

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
Built Environment	Accommodations for You	Practical examples of sensory and physical workplace accommodations.	Sensory overload; noise; bright lighting	Provide headphones; quiet workstations; sunglasses or light-filtering tools
Communication	Augmentative & Alternative Communication (AAC) Definitions 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
Communication	Improving Communication – Confirming Understanding	Methods for supporting comprehension using visuals and clearer communication.	Difficulty understanding spoken language	Use visuals and clear signals
Communication	Augmentative & Alternative Communication (AAC) Services – Children's Treatment Network	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
Communication	Accommodations for You (Communication Focus)	Examples of communication support in workplaces.	Misunderstandings; unclear expectations	Provide visual communication supports



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



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



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



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



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