

The Autism Embassy

{ the autistic colleague acting as a change agent at work

- & I'm a technical safety engineer
- & what is the Autism Embassy
- & Shell experiences it was build on
- & what does it tell me

In short

Diederik Weve
3rd Disability Studies International Conference 'The Art of Belonging'

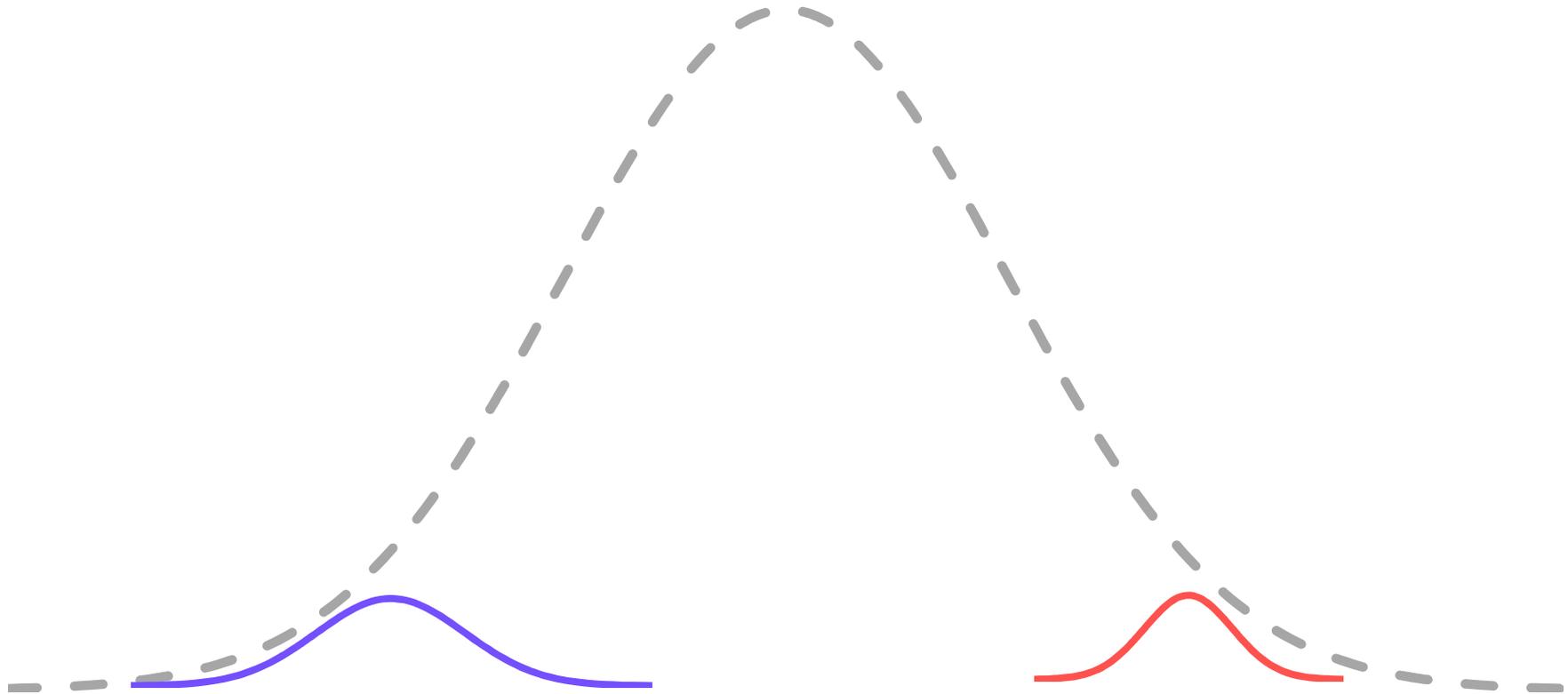
02-11-2017

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How can we normalise autism



such that it is accepted as part of everyday life

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Autistic employee in 'role model'
& Normalises the disability
& Creates understanding & goodwill
& Visible in the organisation
& Offers action perspective

