

# NEURODIVERSITY IN THE WORKFORCE PANEL

We will be starting shortly.

**Interactive activity:** In the chat box tell us...

*When were you first introduced to the topic of autism?  
(Ex: In School, family member, etc.)*

ATTA Webinar – 4/11/23 – 10:45AM-12:30PM EST

Moderated by Dr. Kerry Magro Ed.D., CAS



OBJECTIVE  
OF  
TODAY'S  
PANEL

- The objective of today's panel is to educate employees and leadership on the benefits of tapping into neurodiverse individuals to change how we look at employment for those with autism and other related disabilities
- 1 in 36 are impacted by autism in the U.S. (fastest growing developmental disability) – 2.7% of the U.S. population
- Over 7 million individuals have autism in the U.S. while over 70 million worldwide are impacted
- Autism does not end at 18. 1.1 million autistic teens will transition to adulthood within the next decade.
- The majority of autistic adults are unemployed or underemployed

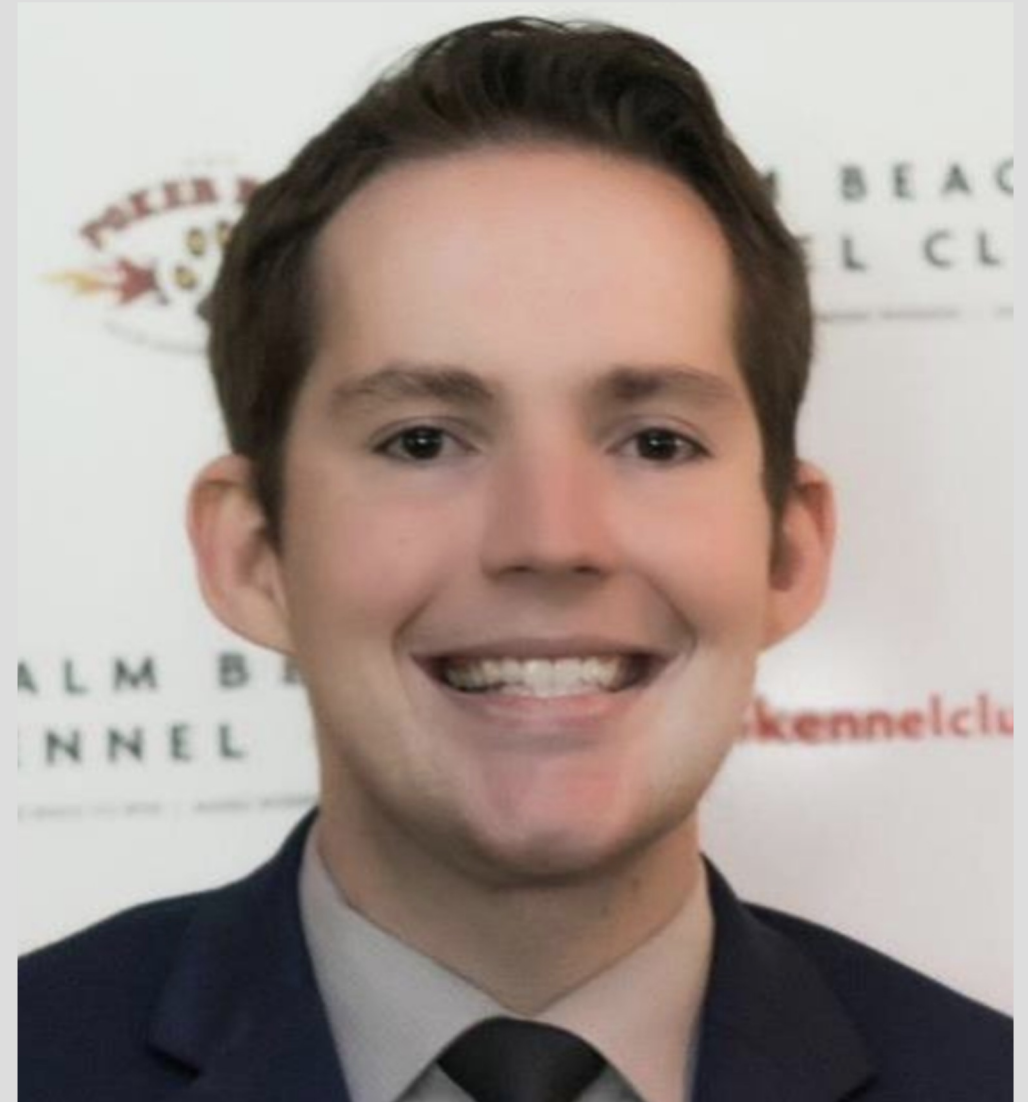
# NEURODIVERSITY IN THE WORKFORCE

- Businesses across the United States have begun to realize that hiring talented candidates with disabilities is not only the right thing to do; it makes good business sense while demonstrating high ROI and aids in 503 compliance.
- Autistic people are...
  - More likely to stay at a job longer
  - More likely to take less time off from work
- Does autism affect the bottom line? The majority of reasonable accommodations often cost \$0 and when they do it's often just a one-time onboarding fee of \$500
- You can learn more about this topic via The Department of Labor's Office of Disability & Employment Policy, "Business Strategies that Work: A Framework for Disability Inclusion"

## MODERATOR: DR. KERRY MAGRO ED.D, CAS

Kerry Magro is an [award winning professional speaker](#) and [best-selling author](#). Kerry has become a role model in the disabled community. Nonspeaking at 2.5 and diagnosed with autism at 4, Kerry has overcome countless obstacles to get to where he is today. In May of 2019, Kerry received his doctorate in Educational Technology Leadership from New Jersey City University to become Dr. Kerry Magro. He currently is CEO and Founder of KFM Making a Difference, a non-profit corporation focused on disability advocacy and housing.

Today Kerry travels the country and has spoken at over 1150 events in the past 11 years. Of his highlights include publishing 4 Amazon best-selling books *Defining Autism From The Heart*, *Autism and Falling in Love*, *I Will Light it Up Blue* and *Autistics on Autism*. He's also consulted on the [2012 Motion Picture Joyful Noise](#) and consulting on the Emmy Award-Winning Netflix Series 'Love on the Spectrum U.S. Season 1'. Kerry currently resides in Hoboken, New Jersey.



