

Updated April 2025

Neurodiversity & Autism Awareness Month

Health Equity Resource Guide



Celebrating Neurodiversity & Autism Awareness



Did You Know?:

→ Neurodiversity in the Workplace

Key Insights:

→ Barriers

Employer Opportunities:

→ Accommodations for a Thriving Workforce

Resources



Did You Know?

Language for Neurodiversity

- **Neurodiverse:** refers to a group of people who show a different way of thinking. Some of whom have neurological differences like autism, ADHD or dyslexia.
- **Neurodivergent:** refers to individuals who have thinking patterns that are considered different than the majority (neurotypical) and diagnosis relating to they way they process information.
- **Neurotypical:** individuals who show thinking patterns that fit within societal expectations, without indications of disability.
- **Neurominority:** group of individuals with the same type of neurodivergence.

[A Spectrum of Benefits for Neurodiverse Employees | Business Group on Health](#)

[The Ultimate Guide to Neurodiversity in the Workplace - CareScribe](#)



Did You Know?

20% of

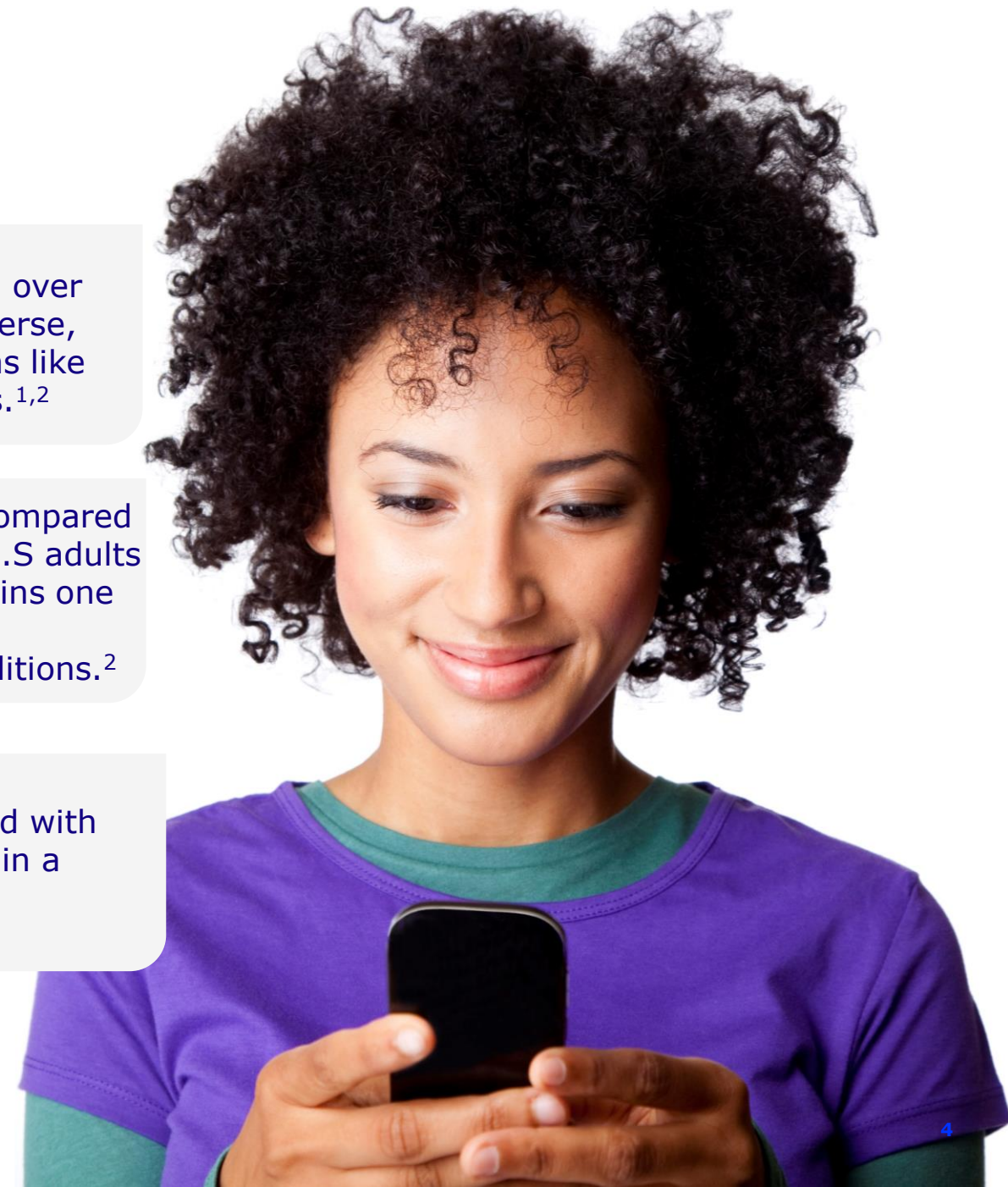
the population is neurodiverse and over 50% of Gen Z identify as neurodiverse, encompassing a range of conditions like autism, ADHS, dyslexia and others.^{1,2}

