AUTISTIC PRIDE DAY

The six actions explained

One first step for each action.

1. Make the process accessible before you invite us in.

If your process excludes us, your invitation is not real.

Audit one existing process. One tender, one consultation, one hiring round. Map where it excludes people and remove what is not essential to the task. Publish what you find and what you changed.

2. Hire for the skill, not the performance of the skill.

Skills based hiring must be the default, not the exception.

Add one alternative pathway to your next recruitment round. A work sample, a portfolio review, a structured task. Make it available by default, not by request.

3. Fund autistic led organisations, not just programs about us.

Set the percentage. Publish it. Report against it.

Calculate what percentage of your autism related funding goes directly to autistic led organisations. Name the number. Set a target. Report against it next year.

4. Measure whether people are okay, not whether they comply.

Compliance is not a wellbeing outcome.

Replace one compliance metric with a wellbeing indicator co designed with autistic people in your organisation. Publish what it measures and what it finds.

5. Pay us to design it, not just to review it.

Consultation is not co design.

Budget for autistic co designers in your next project from inception. Not at the review stage. From the first meeting.

6. Publish what you actually did, not what you intended.

Statements are not outcomes.

Write one public report on what your organisation actually did this year to include autistic people. Not intentions. Actions, outcomes, numbers.

Put it on the record

Name what you will do, who is responsible and when you will report. Use the Commitment Register to publish your promise and report what you did.

https://autisticprideday.org/commitment-register/

Read the web version: https://autisticprideday.org/the-toolkit/six-actions/