Prof. Eleanor T. Loiacono will be presenting on

**NEURODIVERSITY IN THE HIGH-TECH WORKFORCE**

*When: Tuesday March 26, 2019
Time: 12:00 PM*

*Where: '61 Conference Room - Sports & Recreation Center*

Eleanor T. Loiacono is a Professor of Management Information Systems at Worcester Polytechnic Institute. Her fully dimensional research extends into affective computing, accessibility for people with disabilities, and culture. Prof. Loiacono explores how, in order to succeed in the new global digital economy, companies need to be agile, innovative and astute, and, in turn, this requires them to have a diverse workforce with a variety of views and talents. A diverse workforce results in increased adaptability and flexibility as well as a broader range of services to meet customer demands. In fact, research has shown that increased team diversity can increase a firm’s bottom line. Moreover, building a diverse workforce means taking account of neurodiversity, not just racial or gender diversity.

Neurodiversity is “the variation and differences in neurological structure and function that exist among human beings, especially when viewed as being normal and natural rather than pathological [i.e., disability or impairment].” These differences include those identified as having Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), Dyspraxia, Dyslexia, Dyscalculia, Tourette Syndrome or other mental variations considered disabilities under the Americans with Disabilities Act of 1990. The diversity among human brains is equally as enriching to humankind as biodiversity, cultural diversity and racial diversity and, thus, should be recognized and similarly supported. Those who do not possess such variations in their brains are considered neurotypical and collectively make up the majority of IS and other workers.