

Neurodivergent Inclusion in Corporate Workplace Environments: A Literature Review Integrating AI and Data-Driven Strategies

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Abstract: As corporate environments evolve toward greater inclusivity, the imperative to support neurodivergent employees—individuals with autism, ADHD, dyslexia, and other cognitive variations—has gained traction. This literature review synthesizes current research on neurodivergence inclusion in the workplace, emphasizing both systemic barriers and emerging solutions. A key focus is the integration of artificial intelligence (AI) and data-driven strategies in HR, employee experience, and organizational design.

This review highlights how tools like natural language processing, machine learning, and analytics can support equitable hiring, training, and workplace accommodations. Findings point to the need for human-centered, ethical, and intersectional frameworks when deploying AI to build truly neuroinclusive cultures.