



Inclusive technology
to help neurodiverse and
multilingual workforces thrive



Up to **1 in 5¹** people around the world are neurodivergent. That means they have a neurodiverse condition such as **Dyslexia, Autism, ADHD and Dyspraxia.**

These individuals think in ways that are truly unique. They have talents that are simply unforgettable. Despite this, **3 in 4² will not fully disclose their condition at work.**

Understanding and being understood is vital for all of us. When we understand, we are more confident. With the right support, we're **more likely to succeed.**

*Sources: Nancy Doyle (2020) Neurodiversity at work: a biopsychosocial model and the impact on working adults. British Medical Bulletin (Volume 135, Issue 1)¹
Accenture (2020) Enabling Change. Getting to Equal 2020: Disability Inclusion²

Employee benefits for all

Read&Write is an inclusion tool that empowers all employees to thrive in their own way. It offers instant support to neurodivergent employees and multilingual teams without the need to self-identify.



Neurodivergent employees who think, learn and work differently can choose to hear written text out loud, leave voice notes in documents, and use highlights to take the stress out of research and collaboration.



Staff who speak **English as a second language** can check their work for spelling, grammar and commonly confused words and look up the meaning of words in a dictionary that provides both written and pictorial definitions.



Employees with **conditions that affect reading and writing** such as visual impairments, processing speed, or motor skills can benefit from the screen mask to reduce glare, word prediction to reduce keystrokes, and audio maker to listen to content as an alternative to on-screen reading.

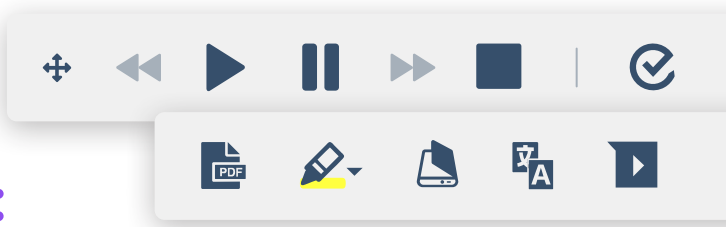


Regardless of difference, disability or language, **100% of our employees** should feel encouraged to understand and communicate in their own unique way. With Read&Write, all employees can choose to learn and work in the style that suits them best. From the auditory processors, visual learners & beyond.



Read&Write

support tools include:



Text-to-Speech:

Reads on-screen text aloud, which helps to reinforce understanding, increase focus and improve retention.



Dictation:

Converts the spoken word into text, allowing employees to choose how they complete written work.



Check It:

Reduces writing errors with an advanced grammar and spelling checker. Employees can focus on the context of content, without worry over the mechanics of spelling.



Screen Masking:

Tints the whole screen in any chosen color, and provides a reading spotlight, helping to minimize on-screen distractions.



Audio Maker:

Converts large documents into MP3 files for listening on-the-go.



Word Prediction:

Intuitively predicts word entry, helping employees to maintain focus and flow.

Business benefits

Solving the big challenges in Diversity, Equity & Inclusion (DEI) can be a slow process. With Read&Write, you can take an important step towards creating an inclusive workplace culture while also supporting your Environmental, Social & Governance (ESG) strategies and proving a return on investment:



Increase return on investment: inclusive businesses report 28% higher revenue, double net income, 30% higher profit margins.



Attract and retain the best talent: 76% of job seekers believe a diverse workforce is a non-negotiable factor when considering job offers.



Better decision making: neurodiverse teams are 87% better at making decisions and 70% more likely to capture new markets.



More engaged workforce: 81% of employees who believe they work in an inclusive culture are also happy in their jobs. This is 3 times more than those who do not feel included. Happy employees are more productive, better team players, have low absenteeism and are more engaged at work.

Source: serenityinleadership.com³





"We know that it takes on average 3 years for a person to disclose that they have a neurodiverse condition. The number of neurodivergent colleagues we have is higher than we think. That's why we've made Read&Write available to every single colleague."

KPMG



"We make Read&Write available to staff on our app store. Individuals throughout the globe can download it to their machine at any time. We added it to our app store in 2018 and we've had explosive growth."

Ernst & Young



"Read&Write is very user-friendly and it literally changed my life! I felt less stressed. It gave me confidence that I could do my job and I deserved to be in my position."

Taljinder Duggal,
Read&Write user with Dyslexia and Dyspraxia



"English is not my first language so, when I have a lot of text to read, I use Read&Write as it reads the text out loud to me (like my Kindle). It's a real time saver because I can work on other projects/tasks at the same time."

Andrius Kantakevicius,
Non-native English speaker



Find out how we can help achieve your inclusion goals