Respected employee
Matured in his diagnosis
Strength & Vulnerability

Supported by internal network

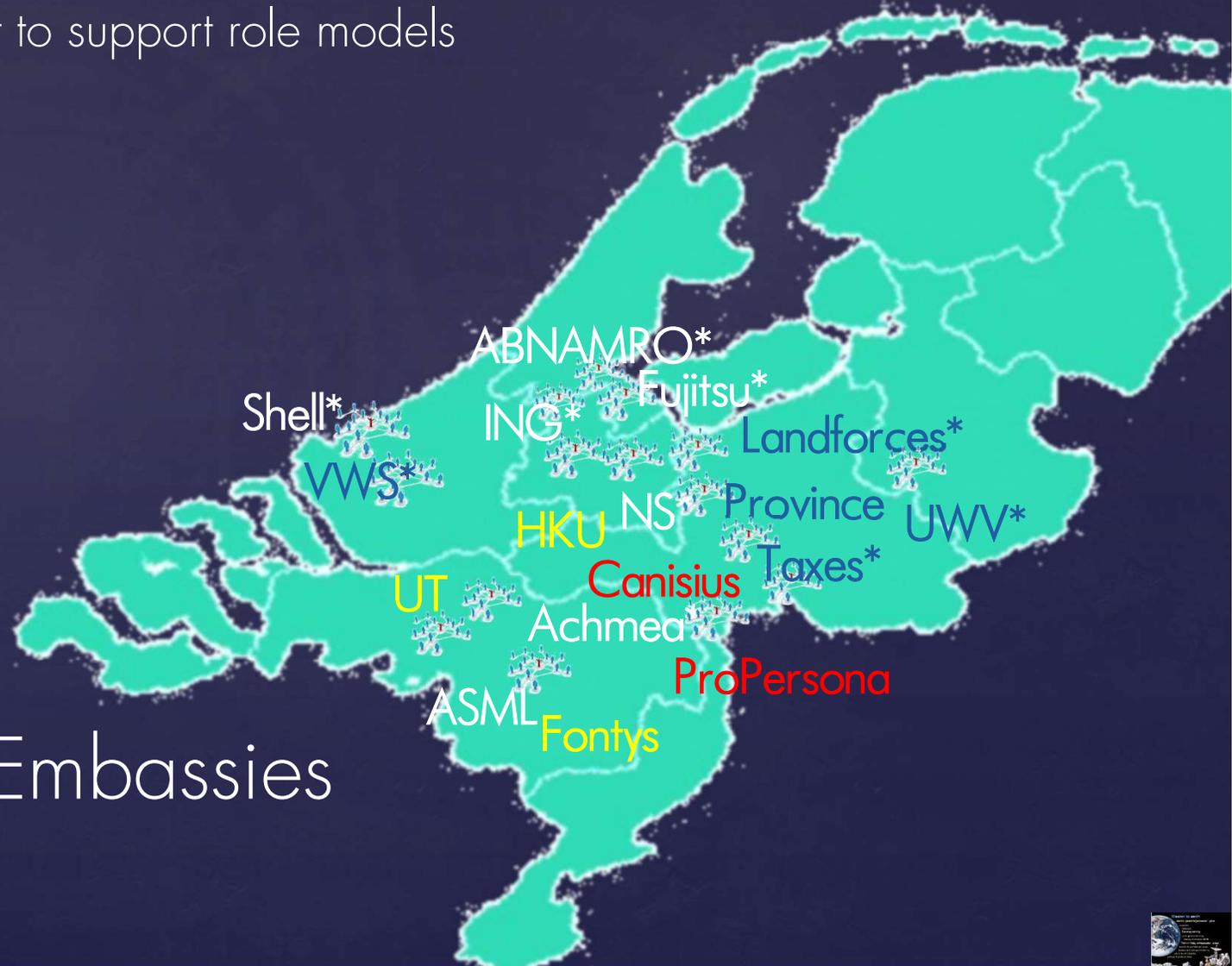
...not about: employment

Autism Ambassador



- ↳ Large organisations
- ↳ Foster diversity
- ↳ Want to support role models

Autism Embassies





Mission to earth

Identify person-organisation pairs

networks

fishbowls

Develop training

pilot generic training

develop & facilitate 50:50

Train in 4-day ambassador class

societal & non-medical views

communicate using vulnerability

use or build networks

practice & personal story



AUTISME AMBASSADEUR

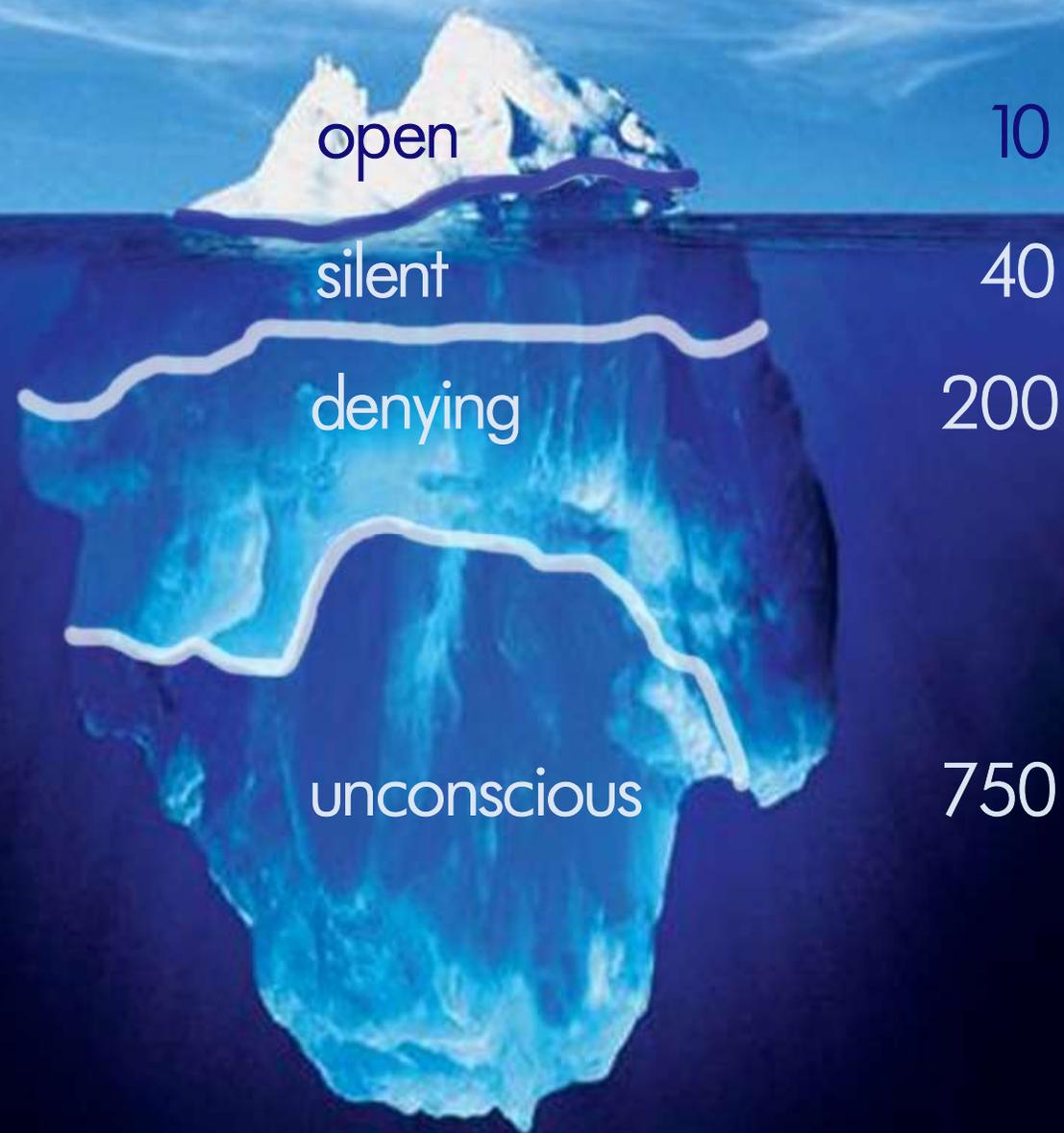


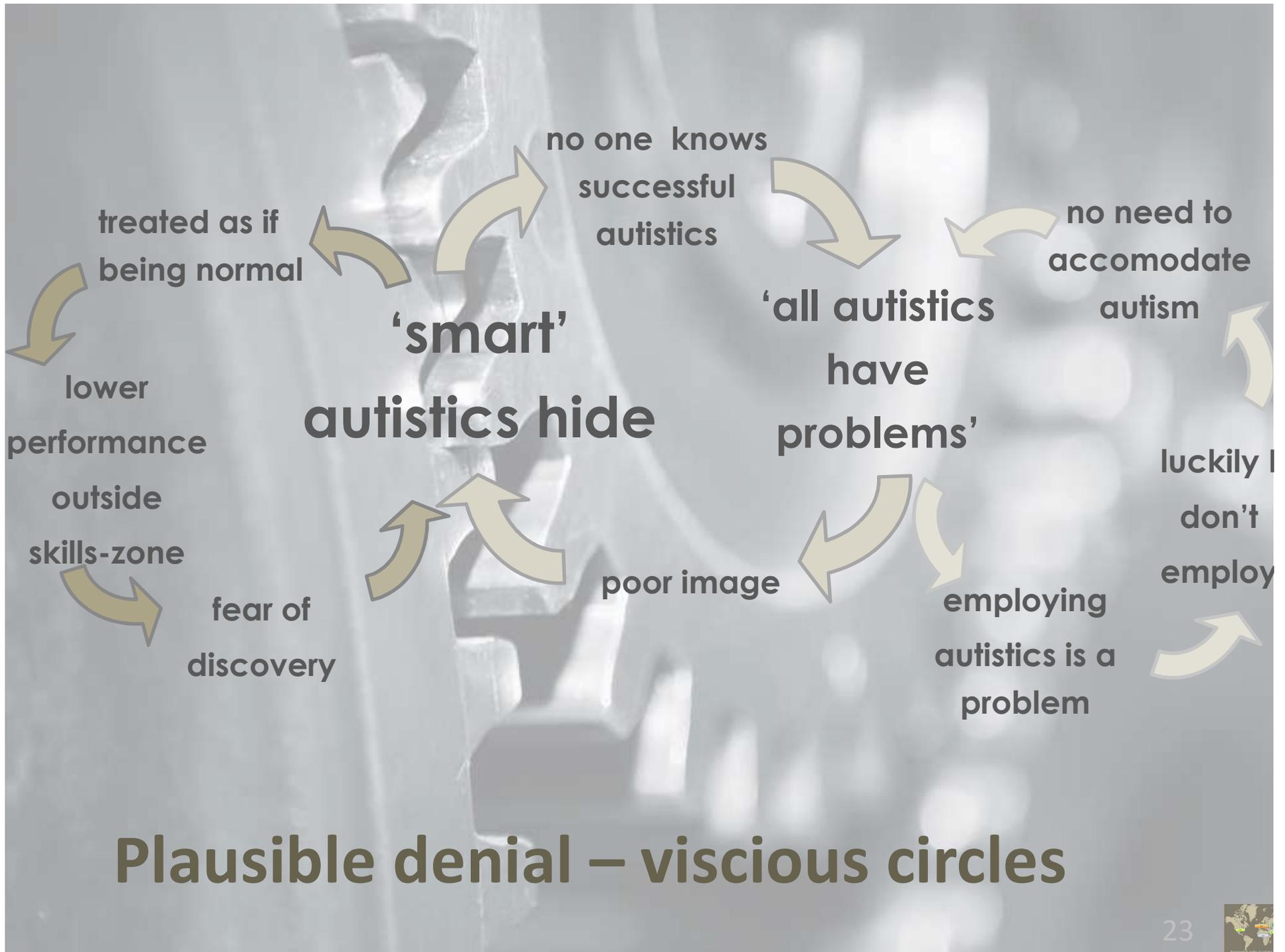
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Where are my 1000 autistic colleagues?







#participants & grading of workshop
Autism as a Diversity 2012-2017



- ⌘ 40 workshops, 1272 participants, 319 questionnaires
- ⌘ personal, openness, sharing, engagement, judgemental, courageous, positive
- ⌘ "good to hear about my colleague", "personal stories"