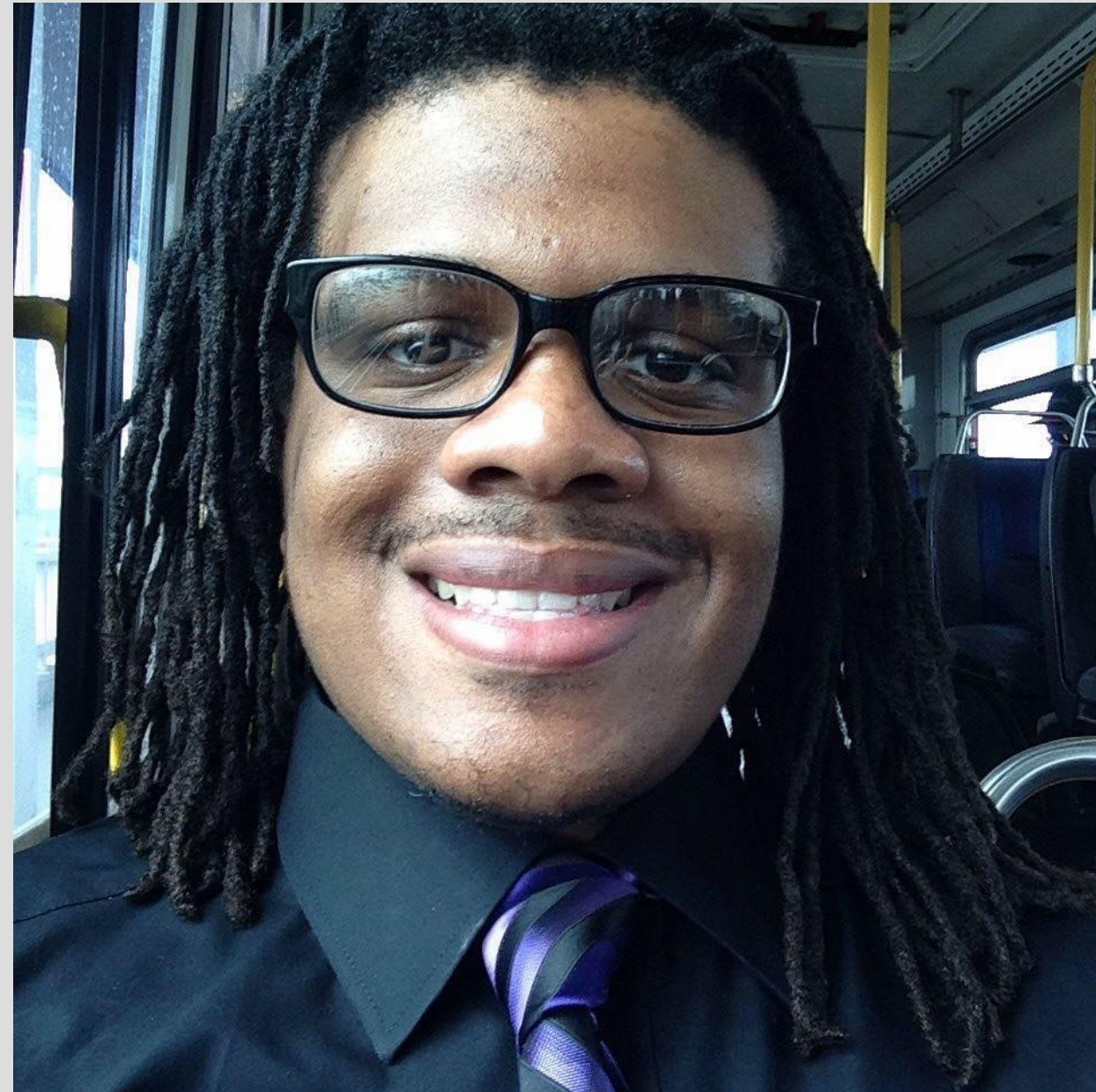
## PANELIST: AMANDA ALONZO

Amanda is a 37-year-old Latina with Autism. She was diagnosed in her late 20's. She also has a son with autism. She lives in Southern California and owns her own private practice, Blu Alliance Counseling Center. She is the CEO/ Director of Blu Alliance Counseling Center and is also a Licensed Marriage and Family Therapist.



PANELIST: TIMOTHEUS "T.J."  
GORDON, JR.

Timotheus "T.J." Gordon Jr., MFA, MS, is a research associate at the Institute on Disability and Human Development at University of Illinois at Chicago. Gordon uses his passion for self-advocacy, racial equity, disability culture, and autism acceptance to create webinars, training sessions, and publications on autism and race, inclusion in communities of color, exploration of sexuality in the disability community, coping with COVID-19 pandemic, mental health emergency services, and more.



## PANELIST: OLIVIA HOPS

Olivia Hops is a 25-year-old Autistic entrepreneur from San Diego, CA.

Once a sports journalist for companies such as the NFL Network and Sports Illustrated, she is now the owner of an online Edible Cookie Dough company, Unbaked Bar, that has been featured in magazines and newspapers such as the New York Times, Food Network, LA Weekly, and more.

