

DEI Committee Articles

Inauguration Impact

Subject: Standing Together in Our Commitment to DEI

Hi everyone,

We recognize that today's inauguration and the broader political landscape may leave many of you feeling unsettled. It's natural to experience a mix of emotions—uncertainty, worry, or maybe even fear—especially when public statements challenge the values of inclusivity and respect. In moments like these, we want to reaffirm that Ecosystem is and will always remain a safe and supportive space for all.

At Ecosystem, our commitment to diversity, equity, and inclusion (DEI) isn't just a statement; it's the foundation of who we are. Every team member deserves to feel seen, heard, and supported, regardless of their background, identity, or beliefs. While the words and actions of leaders in the public sphere may not always reflect the inclusive world we work to create, they cannot diminish our shared dedication to building a workplace rooted in belonging, respect, and care.

Now, more than ever, it's important to stay grounded in the DEI principles that guide our actions and decisions. Your well-being matters, and we are here to support you through these challenging times. We've provided a list of resources to support your mental health [\[here\]](#), and we encourage you to reach out to a colleague, manager, or member of the DEI team if you need a listening ear.

We are deeply grateful for each of you, and for the strength we find in our community. Together, we will continue to foster an environment that empowers everyone to thrive, and we'll navigate these uncertain times with resilience and solidarity.

With care,

Your DEI Team

Understanding Neurodivergence in the Workplace

You may have heard the term “neurodivergence” come up more frequently in conversations around you, on social media, or in broader discussions about inclusion. But what does it actually mean?

Neurodivergence is an umbrella term that describes natural variations in how people think, learn, and process the world. It includes a range of cognitive differences such as ADHD, autism, dyslexia, dyspraxia, and others. Being neurodivergent doesn't mean a person is “less capable,” it simply means their brain works differently, often bringing unique perspectives, skills, and approaches to problem-solving.

While discussions about neurodivergence have become more common in recent years, it's far more prevalent than many realize. Research suggests that around 15-20% of the global population may fall under this term. That means chances are, several of your colleagues identify—or may come to identify—as part of this community. Some may choose to share this openly, while others may not, but all deserve understanding, respect, and support.

Recognizing neurodiversity helps us build a workplace that values the full range of the human experience. By fostering an environment of inclusion, we create space for everyone to thrive, whether they are neurodivergent or neurotypical.

Please look out for our upcoming pieces on neurodivergence over the coming weeks. We'll share more about specific experiences, challenges, and opportunities for building a more inclusive culture together.

Rethinking Neurodivergence

Insights from Alain Caron

Over the past four years, Ecosystem has had the privilege of working with Alain Caron, an expert in neurodivergence and executive functioning. Alain has helped us deepen our understanding of how attention, cognition, and individual needs intersect in the workplace.

One of Alain's most impactful messages? *Neurodivergence isn't only about diagnoses—it's about how our brains function day to day.*

Many cognitive differences—such as ADHD, anxiety, dyslexia, and autism spectrum differences—fall under the umbrella of neurodivergence. Rather than viewing these solely as “disorders,” Alain encourages us to reframe the question: *How much is this impacting someone's ability to function?* The answer isn't always clear-cut. In fact, most people fall somewhere on a continuum of attention and cognitive energy. Only a small percentage meet clinical thresholds, but nearly all of us face challenges at times.

Cognitive energy—the mental fuel we use to focus, process, and communicate—is limited. In today's world full of constant distractions and overstimulation, even the most focused among us can struggle. That's why practices like quiet spaces, clear structures, and recognizing that attention naturally fluctuates benefit everyone, not just those with formal diagnoses.

Neurodivergence can show up in different ways:

- **ADHD** can impact attention and impulse control.
- **Dyslexia and other learning differences** can affect decoding and processing information.
- **Anxiety disorders** may drain cognitive energy and heighten emotional sensitivity.
- **Autism spectrum differences** may make it hard to interpret subtext or “second-level” communication.

- **Brain trauma** may require reduced stimulation and more frequent breaks due to fatigue.

Alain reminds us that each of us has a frame of reference shaped by our brains and experiences. Inclusion begins when we first understand our own needs—and then extend that understanding to others.

At Ecosystem, our HR department has worked closely with Alain to improve our interview process with these insights in mind, ensuring candidates experience a more equitable and supportive approach. We know this is an ongoing journey, and we remain committed to learning, adapting, and implementing changes that make our workplace more inclusive for everyone.

Ultimately, it's not about labels or diagnoses. It's about asking: *What do I need to give my full attention—and how can I help make that possible for others, too?*