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D&I with James Richards

Perspectives article



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Featuring

James Richards

Introduction[[edit](#) | [edit source](#)]

This D&I Coffee Break session features James Richards, Professor of Employment Relations from the Edinburgh Business School, Heriot-Watt University, Edinburgh.

In a talk about “Making employment and science careers inclusive for neurodivergent employees”, James Richards considers what makes for inclusive employment for the science careers of neurodivergent employees. James broadly covers the emergent area of employment and neurodivergence (the idea that cognitive conditions, such as autism, ADHD, dyslexia and dyspraxia, are natural variations in the way people think and process information, and how neurodivergent face many difficulties in workplace, despite having a range of unique strengths that can derive from thinking differently).

Topics covered include: definitions and terminology associated with neurodivergence, key statistics on neurodivergence, common workplace problems, the social model of disability, and good inclusion practice. The session will appeal to managers of neurodivergent employees working in science careers, neurodivergent people (15-20 per cent of the adult population), as well as staff representatives keen to know more about negotiating more inclusive employment for such a critical, yet historically neglected, part of the workforce.

The virtual coffee break series is presented by CKN, SAMPE Canada, CACMSA and CREPEC. Topics will include the importance of D&I, mentorship, allyship, how to make your workplace more inclusive, unconscious bias, and more.

Biography[[edit](#) | [edit source](#)]

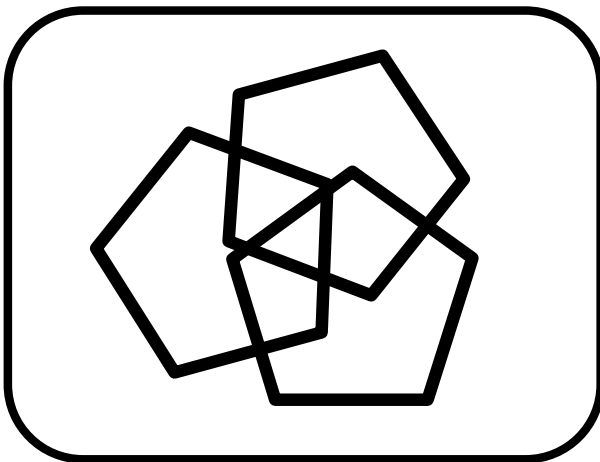
James is a Professor of Employment Relations at the Edinburgh Business School, Heriot-Watt University, Edinburgh, UK. James is Co-Investigator for the UK's Equality, Diversity and Inclusion Caucus (EDICa), also based at Heriot-Watt University, where he leads a workstream on enabling workplaces, a £4.2M (\$7.4CAD) project funded by a range of UK research councils (1/2023 to 12/2025). He is also Engagement Lead (Neurodiversity) for the Engineering and Physical Sciences Research Council (EPSRC) EDI Sharing Hub+ (11/2024 to 10/2028), set up to provide leadership and coordination to support sharing of EDI good practices and 'what works' across the engineering, physical and mathematical sciences research community.

James' research is largely built on previous research projects based around making workplaces more inclusive for neurodivergent and disabled employees. His work has led to 4-star impact case study submitted to the UK's Research Excellence Framework 2021, a case based on improving inclusion for neurodivergent white-collar, highly skilled employees, working in the rail industry. James is currently co-developing an impact case study based on creating inclusive careers for neurodivergent engineers, a project drawing on a range of evidence-based research led from Heriot-Watt University.

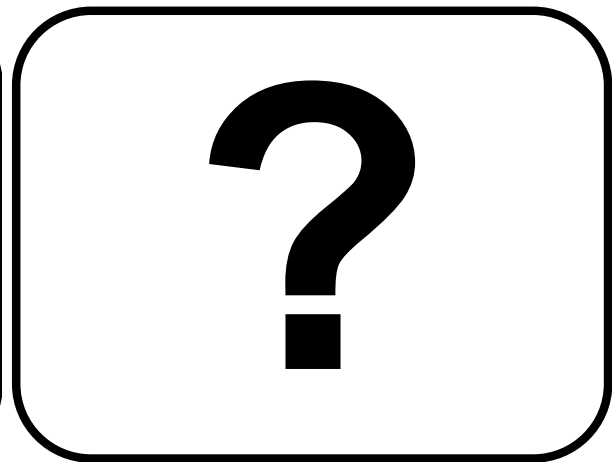
Video[[edit](#) | [edit source](#)]

Resources[[edit](#) | [edit source](#)]

- [Reports on enabling NeuroDiverse Inclusive science careers](#)
- Training videos on:
 - [What is neurodivergence?](#)
 - [Barriers faced by neurodivergent researchers](#)
 - [Recommendations for creating an accessible and inclusive research culture](#)
- [Resources on EDI Caucus for Equity in Research & Innovation Careers](#)



About



Help

Any manufacturing and/or decision making activity that occurs during any stage of the development design cycle (e.g. conceptual design to production).

In the context of Knowledge in Practice, practice refers to the systematic use of science based knowledge to reduce composites manufacturing risk, cost, and development time.

The Society for the Advancement of Material and Process Engineering (SAMPE).