

# DIVERSITY: INVISIBLE DISABILITIES AT THE HEART OF INCLUSION POLICY

**Company name :** CGI

**Activity sector :** Autres activités de services

**Company category :** Grande Entreprise

## Description of the action

Atypical@CGI is a pilot project launched by CGI to facilitate access to the diagnosis of cognitive disorders.

## Context

For CGI, it's time to take a new look at more atypical forms of disability, such as Autism Spectrum Disorder (ASD) or Attention Deficit with or without Hyperactivity Disorder (ADHD). These forms of disability, as we know today, are a real source of creativity for teams and social innovation for HR teams.

However, most of the time they are undiagnosed because the individuals concerned have developed their own compensation strategies that are sources of fatigue, stress and misunderstanding.

## Objectives

We are going to continue what we have started, to embody this inclusive approach which is now at the heart of our employer signature: "You are unique and we like that".

This includes supporting all of CGI's stakeholders: HR, managers and employees in their efforts to recognize diversity and build an inclusive company.

This system contributes to this by offering members who are already integrated the opportunity to get to know each other better and to be legitimate in their specific needs.

## Approach

This ASD and ADHD Diagnostic Facilitation Project is a new partnership developed with a neuropsychologist's office.

The first step consists of answering a questionnaire, then a Skype interview is conducted to evaluate the relevance of the approach.

The volunteers then meet with a neuropsychologist who will carry out the tests and establish a pre-diagnosis. The final diagnosis can only be made by a psychiatrist specialized in autism for adults.

This system saves 3 years on obtaining a diagnosis through the "classic" paths, overloaded with requests, and offers the member a personalised service.

The tailor-made approach may lead to recognition of the quality of disabled worker and enable the disability mission to implement solutions adapted to the needs of the employee: for example, specific coaching to support career

development, the provision of adapted tools: anti-noise headphones, connected watch that measures stress... or the more systematic implementation of teleworking.

## Impact

To date, more than 70 employees in Luxembourg and France have applied for this scheme.

## « To do »

- Personalized accompaniment in the career path of the member and his or her entourage if necessary
- Communicating to all CGI and beyond: shared pride
- Involvement of certain CGI members as "ambassadors" and speakers to explain their daily life (e.g. SEEPH) and/or their commitment
- Openness to diversified recruitments via specialized support structures

## « Not to do »

- Making diversity a taboo
- Do not generalize: all autistic/ADHD people are different