

# Disability-Inclusive Employment Resource Directory for Autistic and neurodivergent youth with intersectional identities

## Myth Busters Video Resources

Category	Title	Summary	Barriers Addressed	Best Practices / Key Guidance
<b>Built Environment</b>	<a href="#">Accommodations for You</a>	Practical examples of sensory and physical workplace accommodations.	Sensory overload; noise; bright lighting	Provide headphones; quiet workstations; sunglasses or light-filtering tools
<b>Communication</b>	<a href="#">Augmentative &amp; Alternative Communication (AAC) Definitions</a>  Communication methods that support or replace spoken speech for individuals with communication challenges.	Overview of Augmentative & Alternative Communication (AAC) systems. (speech-generating devices, eye-gaze, gestures).	Limited verbal communication; unclear speech	Use Augmentative & Alternative Communication (AAC) tools tailored to individual needs
<b>Communication</b>	<a href="#">Improving Communication – Confirming Understanding</a>	Methods for supporting comprehension using visuals and slower communication.	Difficulty understanding spoken language	Use visuals, slow pace, clear signals
<b>Communication</b>	<a href="#">Augmentative &amp; Alternative Communication (AAC) Services – Children’s Treatment Network</a>	Describes Augmentative & Alternative Communication (AAC) tools (Flip-N-Talk, BIGmack, GoTalks).	Limited expressive communication; unclear speech	Communication passports; Augmentative & Alternative Communication (AAC) devices; clarification strategies
<b>Communication</b>	<a href="#">Accommodations for You (Communication Focus)</a>	Examples of communication support in workplaces.	Misunderstandings; unclear expectations	Provide visual communication supports



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Disclosure & Human Rights	<a href="#">Roadblocks on the Career Path (Canadian Human Rights Commission [CHRC])</a>	Report on barriers and challenges with disclosure.	Fear of disclosure; denied accommodations	N/A
Disclosure & Human Rights	<a href="#">Serious Problems Experienced by People with Disabilities</a>	Discrimination, job loss, forced compliance.	Discrimination; unsafe expectations	N/A
Employment	<a href="#">Inclusive Hiring Works</a>	Benefits of hiring autistic & ID workers.	Attitudinal myths; productivity concerns	Inclusive policies; RWA partnerships; training
Employment	<a href="#">The Employer Journey</a>	Framework for assessing workplace barriers.	Physical; technological; attitudinal barriers	Flexible hours; remote work; accessible ICT
Employment	<a href="#">Workplace Safety Through Inclusive Employment</a>	Shows how accommodations improve safety.	Myths; lack of tech; unclear protocols	Universal safety design; accommodations
Employment	<a href="#">Advocate for Accommodations</a>	Guidance for employees/employers.	Unclear processes; sensory challenges	Flexible hours; headphones; picture-based communication
Human Rights & Anti-Racism	<a href="#">Human Rights Commission of Canada</a>	Disability rights and accommodation law guidance.	Rights violations; discrimination	Rights-based frameworks
Human Rights & Anti-Racism	<a href="#">Hogan's Alley Society</a>	Anti-racism and equitable employment supports.	Racism; discrimination	Culturally informed support
Human Rights & Anti-Racism	<a href="#">Canadian Centre for Diversity &amp; Inclusion</a>	DEI training and organizational change tools.	Systemic discrimination	Comprehensive DEI training



