we're talking about neurotypical people, neurodivergent people.

So, understanding that we have these strengths and cultivating the strengths and working on supporting those strengths is the key thing. If you are an individual struggling in a particular organisation, then seeking ways to support those strengths, which might mean working your own way. You know, doing things your own way as much as the organisation allows you to do that. Is one of the key ways to develop this and if the organisation doesn't then it's a good reason, it will allow you to figure out what you're looking for in the next place as well, because I think it one of the big challenges of this is like OK, this doesn't work but what will?

And the more you can try and the more you can get specific about both the strengths and the abilities and the things you need to support those strengths and abilities.

Because that's what we're really looking at here. Is that the better fit you'll find in the future and also the more you can explain why you are of such unique value because you know there aren't that many neurodivergent people depending on how you measure it. It's at best one in five and that lumps us all in together and there are some neurodivergent people with very different skills and abilities than others, so it's that there is a rarity value in the perspective, and the skills and ability that neurodivergent people have.

So, if you can find the right fit, you can deliver things that other people simply can't to the same degree. And we very often learn that, like eternalise, the message that it has to be hard, it has to be difficult because that's what we get told all through school.

You know, all through and often all through the workplaces we're rewarded for things that are really difficult for us and actually moving in this direction of actually where are my natural abilities, where is my interest, where is my strength.

And overtime, exploring and cultivating that doesn't. It's an ongoing journey and a discovery, I think. But if we are you know if you are in a situation where you feel frustrated and stuck it can be you know, you can just start trying that out and exploring.

That in ways where ok, it might not be the case, so you need to try out an experiment in little small ways, but allowing yourself more of that interest and allowing yourself more of the stuff that comes easily to you as the strength is probably the best way to start cultivating those abilities.

Robin Christopherson:

Brilliant. And I'm sure there's a lot more wisdom, resources and support available from NeurodiverseIT so where would people go to find out more? Feel free to plug things and if there's something else burning that you that we haven't touched upon yet, please do flag that as well. But how can people find out more?

Matthew Bellringer:

So yeah, absolutely. The best way you can find out about all of my work where I've made at least an attempt to lay it out the way that explains it all, makes sense fairly succinctly is at my website which you can find at matthewbellringer.com/links and you can find all of the links to that stuff including to NeurodiverseIT there.

And if you find the NeurodiverseIT site, you'll find a whole load of upcoming events and past events with a lot of which have recordings which you can check out. You can also check me out on YouTube where which is also Matthew Bellringer. And yeah, that's and by all means connect with me on LinkedIn where I share a lot of this content as well.

And that you can also find from the links kind of page on my website, or you can just search Matthew Bellringer because they really aren't that many of us.

Robin Christopherson:

Is that double T or one?

Matthew Bellringer:

Yeah, 2T's and Bell ringer is spelled as it sounds. Yeah, exactly.

Robin Christopherson:

Yeah. Nice. Nice. Fantastic. Thank you so much. Any final comments or anything we haven't touched upon?

Matthew Bellringer:

I just want to thank you for doing the podcast and doing what you do because I think it's really really important. And I think, you know, the more that we're doing this and kind of celebrating and engaging with the difficulty at the same time and sharing different voices. It's such an important part of doing this work, so yeah, thank you for doing the podcast in general and for inviting me on.

Robin Christopherson

Brilliant. Thank you. Thank you so much. I absolutely had to get you on after the conversation we had and hopefully the listeners now will appreciate why, because it's such an interesting topic and you're so involved and, you know, engaged in this area and have an awful lot to convey, which we've probably just scratch the surface of in this chat, but yeah, thank you guys for joining us.

Matthew, thank you so much and we'll see you guys’ next time.

Matthew Bellringer:

Thank you.

Robin Christopherson:

Robin Christopherson:

TechShare Pro it's happening again this November for the 7th year running. It is the leading technology and digital inclusion conference. Please do check it out. We are going to be talking about everything from AI and what it will mean with your organisation and with end users across the world.

We're going to be talking about, the European Accessibility Act, which will mean so much more than compliance and a new level of accessibility for European organisations. Will it become the global standard when it comes to accessibility best practise.

We're going to be talking about how still, after accessibility has become so much more prominent people are still feeling like they're the lone voice within their organisation and how networks, both internally and externally, can help you push that agenda forward, that we all feel so passionate about and so much more.

There are going to be dozens of sessions, every single one you'll be able to catch live either in person or online or catch up afterwards. So please join us. The 14th and 15th of November, whether it's online or in person, we would love to have you. You can find out more information at techsharepro.com.