4x faster

growth in ADHD adult diagnosis compared to child diagnosis. **15.5 million** U.S adults are affected by ADHD, yet it remains one of the most underdiagnosed and undertreated neurodivergent conditions.²

175% increase

in the number of people diagnosed with Autism Spectrum Disorder (ASD) in a decade.²



Did you know?

70% of

employers will have implemented strategies specifically for neurodiverse and disabled populations in 2025, recognizing the importance of tailored health initiatives.¹

32% of

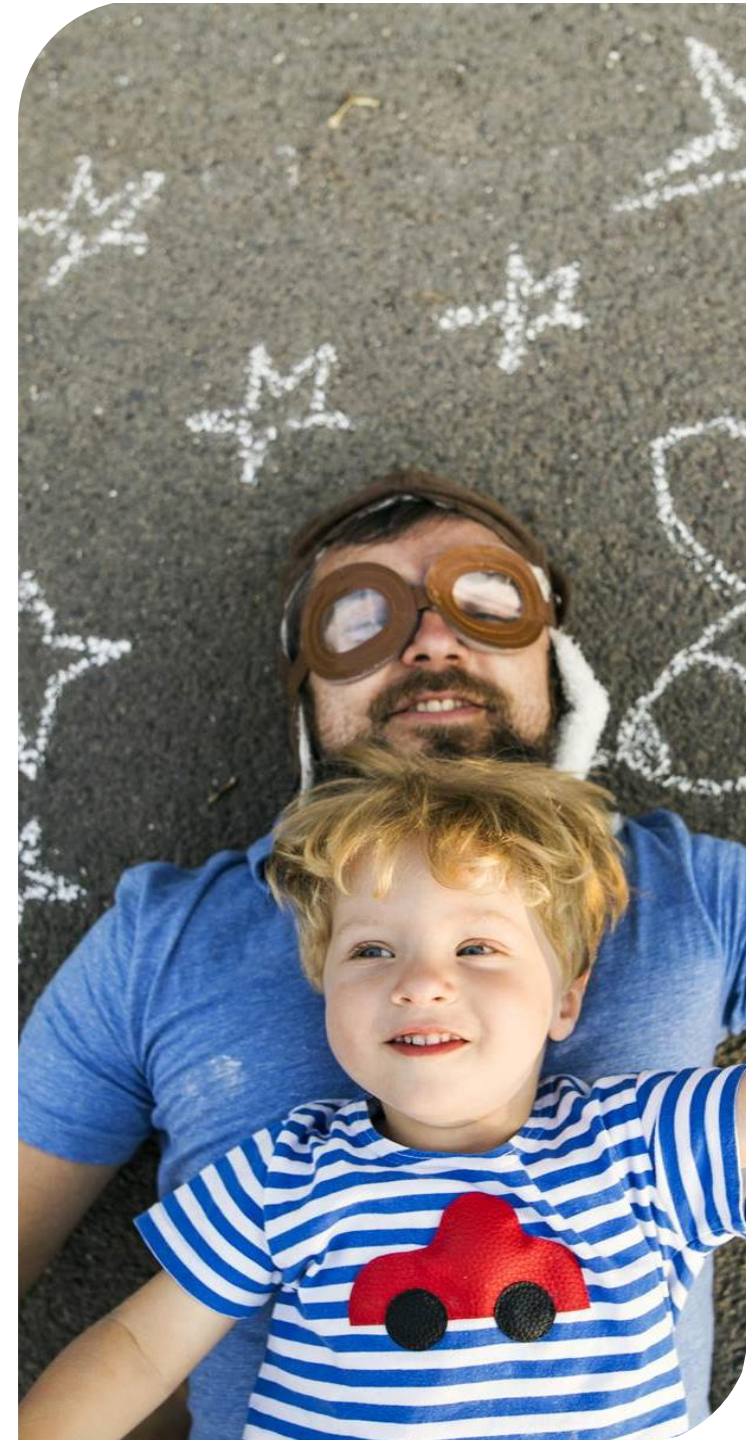
employers will be offering navigation and coaching services to support their neurodiverse population in effectively accessing health care benefits in 2025.²

Half of

employers have already expanded their benefit coverage to provide early diagnosis tools, interventions and treatments for neurodiverse employees and dependents.²