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Human Rights & Anti-Racism	<a href="#">MOSAIC British Columbia (BC)</a>	Employment supports for newcomers and racialized youth.	Credential recognition; cultural adjustment	Mentorship; leadership development
ICT	<a href="#">Accessible Communications &amp; Technologies (Sport Information Resource Centre [SIRC])</a>	Best practices for accessible documents, media, and digital comms.	Inaccessible online forms; formatting; multimedia	Alt text; captions; accessible formats
ICT	<a href="#">Neurodivergent Apps &amp; Equipment</a>	Tools such as ScanMarker, mind-mapping, Augmentative & Alternative Communication (AAC) apps, voice recognition.	Reading, communication, planning challenges	Use assistive apps for varied learning styles
ICT	<a href="#">Assistive Technology British Columbia (BC)</a>	Technology loans, ergonomic devices, assistive tech assessments.	Lack of devices; ergonomic issues	Device loans; customized plans
ICT	<a href="#">Microsoft Accessibility Tools</a>	Built-in accessibility features: dictation, Immersive Reader, screen readers.	Reading difficulties; low vision; focus challenges	Adaptive tech; customizable settings
Job Training & Equity	<a href="#">Employment Strategy for Canadians with Disabilities</a>	Identifies systemic barriers across demographics.	Lack of supports; inequities	N/A
Procurement	<a href="#">Autism-Related Funding (Canada)</a>	Overview of provincial autism funding differences.	Unequal funding access	N/A
Procurement	<a href="#">Ontario Autism Program Guidelines</a>	Strengths-based, culturally responsive service guidelines.	Inconsistent service delivery	N/A



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Program Service & Delivery	<a href="#">Ontario Autism Program (Service Principles)</a>	Strengths-based, inclusive, diverse-responsive service guidelines.	Rigid service models; accessibility gaps	N/A
Program Service & Delivery	<a href="#">Leadership &amp; Employment Accessibility</a>	Ensuring leadership programs are accessible.	Exclusion from advancement	N/A
Program Service & Delivery	<a href="#">Workplace Safety &amp; Disability Inclusion</a>	Universal design in safety programs.	Unsafe environments due to inaccessible processes	N/A
Transportation	<a href="#">Best Practices for Interacting with Persons with Disabilities</a>	Customer-service guidance for transportation workers.	Communication challenges; assumptions	Speak slowly; check understanding; offer written info
Transportation	<a href="#">Accessible Transportation Planning &amp; Reporting</a>	Requirements for accessible built environments.	Poor physical design	N/A
Transportation	<a href="#">Take Charge of Your Travel</a>	Information on accessible seating, formats, rights.	Lack of communication; difficulty securing accommodations	N/A
Transportation	<a href="#">Public Transit Tips (Holland Bloorview)</a>	Transit accessibility features, training, supports.	Navigation; sensory challenges; cost	N/A
Transportation	<a href="#">Personnel Training for Assisting Travellers</a>	Mandatory disability training principles.	Knowledge gaps; inconsistent support	N/A
Workplace Neurodiversity	<a href="#">Neurodiversity in the Workplace (NITW)</a>	Training modules, hiring practices, accommodations.	Attitudinal bias; ineffective supports	Employer training; inclusive hiring
Workplace Neurodiversity	<a href="#">Job Accommodation Network (JAN)</a>	Database of practical accommodation solutions.	Lack of knowledge; uncertainty about tools	Customized accommodation ideas



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Youth Employment & Supports	<a href="#">Bucks County (BC) Centre for Ability</a>	Employment and skill-building supports for youth.	Early career barriers	Youth-centred training
Youth Employment & Supports	<a href="#">Canucks Autism Network – Employment</a>	Job training, social communication skill building.	Social communication barriers	Employer partnerships; tailored supports
Youth Employment & Supports	<a href="#">Inclusion British Columbia (BC)</a>	Rights advocacy and employment support.	Discrimination; limited opportunities	Inclusive policy guidance
Youth Employment & Supports	<a href="#">Ready, Willing &amp; Able (RWA)</a>	Employer matching for neurodivergent job seekers.	Misconceptions; hiring gaps	Employer coaching
Youth Employment & Supports	<a href="#">Youth Employment Services (YES)</a>	Job readiness, placement, youth barrier supports.	Limited experience; transition barriers	Job coaching; workshops
Youth Employment & Supports	<a href="#">BounceBack British Columbia (Cognitive Behavioural Therapy [CBT] Coaching)</a>	Mental health Cognitive Behavioural Therapy coaching for youth/adults.	Anxiety/depression barriers	Evidence-based modules



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