

# Enabling Neurodiverse Inclusive Science Careers - EnDISC

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# What we did

- Evidence Review
- Focus groups
- Interviews
- Training materials

# What we learned

- Lack of literature in area
- Data showed the most significant barrier is the academic workplace culture, which lacks understanding of and support for, neurodivergent scientists
- The most concerning finding was that **37%** of ECRs surveyed indicated they had considered leaving academia and that due to this culture, **73%** had not requested any adjustments

# Good practice we would like to share

- foster a culture of openness and inclusion, and support for neurodivergent employees
- communicate clearly rights and responsibilities, including mandatory adjustments and job role expectations
- allow greater flexibility for work schedules and location
- be much more willing to provide adjustments, including private office space