

Talks, workshops and packages

Helping you apply intersectionality
to neuro-inclusion and create a
workplace where all thrive



*"More than one in 100 people are on
the autism spectrum and there are
around 700,000 autistic adults and
children in the UK"*

National Autistic Society

R E E N A A N A N D

SPEAKER - WRITER - TRAINER

Reena delivered some teaching sessions for our medical and optometry department teaching. She is a hugely inspiring and insightful speaker, and we have all taken something away to improve how we can be more inclusive for our patients with autism.



Principal Optometrist - Paediatrics

Moorfields Eye Hospital

NHS Foundation Trust

What a brilliant session, Reena. It's already prompted some great follow up conversations and action in my team and I know others found it very thought provoking. Thank you so much for your time and inspiration to make change happen. I can't recommend Reena highly enough.



Director

General Pharmaceutical Council



Meet Reena

I believe that everyone should have an equal opportunity to succeed, regardless of their background or circumstances.

As a subject matter expert, I deliver intersectionality training to schools and organisations, and I contribute to co-production boards and projects, including the NHS. My unique perspective allows me to critically assess policies and cultures through a BAME lens and provide meaningful feedback to engender a more inclusive approach.

I help organisations recognise how autism impacts diverse communities differently and share how to positively support autistic colleagues' career journeys.

I host a podcast called Unpacking Autism which looks at cultural perspectives around autism and I co-chaired a Black, Asian and minority ethnic staff network which won national awards for innovation and practice in influencing cultural change. I draw on my lived experience as the mum of an autistic boy and the skills gained from my corporate career as a solicitor and ombudsman.

I'm committed to supporting your organisation on its inclusion journey to creating a culture of understanding, acceptance and celebration of neurodivergence.

Reena

**NB. The abbreviation BAME is used in this brochure. I recognise the diversity of individual identities and lived experiences, and I understand that BAME is an imperfect term that does not fully capture the racial, cultural and ethnic identities of people that experience structural and systematic inequality.*

"The organisations that don't understand and empathise with (their) different stakeholders will be at a competitive disadvantage to ones who do"

Sir Kenneth Olisa, Venture Capitalist and Lord-Lieutenant of Greater London

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Employers and organisations

From information to transformation: giving you the knowledge and tools to create an inclusive workplace

With over 15 years of experience in client facing work and management, I bring a wealth of knowledge, expertise, and enthusiasm to every talk and workshop that I deliver.

I specialise in helping organisations appreciate the intersection of neurodiversity and race, through bespoke sessions that can be delivered to executive boards, senior leadership teams, HR and DEI leads, staff networks / employee resource groups or the entire organisation.

Research shows that (1) a manager's support, (2) psychological safety and (3) career satisfaction are the most important influences on whether a neurodivergent individual intends to leave their employer (Neurodiversity at Work 2023, Demand, Supply and a Gap Analysis: Doyle N, McDowall A, Kiseleva M.)

Therefore, investing in creating an inclusive culture where colleagues from any background can feel safe to reflect all aspects of their identities without judgement or stereotyping is critical to engender a sense of belonging in the workplace.

Whether you are looking to inspire your team, educate your clients, or raise awareness about neurodiversity and racial equity, my lived experience, research and knowledge in this area will ensure that you receive relevant information and tools to create and embed lasting organisational culture change.

Neurodivergent people are more likely to go to their line managers as their first port of call for support.

Commissioned Report by NiB: Neurodiversity At Work, 2023 Demand, Supply and a Gap Analysis

BECOMING AN ANTI-RACIST ORGANISATION

Bespoke in-person workshops spanning four half day sessions and including group support sessions in between.

A programme which explores, educates and transforms organisations from being not-racist to actively anti-racist through understanding history, seeing how racism plays out in society today and how our biases are formed through to creating space for conscious anti-racism and allyship to develop.

Who is it for? Senior leadership teams and executives, managers and heads of departments.

WELCOMING NEURODIVERSITY INTO THE WORKPLACE

**Length of talk: 60mins
Online or In-person**

It is not enough to be not-racist or not-ableist. Workplaces need to be actively anti-racist and anti-ableist in order to create an environment embracing all intersectional differences. This talk explains intersectionality and how being both BAME and neurodivergent can present nuanced challenges for employees - and how you can be a more inclusive and empathetic employer.

Who is it for? Senior leadership teams; D&I Leads; HR professionals.

CREATING AN INCLUSIVE WORKPLACE

REENA ANAND
SPEAKER – WRITER – TRAINER



Below are examples of talks designed to inspire introspection and catalyse deeper cultural change, boost career satisfaction and improve staff retention rates. All talks can be delivered as a presentation or an interactive workshop.

Talk lengths start at 60 minutes but can be extended depending on the level of depth sought and time available.

Accompanying digital and physical resources are available on request

HOW YOU CAN SUPPORT YOUR EMPLOYEES THAT HAVE AUTISTIC CHILDREN

Available as a manager or as a staff network session

Length of talk: 60mins

Many employees do not disclose their day to day challenges when parenting or caring for an autistic individual. Often, the pressure of balancing home and work responsibilities can lead to burnout or ceasing work altogether. As a responsible employer, this talk will help you navigate how you can ensure you're looking after your staff and what meaningful support could look like for them.

Who is it for? Senior leadership teams; D&I Leads; HR professionals.

EXPLORING THE RELATIONSHIP BETWEEN INTERSECTIONALITY AND NEURODIVERSITY

Length of talk: 60mins

This talk provides an understanding of the terms neurodiversity and intersectionality (including how they developed) and then goes on to explore how people with different identities (i.e. gender, race, sexuality etc.) experience the world differently because of those identities. This session explores privilege and invites delegates to consider how their own life experience has been impacted by the parts of them that make them who they are. The session concludes with practical tips so that delegates can take their learning and instantly put it into practice.