1. [A Spectrum of Benefits for Neurodiverse Employees | Business Group on Health](#)
2. [2025 Large Employer Health Care Strategy Survey | Business Group on Health](#)

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Key Insights

Neurodiversity is a powerful form of diversity

Neurodivergent employees are a proven competitive advantage and have been found to possess some of the most sought skills in today's world of work. ¹

Neurodiverse individuals often face obstacles at work

Without the appropriate tools to support them, neurodiverse individuals can have a challenging time bringing their talents to the workplace. A survey suggests 65% of employees fear managerial discrimination. ²

Awareness of ADHD impact in the workplace is growing

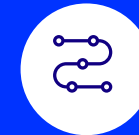
Yet there is a shortfall in access to care and treatment. One in three adults are not treated at all. Further, 56% have co-occurring mental health conditions. Lack of treatment has been linked to a 3x higher likelihood of burnout. ³

Reducing stigma is paramount

Reducing stigma, promoting acceptance and fostering a culture of support & empathy for autism and other neurodiverse conditions can encourage individuals and families working to overcome barriers. ^{1,2}



Business Advantage



Workplace Barriers



Treatment Barriers



Stigma and Awareness



Employer Opportunities

Tailored wellbeing initiatives¹

- Tailor wellbeing initiatives that are designed for and support neurodiverse traits. For example, stress management or mindfulness workshops and fitness classes that are sensory-friendly.
- Partner with ERGs as a resource for piloting the initiatives for success before launching.

Promote acceptance and awareness

- Lean on/create ERGs for the neurodivergent community.
- Educate people managers and individual contributors and develop peer mentorships.
- Encourage leaders to self-identify as neurodivergent and foster open discussion on ways to work more inclusively to remove stigmas.

Review communication guidelines¹

- Review or implement guidelines for inclusive benefit and well-being communications.
- Use direct and simple language and deliver instructions in a variety of ways (written, verbal, visual).
- Incorporate tools such as visual aids, meeting recordings to support diverse learning styles.

Offer accommodations for a thriving workforce

- Offer accommodations for a conducive work environment respectful of individual differences and include policies for workplace design.
- For example, distraction-free spaces, alternative lighting, noise cancelling headphones, etc.

How To Create A More Inclusive Work Environment For Neurodivergent Employees

Enabling a thriving workforce

Supporting success in the workplace for the neurodiverse



Employee Resource Groups

- Can champion for employees of all abilities by fostering a supportive community and creating a more inclusive and accessible work environment.



Internal Partnerships

- Collaborate with human resources, corporate real estate, procurement, and employee experience teams to bring awareness to the needs of the neurodiverse community.



Environmental Design:

- Implement strategy that includes policy for considering inclusive concepts are and incorporated into future workspace design to support vitality of neurodiverse (and all) employees. For example:
 - Color palettes
 - Distraction free areas
 - Wayfinding signage
 - Spaces to pace
 - Furniture patterns and more



60% of people who are neurodivergent or have learning and thinking differences have no idea what accommodations they are entitled to.

49% do not know who to talk to about requesting a workplace accommodation within their company.

[New Survey by The Harris Poll Reveals Workplace Stigma for Neurodivergent Employees](#)



Workforce Dynamics:

- Minimizing noise distraction with noise canceling headsets available as a standard offering through internal ordering system, as well as hearing aid compatible headsets.
- Offering reservable spaces to pause with "Focus and Vitality rooms". Each facility includes private space to decompress, focus reflect or meditate.
- Promoting Vitality Resources with Cigna EAP, Health Coaching, fitness options and tips such as – process for requesting ADA accommodation, self-reflection videos, helpful links and more.

Resources

Programs, tools and resources available to support Cigna clients and customers

Free Resources

Cigna Resources

Seminars

Employer Resources

- [Neurodiversity Network: Neurodiverse Companies](#)
- [Neurodiversity Hub](#)
- [Autism Speaks: Workplace Inclusion](#)
- [The Ultimate Guide to Neurodiversity in the Workplace](#)

Employee Resources

- **Cigna.com:**
 - [All In with Autism](#)
 - [Milestone Journey Website](#)
- **Autism Speaks:**
 - [Autism spectrum disorder \(ASD\)](#)

Coaching & Support for Autism

- [Flyer](#)

Cigna Newsroom

- [Young boy's autism diagnosis inspires his father's advocacy](#)

Educational Material

- [Neurodiversity at Work Handouts](#)
- [Autism Toolkit](#)

Cigna's 2024 Autism Presentation Library

Includes a variety of topics such as:

- [Embracing Brain-Based Differences in the Workplace](#)
- [Navigating the Special Education System](#)
- [Understanding Neuropsychological Testing](#)