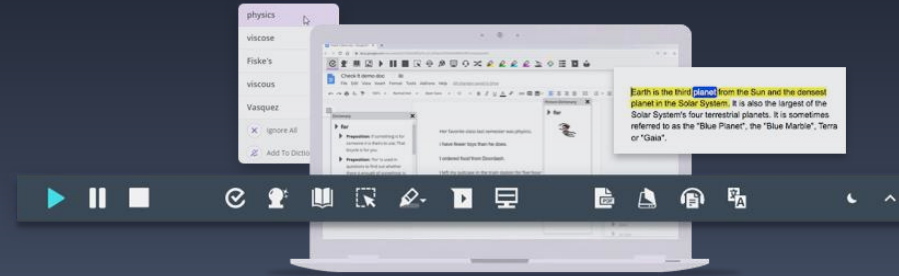


# Using technology to help a neurodiverse workforce thrive



# Everyone has the right to **understand** and be understood

This is our **why**. This is our **purpose**.

**But everyone's brain  
works differently**

# 1 in 5 people have a neurodivergent condition



Neurodivergence includes Attention Deficit Disorders, Autism, Dyslexia and Dyspraxia

**Most people don't  
want to admit they  
need support**

**We **must** create  
inclusive workplaces  
where employees can bring  
their whole selves to work**



# Ryan Kirkpatrick

**Workplace Accessibility &  
Inclusion Specialist**

 texthelp®

# About Texthelp



# Texthelp is a global software company, supporting inclusion in the workplace



Launched  
**1996**

**200M**  
Product users

**350+**  
Texthelpers



# We started in education

Texthelp was launched in 1996, with the goal of providing software for children with dyslexia.

Since then our products have helped millions of students who struggle to read, write and understand through school, college and university.

15% of students in the USA have a licence for our software.

When they leave school they'll need **continued support**.



# Then we went to work

People don't leave school or university and leave neurodiverse conditions or other challenges with understanding behind. Students move into the workplace where they can still benefit from, and often need, assistive tools.

We have adapted our education products into valuable tools for the digital workplace. We already work with many large employers around the world and are looking for similarly ambitious enterprises keen to build an inclusive future in the workplace.



**By 2030 Texthelp are  
aiming to have advanced  
the literacy and  
understanding of  
**one billion people.****

This is our **moonshot.**



The logo for read&write, featuring a purple puzzle piece with the letters 'rw' in white inside it.

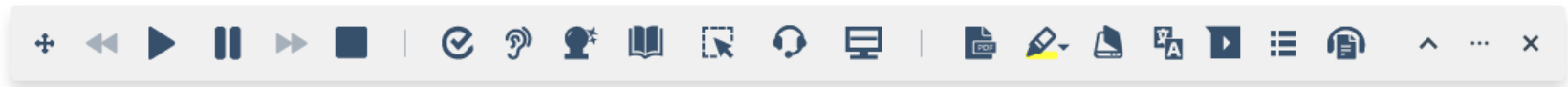
# read&write



# What is Read&Write for Work?

Read&Write is our **inclusion tool** that supports people who think, learn and work differently.

It offers instant and discreet support to all employees, **without the need to self-identify**. Wherever there is digital text, we can make it **easier to understand** for everyone.



Solving the big challenges in DE&I can be a slow process.

Read&Write allows you to **instantly** support the huge numbers of people in your company who struggle with digital text in some way.

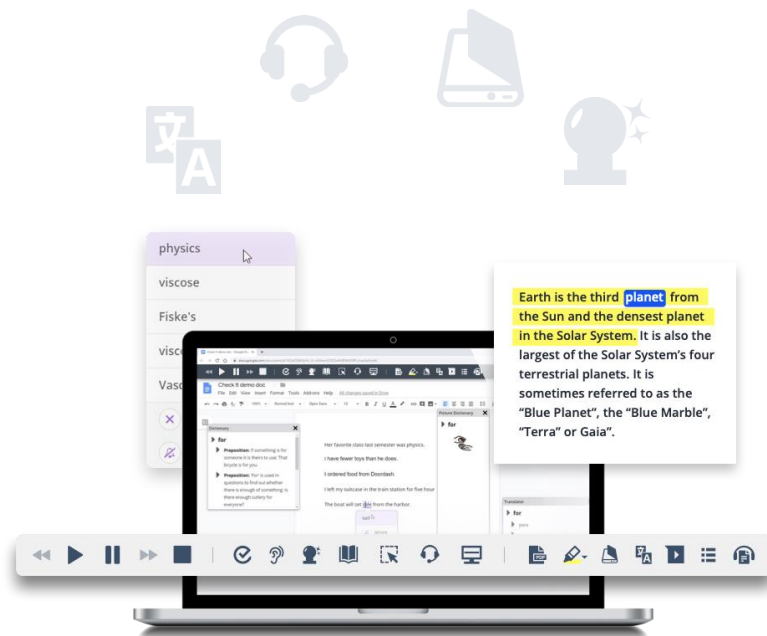
It's a powerful set of reading and writing tools to **help neurodiverse workforces to thrive.**