Who is it for? Suitable for all levels of staff, content can be tailored to different audiences.

BECOMING AN ANTI-RACIST ORGANISATION

Length of talk: 60mins

This talk is a shortened version of the bespoke package described on page 3 but still contains the core elements of the history of racism, understanding what it means to be an anti-racist organisation and how anti-racist practices can be introduced and practiced in our daily lives.

Who is it for? Senior leadership teams and executives, managers and heads of departments.

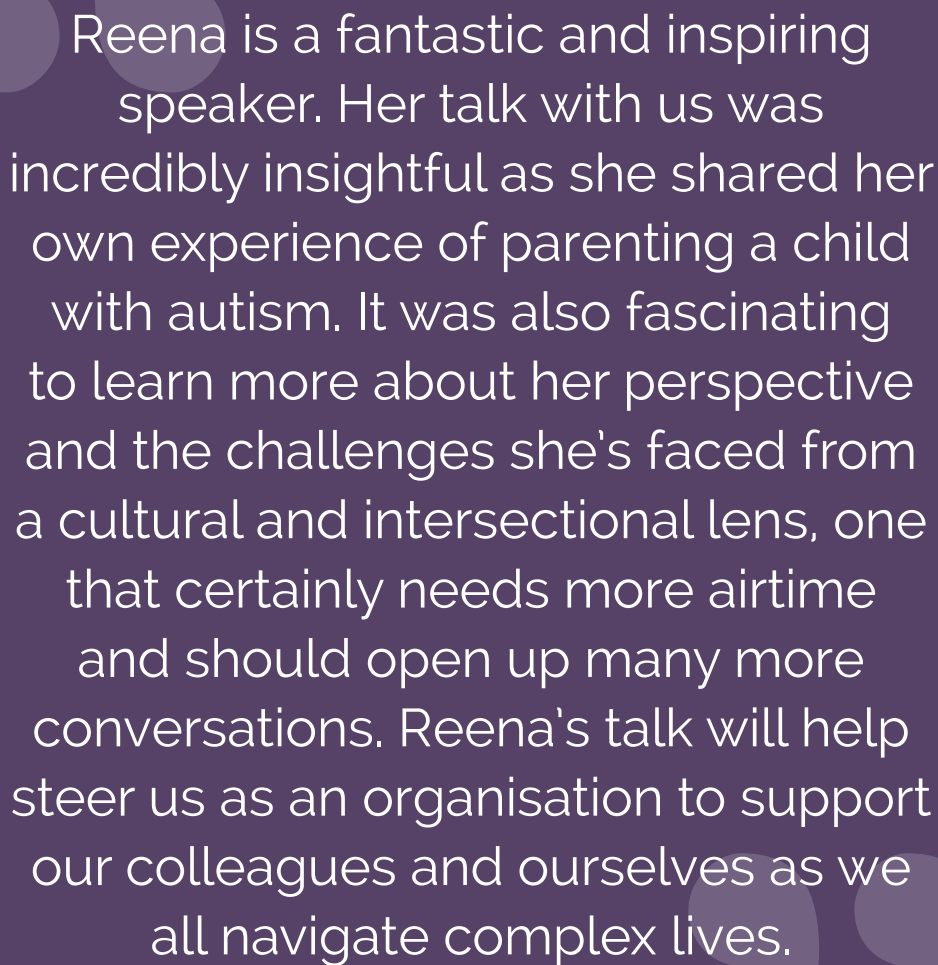
UNDERSTANDING MICRO-INCIVILITIES AT WORK

Length of talk: 60mins

Understanding micro-incivilities is a key component in becoming an anti-racist and anti-ableist organisation. This talk explores how our conditioned thinking can facilitate the perpetration of micro-incivilities, explore commonly experienced examples and share how we can reprogramme our thinking to become more inclusive.

Who is it for? Suitable for all levels of staff, content can be tailored to different audiences.

Talks start from £500 and are typically delivered online to maximise inclusivity. In-person events can be arranged subject to location.



Reena is a fantastic and inspiring speaker. Her talk with us was incredibly insightful as she shared her own experience of parenting a child with autism. It was also fascinating to learn more about her perspective and the challenges she's faced from a cultural and intersectional lens, one that certainly needs more airtime and should open up many more conversations. Reena's talk will help steer us as an organisation to support our colleagues and ourselves as we all navigate complex lives.

Regulatory Body

WHAT DELEGATES HAVE SAID ABOUT MY TALKS AND WORKSHOPS

The trainer was brilliant. I am really glad the conversation was had the topic was great and its not talked about enough.

The knowledge of the trainer and the information provided, really interesting.

Greater understanding of System 1& 2 thinking to help both myself and others understand why we have the 'biases' we have acquired.

I am looking forward to re-watching the webinar. I found the facilitator incredibly engaging.

Was very helpful to learn about biases in such an in depth way. I will follow the model she introduced of identifying and modifying my reactions to things.

It was interesting and surprising to hear that there are very few or no professionals of BAME that work with or can support BAME children with ASD and their parents.

Excellent webinar and more relevant as session was from a parent's perspective about her experience and problems faced in seeking help and support for her autistic child from a diverse background and the inequalities she faced by other people and services.

Thank you for exploring how we
can work together.

To continue the conversation, please
[click here](#) to complete a form where you
can specify which topics interest you. You will
then be sent a link to book in a chat with me to
explore your requirements further.

R E E N A A N A N D

SPEAKER - WRITER - TRAINER

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