

Symposium | Neurodiversity : [Symposium 77] Embracing Neurodiversity: Advancing Inclusive Workplaces for All Abilities

📅 Sat. Sep 27, 2025 3:50 PM - 5:20 PM JST | Sat. Sep 27, 2025 6:50 AM - 8:20 AM UTC 🏛️ Session Room 6 (Conference Room B)

[Symposium 77] Embracing Neurodiversity: Advancing Inclusive Workplaces for All Abilities

Moderator: Fuminari Obuchi (Kaien Inc.)

[SY-77]

Embracing Neurodiversity: Advancing Inclusive Workplaces for All Abilities

Keita Suzuki¹, Hasanen Al-Tairar, Takeo Kondo, Yoshihisa Kato (1. Kaien Inc. (Japan))

[SY-77-01]

Unlocking Potential: Neurodiversity as a Competitive Advantage in the Modern Japanese Workplace

*Keita Suzuki¹ (1. Kaien Inc. (Japan))

[SY-77-02]

Diverse Abilities Center Leader of EY Japan

*Yoshihisa Kato¹ (1. EY Japan (Japan))

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Keywords : Neurodiversity、Inclusion、Workplace

The "Embracing Neurodiversity: Advancing Inclusive Workplaces for All Abilities" symposium aims to foster a deeper understanding and appreciation of neurodiversity in the workplace. This event will bring together thought leaders, employers, neurodiverse individuals, and advocates to explore innovative strategies for creating more inclusive work environments. Attendees will gain insights into the unique strengths and challenges faced by neurodiverse employees, and learn about practical approaches for fostering inclusion, enhancing productivity, and driving organizational success. Sessions will cover topics such as inclusive hiring practices, workplace accommodations, the role of technology, and the importance of organizational culture in supporting neurodiverse talent. Join us in championing a future where all abilities are recognized and valued.

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[SY-77-01] Unlocking Potential: Neurodiversity as a Competitive Advantage in the Modern Japanese Workplace

*Keita Suzuki¹ (1. Kaien Inc. (Japan))

Keywords : Neurodiversity、 Disability Employment、 Workplace Inclusion、 Japan

This presentation explores Japan's unique adoption of neurodiversity concept. Five domestic factors are crucial: 1) The government's economic and tech-focused framing, creating both opportunity and limitation; 2) A 50-year-old disability employment quota system, for which neurodiversity offers a more nuanced alternative to a rigid binary; 3) An urgent labor shortage due to severe demographic decline, increasing the value of diverse talent pools; 4) Rising school and work absenteeism, indicating a need for more flexible societal structures; and 5) The recent growth of online self-advocacy movements, empowering individuals to share their own stories.

Analyzing these trends, we argue that neurodiversity is a strategic necessity for Japan. It provides a vital framework to harness untapped human potential, foster innovation, and address the nation's most pressing socio-economic challenges.

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[SY-77-02] Diverse Abilities Center Leader of EY Japan

*Yoshihisa Kato¹ (1. EY Japan (Japan))

Keywords : Integrating neurodiverse individuals into the workforce、 Overcoming biases and stereotypes、 Providing appropriate training and support with PwD、 Fostering a culture of acceptance and understanding

Yoshihisa Kato will address key challenges in integrating neurodiverse individuals into the workforce, such as overcoming biases and stereotypes, providing appropriate training and support, and fostering a culture of acceptance and understanding. Strategies for promoting self-awareness and advocacy among neurodiverse employees will be discussed, empowering them to effectively communicate their needs and contribute their unique perspectives.