



Welcome to the 1st edition of MOSAIC!
The quarterly newsletter from HRLA's DEI Committee.

We're excited to launch this publication created to celebrate diverse voices, spark reflection, and share the work we're doing to continue building inclusive and equitable workplaces where everyone feels seen, valued and supported.

Each issue will present a new DEI topic, offering perspectives, learning opportunities, insights that challenge us to think, and stories that remind us why belonging matters and how each of us can contribute to cultivating it.

In this inaugural issue, we explore neurodiversity with insight from professionals in the field. Our hope is that together, we'll learn, challenge assumptions, and keep moving toward a culture where everyone feels valued and empowered.

Thank you for joining us as we embark on this journey!

What is Neurodiversity? Karen Bellnier, Director of Digital Innovation at Mitchell College and creator of their employee development and professional learning program, has spent years cultivating keen insight into neurodiversity. Here's what she had to say on the topic:

I have been building an understanding of the variations in people's brains and behaviors often called neurodiversity through my work at Mitchell College.

What is neurodiversity?

Neurodiversity builds on the hard work of people looking to build bridges and open doors for people of color, of different beliefs, of different relationships, and of different abilities to explicitly include cognitive variation. When we embrace variety in the ways people think, work, interact, and contribute, it strengthens our organizations.

As an example, creating multiple avenues for people to learn information, ask questions, and provide feedback ensures that more people feel heard and that the final product meets the needs of more people – whether that's creating a new internal policy, crafting a new marketing message, or evaluating an existing product.

At Mitchell, we define neuroequity as making four simple (though not easy) commitments; to:

- Recognize the diversity of human minds and how that diversity can shape how people engage with each other and the social and cultural structures in which we exist.
- Acknowledge that those differences can disadvantage some by creating intentional and unintentional barriers.
- Identify barriers and work to reduce or eliminate their impact.
- Listen to and involve neurodivergent perspectives when considering actions.

In addition to your existing accommodations process, there are steps you can take today:

- Creating and distributing meeting agendas a few days in advance of a meeting
- Offer choice for participating in discussion – written, spoken, over time
- Whenever possible, lean towards flexibility and choice over rigidity (e.g. work schedule, location, style)
- Look for input outside the typical channels while respecting privacy and agency.

Over the past few years, I have had the opportunity to collaborate with and learn from many individuals with lived and professional experience around neurodiversity (visit <https://hub.mitchell.edu/specialists> to meet a few) as well as learn from authors, podcasters, and others sharing their knowledge and perspectives on social media. Mitchell College offers several courses that reflect a neuroequity lens. Feel free to reach out to me at Bellnier_k@mitchell.edu or visit <https://hub.mitchell.edu> to learn more.

More to explore!

[The Neurodiversity Edge by Maureen Dunne](#)
[The Neurodiversity Edge Accompanying Podcast](#)

Next Issue
Coming in April!

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