

Expansive Expressions

Neuroinclusion Accessibility

Consulting | Coaching | Speaking | Training



Harnessing the power of diverse minds to transform business,
NeuroInclusively.

Expansive Expressions

Currently, most workplaces are designed for the neuronormative majority.

Neurodivergence is not only stigmatized by conscious and unconscious bias but is often the cause of burnout, poor performance perception, fewer promotional & leadership development opportunities, and ultimately, a lack of belonging.

This leads to high job turnover for neurodivergent employees and loss of incredible talent for the employer.

What is the solution?

Learning and integrating Neuroinclusion Accessibility strategies across systems, operations, policies, and culture.

Why Expansive Expressions?

Our Founder, CEO and primary consultant, Jennifer Alumbaugh, MSc is a trailblazing thought-leader and subject matter expert in the Neuroinclusion Accessibility industry. With over 25 years experience as a trainer, presenter, and speaker and over 15 years experience as a complex systems trauma specialist and licensed therapist, Jennifer delivers dynamic, interactive, witty, and actionable services to companies who partner with us.

In addition to professional training and expertise, Jennifer also brings a wealth of lived-experience to their work upholding a core value of the Accessibility and Disability Justice movement: *"Nothing about us, without us."*

We support businesses and organizations as they integrate neuroinclusive systems, practices, and culture which in turn helps them retain talent, and increase revenue, profit margins, and productivity. Neuroinclusion Accessibility benefits everyone!

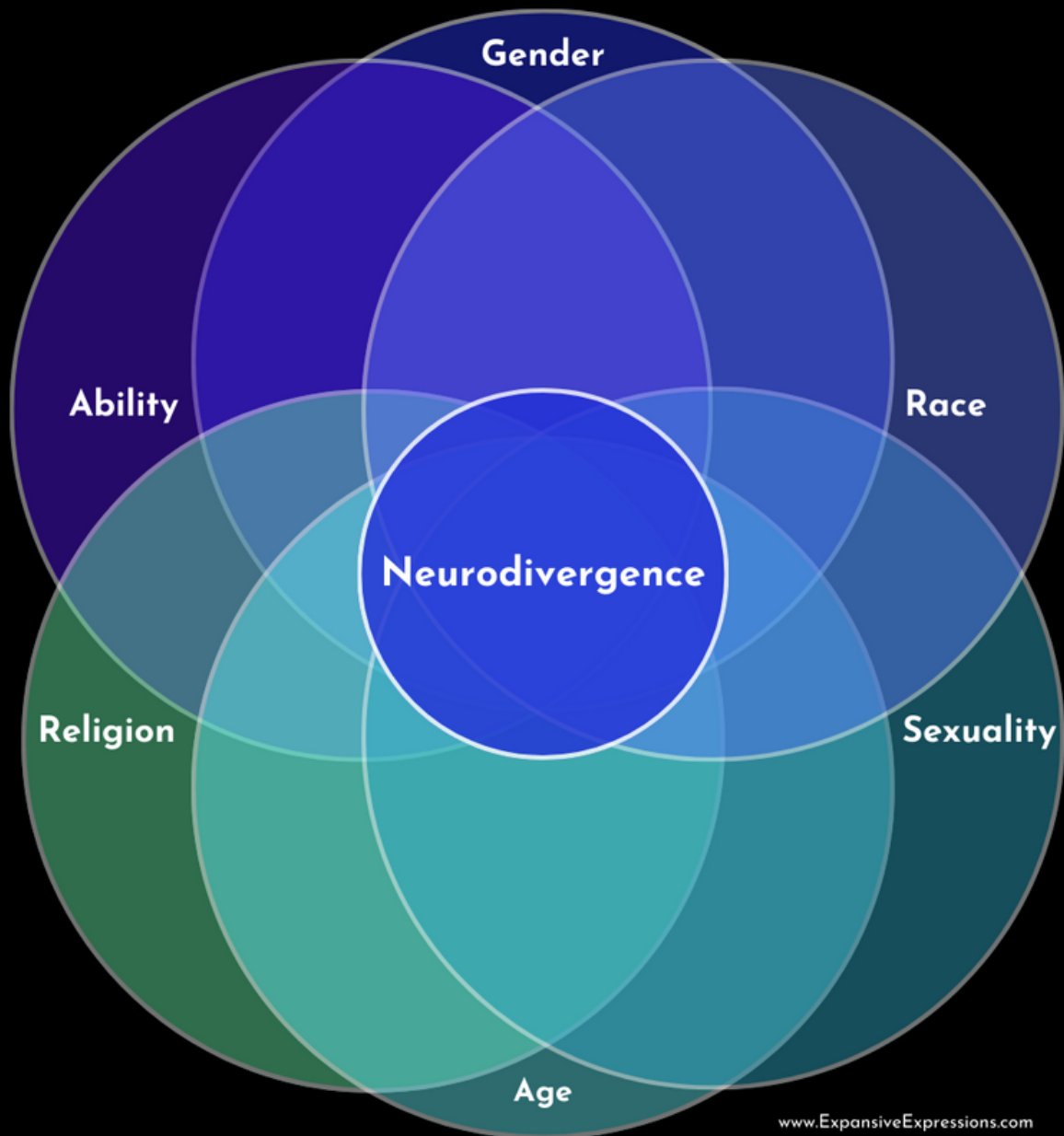
In 2024, Expansive Expressions was designated as a Certified LGBT Business Enterprise® supplier through the NGLCC. [Click here to learn more about the benefits of supplier diversity.](#)