# Read&Write for Work

- Allows employees to choose how they understand and are understood
- Improves accuracy and confidence for all
- Supports all staff anytime and anywhere
- Demonstrates your commitment to workplace inclusion

Read&Write has already helped 40 million people.  
And we're ready to help millions more.





# Features at a glance



**Text-to-Speech** reads on-screen text aloud, which helps to reinforce understanding, increase focus and improve retention



**Highlights** allows users to collect digital content from multiple sources, with automatic source referencing



**Check It** reduces writing errors with an advanced grammar, spelling and homophones checker



**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



**Voice Notes** allows employees to provide detailed feedback more easily and faster



**Screen Masking** with reading pane reduces visual stress and improves focus



**Scan** converts paper documents and inaccessible PDFs into accessible digital documents



# Text to Speech tools

Most commonly used by all users



**Rewind**



**Play**



**Pause**



**Forward**



**Stop**

- Reinforce understanding, increase focus, improve retention
- Gives tired eyes a rest
- Great proofreading tool

Compose

- Inbox 16,093
- Starred
- Snoozed
- Important
- Sent
- Drafts 631
- Spam 41
- Categories
  - SugarExcluded
  - SugarSynced
  - SugarUnsync
  - More

URGENT Inbox x



Anna Kimmel <anna.kimmel@Gratton.com>  
to me

00:37 (8 minutes ago) ☆ ↶ ⋮

Hi Anna

I trust all is well with you. Something has come up this afternoon which means I can no longer attend today's meeting. Can you please review the Disability Confident membership guidelines and requirements to present these at the Equality and Diversity Network meeting this afternoon? Please see attachment below.

Sorry to dump this on you last minute.

Giles  
HR Manager  
Gratton Hynds & Co



Eugene Gallagher  
Yep. Got final text through.





# Neurodiversity tools

Most commonly used by users with hidden disabilities



Check It



Similar Word  
Checker



Prediction



Dictionary



Screenshot  
Reader



Dictation



Screen  
Masking



Editing

## Disability confident Overview

### Team: Kieran and Cleo.

Hi guys, I have been asked to present the disability confident guidelines this afternoon, please see key structure below. You're input would be greatly appreciated. Any resources you have please send them my way???

### Guidelines

As a medium sized organisation – 50-250 employees, we are required to provide documentary evidence, such as examples of recruitment and retention policies and practices, best practice initiatives and evidence of issues concerns that have been managed effectively.

There are three different levels of disability confident

1. Disability confident committed
2. Disability confident employer
3. Disability confident leader

We are striving for Level 3 – Disability confident leader

### Action Points

These are the actions points outlined within the Disability Confident Introduction.

- encouraging other employers in your supply chain



# Other features

Most commonly used by users to work more efficiently



PDF Reader



Highlights



Scan



Translator



Voice Notes



Vocabulary  
List



Audio Maker

# Support across the **whole** employee lifecycle

# Retaining & developing neurodiverse talent



# The war on talent is real

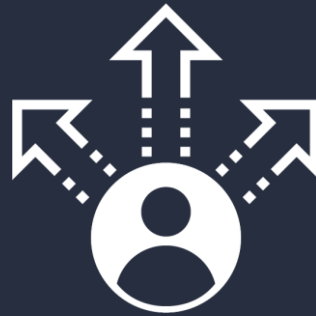
- Companies are having trouble hiring the right talent
- This difficulty has resulted in a talent shortage
- The talent gap is widening

## 93% of neurodivergent employees

would be **more likely to apply to, or continue to work for**, an organisation that was supporting neurodivergent employees well.

**63% of neurotypical respondents**  
said the same.

Diverse teams are  
**87%** better at **making decisions**



**Average employee performance in diverse companies is 12% higher than employees at non-diverse companies**



**Companies with higher  
than average diversity have **19% higher**  
**innovation revenues****





# What our users say





We go to great lengths to create an environment where everyone can **be themselves** while they're in the workplace.

Read&Write is used at all levels in the company, from our top executives to trackside workers who've got it on their tablets.”



