

THE UNTOLD STORY

EXPERIENCES OF WOMEN WITH AUTISM IN THE WORKFORCE

The unemployment rate for adults on the spectrum is > 50%.
(Source: Autism Speaks)

Autistic women are much more likely to be missed for diagnosis.



RESEARCH DESIGN

- ✓ Literature review
- ✓ Qualitative coding of subreddit 'AsperGirls' (40 threads – career & employment category)
- ✓ Codes in were in following categories: individual differences, workplace barriers, organizational interventions, coping methods

KEY FINDINGS

Construct	Themes
Individual differences	Some careers are by design better for autistic women
Barriers	Stigma Peer environment Interviews Neurotypical expectations Social/sensory overload
Org interventions	Culture of openness Manager support
Coping methods	Masking Self-employment Interest based career Mitigate overload

RESEARCH TEAM:

Lummy Lin, MSIM

Advised by: Dr. Hala Annabi



Information School
UNIVERSITY of WASHINGTON