AANE Job Posting Language Example

6-26-23

There are a couple of ways that AANE explicitly communicates in their job descriptions about neurodiversity and the importance of lived/personal experience:

(1) Through AANE's Racial Diversity Statement. This was added to all their job postings.

***AANE’s Commitment to Recruiting and Retaining Racially Diverse Professionals:****As a global leader in promoting neurodiverse environments in all aspects of society, AANE is deeply committed to the values of diversity, equity, and inclusion in the communities we serve and in our own workplace. We are dedicated to hiring and supporting a racially diverse team, and we encourage professionals of color to apply for this and other job opportunities with our organization. Please consider joining us.*

(2) AANE also includes within job postings that they are looking for *"professional and/or personal experience supporting the autism community"*, also trying to highlight the value of personal/lived experience.