Why Neuro Inclusion?

Neurodivergence intersects every other aspect of identity and neurodivergent people exist in every sector, industry, role, and community.

Over 30% of the population is neurodivergent with millions more being identified later in life. We are at the cusp of a global awakening to neuroinclusion accessibility and by partnering with Expansive Expressions, you have the opportunity to sharpen your competitive edge among prospective talent, consumers, clients, and colleagues.



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Accessibility

Below are just a few examples of common barriers neurodivergent employees may experience along side a number of low- or no-cost accommodation solutions.

Businesses and organizations can implement these accommodations as standard universal practices and in doing so, integrate neuroinclusion accessibility into the design, operations, system and culture of the workplace.

Having accommodations and neuroinclusive practices already woven into the fabric of your organization signals to prospective talent, partners and collaborators that you are committed to sustaining a more accessible workplace.

Barrier		Accommodation
Environmental distractions / difficulty focusing➔	Allow headphones or ear plugs / Private or quiet spaces for work
Sensory processing dysregulation➔	Flexible dress code, alternative lighting, temperature options
Fluctuating capacity➔	Flexible # work hours, remote work, flexible schedule
Unspoken "rules"➔	Clearly defined expectations
Inaccessible meetings➔	Agenda & slides provided for meetings, virtual attendance, camera optional, closed captions
Screen surveillance, micromanaging➔	Build trust, autonomous work
Non-direct communication➔	Direct & accurate communication
Pressure to socialize or participate in group social events➔	Flexibility in team activities and events, have low-key options
Need for context in order to understand & complete task➔	Be open to questions, don't assume "why" questions are a challenge, make room for creative solutions and innovative process

Return On Investment

Neuroinclusion Accessibility not only supports all employees--regardless of neurotype--it benefits YOUR bottom line!

Check out this data from the *Neurodiversity At Work Report* by Alludo.com:

Creating safe, inclusive spaces for underrepresented groups—including neurodivergent individuals—is not only the right thing to do; it's smart business. You don't have to take our word for it:

19% ↑ Bottom line

According to [BCG research](#), increasing workplace diversity improves the company's bottom line by **19%**.

8X 🌟 Innovation **2.3X** 💰 Cash flow/employee

[Deloitte](#) (the company behind the 'one in five' stat referenced earlier) reports that, in a three-year period, inclusive workplaces are as much as **eight times** as likely to be innovative and have **2.3 times** the cash flow per employee as non-inclusive workplaces.

28% ↑ Revenue **30%** ↑ Profit **2X** 💰 Net income

According to one [study](#), companies that offer an inclusive environment for neurodivergent workforce segment achieved **28 percent** higher revenue, **30 percent** greater profit margins and about **double** the net income compared to their competitors.

90% ↑ Employee retention

A US Department of Labor [analysis](#) found that employers who embraced people with common neurological conditions saw a **90 percent** increase in employee retention.

30% ↑ Productive

According to [research](#), teams with neurodivergent professionals in some roles can be **30%** more productive than those without them. Inclusion and integration of neurodivergent professionals can also boost team morale.

Client Testimonials

"Jennifer Alumbaugh is a trusted friend and colleague of Raven Solomon Enterprises. From her passions for accessibility and neuro-inclusion to her intersectional approach to diversity, equity, and inclusion more broadly, Jennifer is a true subject matter expert.

One of Jennifer's most notable strengths is their ability to engage diverse audiences with empathy and authenticity. They foster open dialogue, cultivate understanding, and inspire meaningful action for their clients, audience members, colleagues, and peers. Their approach is not only informative but also transformative.

Through her facilitation, Jennifer sets a standard of inclusivity that extends beyond mere compliance or policy, welcoming and fostering diverse perspectives, experiences, and needs."

