

# NEURODIVERSITY 101 FOR MANAGERS: A NEW APPROACH TO DEIB

*Expert shares how companies can Empower the Creatives, Thinkers, and Innovators in Their Organization*

Many organizations still struggle to fully understand what neurodiversity means or how to integrate neurodivergent individuals effectively. As companies strive to build more inclusive work environments, empowering neurodivergent talent could be the missing key to unlocking innovation, creativity, and unique problem-solving capabilities.

Khushboo Chabria is a neurodiversity specialist and transformational leader with Neurodiversity Pathways at Goodwill of Silicon Valley. As a career coach, speaker, and advocate, she helps organizations foster environments where neurodivergent employees can thrive while empowering individuals to reach their full potential.

*“Neurodivergent individuals offer unique perspectives and talents that are often underutilized in traditional workplace settings. From creativity to innovative problem-solving, their abilities can drive change in organizations—if given the right support,”* says Chabria. She advocates for shifting DEIB practices to better accommodate neurodivergent employees, ensuring they have the tools, psychological safety, and encouragement needed to succeed.

## **TALKING POINTS** **(FOR INTERVIEWS & ARTICLES)**

- **How to Bridge the "Service Cliff" for Neurodivergent Job Seekers**
- **Compassionate Curiosity:** Supporting Neurodivergent Individuals in the Workplace
- **Why Neurodiversity is the Missing Piece in Today's DEIB Strategies**
- **Why the Future of Work Requires More Than AI:** The Role of Neurodiversity
- **Neurodiversity as an Innovation Engine in the Workplace**
- **How to Create Psychological Safety for Neurodivergent Employees**
- **Hiring for Neurodiversity:** What Companies Get Wrong and How to Fix It
- **Neuro-Inclusion as a Competitive Advantage**
- **Beyond Awareness:** How to Actively Support Neurodivergent Employees
- **The Future of Work is Neurodiverse:** Are Companies Ready?

In an interview or article, Chabria can share ACTIONABLE STRATEGIES for managers to create neuro-inclusive environments. From redesigning hiring processes to fostering psychological safety and inclusive leadership, her insights offer PRACTICAL STEPS to empower neurodivergent employees and leverage their unique strengths. Her advice is relevant for HR professionals, leaders, educators, and service providers alike.

- **Neurodiversity in Leadership:** How to Cultivate Neuro-Inclusive Leaders
- **The Growing Need for Neurodiverse Talent in Creative Industries**
- **How Leaders Can Foster Neuro-Inclusive Cultures That Benefit Everyone**

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## **MORE DETAILS ABOUT KHUSHBOO CHABRIA:**

Deeply passionate about diversity and inclusion, Khushboo is a Neurodiversity Specialist and a Transformational Leader, on a mission to advocate for and help provide access to high-quality support services for neurodivergent individuals.

Khushboo aims to make a meaningful impact in the world through education, empowerment, authentic engagement, and unbridled compassion. With varied experiences in supporting

neurodivergent individuals of all ages and their family members, working as a therapist and clinician, studying Organizational Leadership, and discovering her own ADHD, Khushboo brings an interesting mix of skills and experiences to this field of work.

Khushboo is currently a Program Manager, Career Coach, and Program Facilitator at Neurodiversity Pathways (NDP) - a social impact program under the Goodwill of Silicon Valley focused on educating and supporting neurodivergent individuals to help launch their career and supporting organizations to integrate ND employees into the workplace through belonging and intentional empowerment. The tagline is *"Inclusion for Abilities and Acceptance of Differences"* and NDP is on a mission to inspire and improve the intentional inclusion of neurodistinct individuals in the workplace.

Khushboo also sits on the board of Peaces of Me Foundation and is involved in consulting, writing, and speaking on the topics of Neurodiversity, DEIB, Transformational Leadership, Psychological Safety, Compassion, Cultural Competency, Mental Health + Employee well-being as well as Coaching.

*I believe in diversity in who we are, but also in how we see the world.*

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## ***MEDIA INQUIRIES:***

*Khushboo Chabria is available for interviews, articles, and can provide expert commentary.*

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