

# This Can Happen Grand Prix Winner 2023

## Neurodiversity Network, Deutsche Bank



This year the award goes to a bank that has helped redefine perceptions of neurodiversity, harnessing the particular talents of neurodiverse colleagues and providing a supportive environment

Neurodivergent colleagues have a lot to offer employers, with many identifying the way their brains are wired as part of what makes them good at their job.

However, they face many challenges in the workplace. Anxiety and suicide rates are much higher than among the general population, and many feel different from others and suffer from feelings of isolation – until they meet other neurodivergent people and realise they're not alone.

Deutsche Bank's neurodiversity network aims to make the whole organisation a more inclusive place for neurodivergent people to work, and to signpost people to support and resources where required.

The network's fortnightly lunch club is well attended, and resources the network has made available on the company intranet have received thousands of views. The annual Neurodiversity Celebration Month features panel discussions, external speakers, blog posts and more, and is global in scope.

On top of all this, Deutsche Bank's Neurodiversity Network has helped make company training materials more accessible to neurodivergent colleagues, and provided specialised support to families with neurodivergent children or partners.

In 2023, many organisations are beginning to wake up to the issues surrounding neurodiversity. Deutsche Bank has been addressing these since 2021, making it a trailblazer with this vital work and setting a standard for large businesses everywhere to follow. ■

Deutsche Bank



A great opportunity for those who might not be neurodiverse but possible have a child or sibling who does to learn more about what they should be aware of

Great to see such global engagement after such a short space of time, reflective of the team's dedication and drive for change. Excellent work