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## **ON DEMAND: Neurodiversity in the Workplace**

**SPEAKERS: Ginger Healy, MSW, LCSW & Kimberly Smathers, MBA**  
**INDEPENDENT SELF STUDY COURSE**

### **COURSE DESCRIPTION:**

This course aims to increase awareness of the importance and benefits of neurodiversity-friendly workplaces. With a lens of recognizing and valuing cognitive differences, we will discuss best practices and practical approaches for embracing neurodiversity in any type of workplace. This course is applicable for leaders, managers, and employees seeking to foster an inclusive environment that supports all employees in their potential. Powerpoint, lecture and case examples will be shared.

### **LEARNER OBJECTIVES:**

1. Identify differences in how neurodivergent individuals may approach their jobs and experience their working environments
2. Explain the benefits of neurodiversity-friendly workplaces for employees as well as broader organizational performance
3. Explain how individual-specific accommodations in addition to broader organizational design support a neurodivergent-friendly workplace
4. State concrete strategies and best practices for building a neurodivergent-friendly workplace

### **WHO SHOULD ATTEND?**

Leaders, managers, school staff clinical staff and employees in any type of workplace; anyone interested in best practices for neurodiversity-inclusive workplaces. There are no prerequisites to attend. This is an introductory level course.

### **COURSE SCHEDULE**

- Introductions & Course Overview (2 min)
- What do we mean by neurodiversity? (definitions and statistics) (10 min)
- Why is neurodiversity relevant in the context of a workplace? (5 min)
- Differences: Navigating systems that aren't designed for neurodiverse employees (7 min)
- Benefits of neurodiversity-friendly workplaces (3 min)
- Neurodiversity as a competitive advantage + Examples of workplace initiatives (8 min)
- Envisioning a neurodiversity-friendly workplace (2 min)
- Best Practices for a Neurodiversity-friendly and inclusive workplace
  - Foster an inclusive culture (15min)
  - Individualized accommodations (tailored support, conversations) (9 min)
  - Human-centered lens to examine organizational design (including virtual meetings) (37 min)
  - Strength-based approaches (20 min)
- Wrap-up and conclusion (3 min)

If you require special assistance, please contact AEP Connections to inform them of your special needs by emailing: [info@aeconnections.com](mailto:info@aeconnections.com) or calling: 833.237.2668



## ON DEMAND: Understand Dyslexia from Diagnosis to Treatment

Ginger Healy, MSW, LCSW & Kimberly Smathers, MBA



### GINGER HEALY, MSW, LCSW

Ginger Healy MSW, LCSW started her career as a child abuse investigator, hospital social worker, and school therapist. She spent 15 years as the social service supervisor at an international adoption agency where she learned about developmental trauma and attachment needs in children. She is currently a clinical social worker and the director of programs at the Attachment & Trauma Network. She co-anchors the podcast “Regulated and Relational” with Julie Beem, executive director of ATN. Ginger speaks and teaches across the nation on trauma-informed schools, therapeutic parenting, and community engagement. Ginger is the author of Regulation and Co-Regulation: Accessible Neuroscience that Brings Calm into the Classroom, and she is also the author of the accompanying workbook that aims to reach beyond the classroom for caregivers and child-serving professionals. Ginger is married and has four children who have been her greatest teachers about developmental trauma and neurodivergence.

#### **Disclosures:**

*Ginger Healy MSW, LCSW receives an annual salary for her job at the Attachment & Trauma Network. She also receives payment from National Center for Youth Issues for book royalties for books she has written and speaking engagements they have booked for her. Ginger Healy will receive a speaker’s honorarium from AEP Connections for this presentation. There are no relevant non-financial relationships to disclose.*



### KIMBERLY SMATHERS, MBA

Kimberly Smathers is a seasoned strategist with over 20 years of experience in the healthcare, human services, and education sectors. She brings expertise in human-centered design, mixed-methods research, adult learning, and systems thinking to tackle complex challenges and drive equity-focused solutions. Through her consultancy, Flourishing Spark, Kimberly partners with organizations to create environments that promote well-being, particularly for individuals impacted by trauma, health disparities, and neurodiverse needs.