**Kevin Bowsher**

Diversity and Inclusion Manager, Network Rail

“

**Disability inclusion** is something that we're really, really committed to. It's not only the right thing to do, it's also **central to our performance** as a business. And, fulfilling our inclusion aim of being the **most inclusive place to work**.

**Toby Hopkins**

Colleague Engagement and Inclusion Executive, Sainsbury's





“

Read&Write is very user-friendly and it literally changed my working life for the better! I just felt less stressed. It just 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



“

I would definitely recommend Read&Write. I struggled all my life with my neurodiversity... I found it very difficult to feel able to have achievements. I know that if I had Read&Write as a child, I would be a doctor today. That was my dream that I never fulfilled.

**Deirdre Williamson**

Read&Write user with Marfan Phenotype



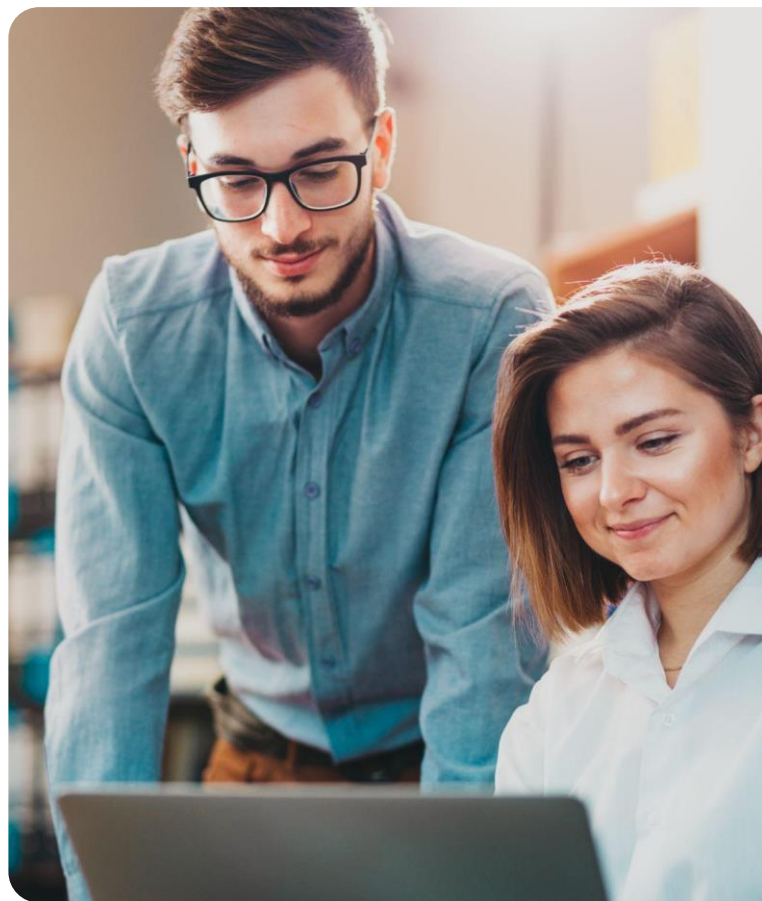
**And there are 40 million other  
stories just like these!**

**Read&Write supports millions of people worldwide, and  
we're ready to support so many more**

# Announcing Read&Write Free for Family...

We love being part of the success story of our customers and product users. **But we're always striving for more.**

Studies have shown that there is a **hereditary link** to many neurodiverse conditions. With this in mind, we realise that **many Read&Write users may have a family member that could benefit** from our tool too.



That's why we also give our customers the opportunity to access **Read&Write Free for Family**.

With Read&Write Free for Family, **your employees can share Read&Write with their immediate family members for free.**

For our customers, this means they can help their employees to support those that matter to them most - their families. And for their families, **the gift of inclusion.**





**Ryan Kirkpatrick**

Workplace Accessibility &  
Inclusion Specialist

[r.kirkpatrick@texthelp.com](mailto:r.kirkpatrick@texthelp.com)

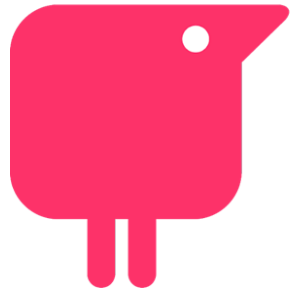
## Let's work together

To support your DE&I goals.

Book a 20 minute chat to  
discuss:

- Your top DEI goals
- How we can support you
- Possible next steps

[text.help/BookAChat](https://text.help/BookAChat)



**texthelp<sup>®</sup>**