



Not So  
Different



**OUR IMPACT**  
2016-2023



**Diverse Minds  
Institute**

# EXECUTIVE SUMMARY

## MEMBERS

Since 2016, Not So Different members have thrived.

1000+

MEMBERS  
HAVE JOINED

80%

GRADUATION  
RATE

45+

MEMBERS  
SHOWCASED



## INDUSTRY MENTORS & EMPLOYERS

Our mentors have become invaluable to our members.



125

ORGANISATIONS

30+

MENTOR  
FEEDBACK

## FAMILIES

We know it is so important to teach families what our members do.

95

FAMILIES  
INCLUDED

100%

WOULD  
RECOMMEND

100%

WANT MORE  
TRAINING



## EDUCATORS

By 2023 we have trained over 100 educators.



EDUCATORS  
TRAINED



INCREASE IN  
CONFIDENCE



INCREASE IN  
AWARENESS



## FUNDERS & STRATEGIC PARTNERS

We apply for funding for innovative projects to broaden our network.



FUNDING



GRANTS  
AWARDED



## POLICY & PRACTICE

We are on the advisory committee for the Comprehensive Employment Strategy for People with Disabilities. Disability Participation Fund Developed content for the National Disability Authority Inclusive Recruitment & Retention e-Learning.

The hub helped me focus on my abilities. I could discover what I wanted to do in life.

I used to be anxious of new things, at the hub I was welcomed. Worries were less and my eyes opened up to new possibilities.

# RECOMMENDATIONS

- 1 Investment is required to sustain the existing flagship in Blanchardstown.
- 2 Diverse Minds Institute approach is replicable and scalable and requires a medium to long term investment.
- 3 Ongoing investment is required in research and development to ensure the continued growth of the model in line with best practice
- 4 Scaling Hubs nationally will create employment, as well as being a launch pad for employment for its members. It is a return to the exchequer rather than a drain on resources.
- 5 Diverse Minds Institute approach has international growth potential through e-learning in Europe and the USA.
- 6 Neurodiversity Hubs & DMI Approach will bring greater equity and inclusion of diversity of thought at a local level - in line with UN Convention for Rights of Persons with Disabilities.

## WHO WE ARE & OUR FUTURE

The Diverse Minds Institute™, founded by Deirdre Lynch, works with organisations and individuals to better understand the value of diversity of thought when creating diverse work forces, how to create and manage diversity of thought workforces to drive productivity, and to demonstrate how diversity of thought leads to greater creativity and innovation in industry.

This impact report research has found a small organisation that punches above its weight as evidenced from positive impact stated by stakeholders.

In the future, continuation of this meaningful impact together with expansion nationally and internationally will mean a value for diversity of thought that results in a more equitable world for all.

However, ensuring the continuation of this success story is dependent on State investment in the medium to long term.