- ⌘ "chance for reflection", "different framing"
- ⌘ "rethink my leadership attitudes"
- ⌘ "openness", "openness" & "openness"

Responses from participants

02-11-17



& I needed a network to
 & organise interactions

My network



WHAT DO THESE SHELL PROFESSIONALS HAVE IN COMMON?

Diederik
 Dutch, Tech Safety Engineer, P&T
 Loves travel. Lives in the Autistic Spectrum

Donna
 Canadian, Finance Manager, Retail.
 Likes to spend time in the mountains & travel. Has Cerebral Palsy



Chandrashakher (Chen)
 Indian, WPA Analyst, Loves swimming and power lifting. Has Cerebral palsy and hypothyroidism



Tim
 British, EVP HR Talent, Worries about his daughter. Has a chronic vision impairment



Giovanna
 Brazilian, Credit analyst, mom of two handsome sons. Does not have a disability but one of her sons has intellectual disability (brain injury)

Syarnissa (Nissa)
 Malaysian, Logistics Graduate, UI. Loves Motivational Speaking, Travelling, Writing. Has Congenital Glaucoma, Spina Bifida, a weak pair of lungs – and an undefeated spirit!

Humaira
 Pakistani, Global Sector Manager, Retail Commercial Fleet, Loves painting & photography. Has a hearing impairment for the last 8 years ... but listens actively



Andy
 British, HR Mgr, Trading & Supply. Climbed Mount Kilimanjaro. Loves Cricket. Has vision in 1 eye/prosthetic leg



THEY ALL ARE SUCCESSFUL AND...
 HAPPEN TO HAVE A DISABILITY (or care for someone with a disability)

enABLE Networks
 at Shell



International Day of Persons with Disabilities **December 3, 2017**

what did it tell me

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What did it tell me

- ↳ sensation of belonging by wide support for *my* approach
- ↳ I need to understand these 1272 colleagues
 - ↳ reciprocity: my 'claim' reinforcing their claim to space
 - ↳ colleagues with social responsibility desires & aspirations
 - ↳ task negotiation in the face of disabilities is also normal
- ↳ the autism embassy works because of their belongingness

What did it tell me

Discussion

{ ...