A passionate advocate for inclusion, Kimberly integrates this focus into her work, helping organizations foster workplaces where diverse talents can thrive. Her expertise spans Medicare and Medicaid integration, trauma-informed care, housing+service models, and behavioral health. She has led initiatives for federal, state, and private clients, including the development of person-centered policies, technical assistance hubs, and innovative care models.

Kimberly’s approach emphasizes actionable insights drawn from lived experiences, creative ideation, and win-win problem-solving. As a facilitator and speaker, she inspires collaboration and drives systemic change to support human flourishing. An MBA graduate from Northwestern University’s Kellogg School of Management, Kimberly also serves as Vice President of the Board for the Attachment & Trauma Network

#### **Disclosures:**

*Kimberly Smathers, MBA works as a private consultant through her company, Flourishing Spark, and is the Vice President of the Board at the Attachment & Trauma Network. Kimberly will receive a speaker’s honorarium from AEP Connections for this presentation. There are no relevant non-financial relationships to disclose.*



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### PROFESSIONAL DEVELOPMENT OFFERED

- 1. CERTIFICATE OF ATTENDANCE** - This course is offered for 2.0 clock hours. Full attendance and a passing score of 80% on the test are required.
- 2. ASHA**- This course is offered for .2 ASHA CEUs. Full attendance a passing score of 80% on the course exam and a completed evaluation are required for satisfactory completion of ASHA CEUs. Provider approval and use of the Brand Block does not imply endorsement of course content, specific products, or clinical procedures.
- 3. AOTA** - AEP Connections, LLC is an AOTA Approved Provider of professional development. Course approval ID 11423. This distance learning – independent is offered for .2 CEUs (2.0 contact hour). Introductory, OT Service Delivery. AOTA does not endorse specific course content, products, or clinical procedures. A course evaluation and a score of 80% on the post test is required for satisfactory completion.
- 4. NASP** - AEP Connections is approved by the National Association of School Psychologists to offer continuing education for school psychologists. AEP Connections maintains responsibility for the program. NASP Approved Provider #1165. Full attendance is required and a passing score of 80% is required on the post test. This course is offered for 2.0 credits/hours.
- 5. NBCC** - AEP Connections, LLC has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 7173. Programs that do not qualify for NBCC credit are clearly identified. AEP Connections is solely responsible for all aspects of the programs.  
*Available NBCC Clock Hours: 2*
- 6. ASWB** - AEP Connection, LLC, #1332, is approved as an ACE provider to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Regulatory boards are the final authority on courses accepted for continuing education credit. ACE provider approval period: 1/27/25 - 1/27/28. Social workers completing this course receive 2 continuing education credits. Full attendance, a course evaluation with additional post test questions is required for satisfactory completion.
- 7. NASW** - This program is Approved by the National Association of Social Workers (Approval # 886925205-9495) for 2.0 continuing education contact hours. Category: Social Work Course approval expiration: 1/31/2026.



AEP Connections, LLC

Introductory Level  
.2 ASHA CEUs





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**REGISTRATION FORM**

**Independent Self Study Course**

**ONLINE REGISTRATION** | Available for credit card transactions at: **aeconnections.com**

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*Purchase orders must accompany registrations.*

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*Confirmations and communications will be sent by email. Please print email clearly.*

**REGISTRATION COST**

**\*\* ON-DEMAND ONLY \$49**

**\*\* Each registration is for a SINGLE participant \*\***

<input type="checkbox"/> On - Demand Only	\$49	\$ _____
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CANCELLATION POLICY: More than 45 days before the first day of the conference: Full Refund, less a \$25 processing fee. Less than 45 days, but more than 14 days before the first day of the conference: Credit towards a future conference or a substitute may be sent in your place, with prior approval by AEP Connections, LLC. Less than 14 days before the first day of the conference: No Refunds. AEP Connections reserves the right to substitute speakers in the event of a speaker cancellation. AEP Connections reserves the right to change "live in person" conference to a "Live-stream" webinar in the event of weather, pandemic, Acts of God, national or local guidelines. Our refund policy applies to all registration payments including those by purchase order.