- **Raven Solomon Enterprises**

"I took away so much from Jennifer's presentation and know it will help me be a better leader and co-worker. I am thinking about the neurodivergent community more than ever now and several of those moments today brought me to tears. YES to all of that.

Really appreciated such a good call! The part about, "Leading with curiosity will take us so far in our work of inclusion, equity, and affirming workplace culture," stopped me in my tracks. YES. what a powerful line to keep in my back pocket when dealing with others who don't fully understand neurodiversity and accommodations,"

- **Manager, StitchFix**

"I worked extensively with Jennifer as my leadership coach while I navigated many challenges in my corporate role and professional life. They helped me when I was prepping and interviewing for multiple promotions, fighting for a raise, working my way through a master's degree, and just generally supported me through the stressors of corporate leadership.

As a result of coaching with Jennifer, I increased my confidence, improved my leadership skills, enhanced my self-awareness, and developed a greater ability to leverage my neurodivergent strengths for professional success. I wholeheartedly recommend her as a neuroinclusive leadership coach to any folks who could use professional support!

They have such passion and deep empathy for the experiences and unique needs of neurodiverse individuals and are committed to helping folks work with their neurodivergent strengths."

-**Hayley Russell, MBA; Senior Support Engineer, Microsoft**

Our Services

We deliver customized programming to address your organization's unique needs. We start with a conversation about the challenges you're facing and how we can solve and address them through neuroinclusion accessibility consulting, training, and speaking.

Keynotes, Presentations & Trainings

- **Becoming the Phoenix:** on building a thriving life after burnout
- **Leading with Curiosity:** neuroinclusion accessibility as a framework for culturally responsive leadership
- **Neurodiversity 101:** neurodivergence, neurodiversity, & neuroinclusion...Oh My!
- **Ahead of the Curve:** sharpening your competitive edge with neuroinclusion accessibility
- **Connections & Intersections:** a deeper exploration of neurodivergent culture, intersecting identities, and a liberatory vision for the future
- **Channeling the Flow:** boosting productivity with neuroinclusive strategies for managing capacity

Consulting & Coaching

- Culture Assessments
- Executive Leadership Coaching; Employee Coaching; Team Coaching
- ERG Development & Expansion
- Policies & Procedures Audit
- Comprehensive Consulting - Coaching - Training packages

Are you ready to sharpen your competitive edge and lead your industry in implementing neuroinclusion accessibility?

Click here to book a Discovery
Call TODAY!





Expansive Expressions

Training | Speaking | Consulting

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Capability Statement



Capabilities: Subject Matter Experts

- Expansive Expressions is a Tier 1 and Tier 2 supplier
- Comprehensive Consulting, Training, Speaking, & Leadership Development Coaching by subject matter experts in: mental health & wellness; trauma informed leadership; neuroinclusion & accessibility; psychological safety; burnout harm reduction; cultivating communities of care; systems analysis; curriculum development; operational design; leading with curiosity
- Neuroinclusion Projects: ERG/BERG Launch, Support & Enrichment; Policy Review & Recommendations; Learning & Development Assessments; Resource Development; Accommodations Process Assessment; Harm Reduction Strategies to address Burnout; Data-Driven Assessments & Proposals

Company Data

Expansive Expressions is a mission-driven social enterprise founded in 2017 by a queer, Autistic-ADHD+, dynamically disabled, & gender expansive woman with 15 years as a licensed complex systems trauma therapist and 25+ years as an international speaker, trainer, coach and consultant.

Differentiators: Ahead of the Curve

- Our training & coaching strategies are informed by 15+ years of professional experience as a complex systems trauma therapist & consultant, 25+ as a trainer & speaker, and 40+ years of lived-experience
- Utilizing our services, small business clients have experienced growth in revenue, productivity, and sustainability
- Our innovative solutions are based on expert systems analysis, pattern recognition, lived & learned experience, and synthesizing & contextualizing data that results in implementable and sustainable strategies.

NAICS Codes:

- **611430** - Professional and Management Development Training
- **541618** - Other Management Consulting Services
- **541611** - Administrative Management and General Management Consulting Services
- **541612** - Human Resources Consulting Services

Past Performance: A Standard of Excellence

- **Raven Solomon Enterprises** - Talk show guest host; 2x SME panelist
- **The Female Quotient/Power of the Pack** - SME panelist
- **StitchFix** - ERG guest speaker - Leading With Curiosity - a framework for culturally responsive leadership
- **Elite HR Connections** - Training: boosting productivity with neuroinclusive strategies for managing capacity

Contact

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Expansive Expressions is a proud LGBT Certified Business Enterprise™