When she was diagnosed with Autism in 2020 at 24-years-old, she created a YouTube channel specializing in females on the Spectrum. Her videos now have nearly 2,000,000 views.

She has recently launched an online Edible Cookie Dough Course to teach Autistic adults how to start their own online business and become successful business owners. She also offers Autism Coaching in hopes to help others like her.



A LOT OF COMPANIES, SUCH AS MICROSOFT, SAP, EY, GOOGLE, HP, FORD MOTOR, WALGREENS, ETC., HAVE EMBARKED AND STARTED PROGRAMS TO HIRE PEOPLE ON THE AUTISM SPECTRUM. FROM YOUR PERSONAL EXPERIENCE, WHAT STRENGTHS DO EMPLOYEES THAT ARE NEURODIVERSE BRING TO THE WORKFORCE?



JOB POSTING PLACES ONLINE TODAY. WHAT ARE SOME OF THE BARRIERS PEOPLE WHO ARE NEURODIVERSE FACE WHEN APPLYING FOR JOBS?

HOW DO ORGANIZATIONS  
AND TEAMS BENEFIT FROM  
HIRING NEURODIVERSE  
INDIVIDUALS?

ONCE HIRED, WHAT SORT  
OF SUPPORT SYSTEMS  
MOST BENEFIT EMPLOYEES  
ON THE SPECTRUM?

WHAT WOULD YOU WANT  
SOMEONE WHO IS NOT ON  
THE SPECTRUM TO KNOW  
ABOUT YOURSELF OR PEOPLE  
ON THE AUTISM SPECTRUM?

HOW CAN MANAGERS  
AND COLLEAGUES BEST  
SUPPORT TEAM MEMBERS  
THAT ARE ON THE  
SPECTRUM?

THANK YOU! QUESTIONS?

WRITE THEM IN THE Q&A BOX.

# STAY IN TOUCH!

Learned something new? Leave a testimonial for our panelists  
[bit.ly/paneltestimonial](https://bit.ly/paneltestimonial)



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