



Summary of offering collaboration, insight & experiences

For the H.M Government & the UK Parliament

Through my experience as a neurodivergent and through my observation and 25 years of developing awareness content, I can offer my insight experience suggestions solutions and possibilities (See page 6 for the colour coding notes & information)

Cabinet office

- * The importance of preventing stigma and demonisation - through my personal experience
This relates to the importance of discouraging misperception and one-sided narrative to make distorted viewpoints and language which has fuelled discrimination, demonisation and hostility towards disabilities and Neurodiversity.
This is exactly what has happened with previous cabinet ministers without context or perspective of lived experiences (from both Labour and Conservative governments). Also how the media & other political parties (Conservative & Reform UK) has escalated this to undermine and demonising disabilities including invisible disabilities and neurodiversity including the autistic spectrum. It has led me to face constant discrimination, bullying and ableist abuse in public places and open spaces.
- * How conflicting aspects of personal life can harm and damage employment opportunities - through my personal experience. (also for Department for Work and Pensions)
This is related to different aspects of personal conflicting situations including relationships, neighbourhoods the person lives with and strangers nearby
(including intimidation, bullying, assault, controlling abuse and ableism)
Also employment aspects can also be harmed if a neurodivergent and those with invisible disability face constant discrimination bullying and hatred when commuting to and from the location of work using public transport or walking

Department for Culture, Media and Sport

(Department of Digital, Culture, Media and Sport)

- * Changing expectations on using technology and affects a neurodivergent person to function
- * How AI must not discriminate against a neurodivergent person when accessing AI generated services
- * AI and other technology must not discriminate against a neurodivergent in applications for work education and training. (This is after a comment from the CEO of "Neurodiversity in Business" who has mentioned that AI has been used to discriminate)
- * Importance to make sure neurodivergent people are not left behind in using artificial intelligence
- * Solutions on representation how disabilities (including invisible disabilities) and neurodiversity are protected - Through personal experience
- * The concern of hostile demonisation towards disabilities (including invisible disabilities) and neurodiversity - Through personal experience
- * Embracing & valuing neurodivergent Talent - based on my awareness project "Advantage"
- * The importance of accommodating on qualifications requirements towards ambitious & talented neurodivergent - through my personal experience
- * Serious concerns how the autistic spectrum has been unfairly misrepresented in news content on press & media - through my personal experience
With distorted viewpoints or perceptions and how criminal offenders use the autistic spectrum as a stigmatising excuse.
- * The importance of balanced voices & pererspective from neurodivergent people
It shouldn't be just about experts who talk about disabilities and difficulties.
I was extremely concerned when speaking to a diversity leader from Sky at the disability expo "Naidex" in April 2026 at the NEC, Birmingham who mentioned that they do not include disabled people's voices and only use disability voices who are leaders and managers of organisations or communities. The manager mentions that the public interest is their excuse why they do not feature voices of disabilities and difficulties.

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Department for Culture, Media and Sport (Continued)

- * The importance of widening how news and information matters addresses matters on Neurodiversity - through personal experience

This goes beyond accessing employment opportunities, care and support matters and mental health. Including becoming a more diverse representative of society.

- * Steps to improve inclusivity in communities specifically for invisible disabilities and neurodiversity - Through personal experience

- * Personal insight: The misrepresentation concerns - from my personal experiences

This includes, typcasting, personal stigma, how criminal offenders stigmatising me & other law abiding autistic people by using the autism as an excuse for their inappropriate behaviour.

Based on my observations & experiences as a black male, autistic and as a neurodivergent.

I am preparing an insight & analysis publication on this matter. It will be available online when completed

Department for Education

- * Discovering talent and ambition - through my personal experience

This means going beyond qualifications and expectations for a neurodivergent young person

Department for Transport

- * More steps for transport operators and authorities to be more accommodating - Through my personal experience

This goes beyond the accessibility approach it's about being more aware of the challenges barriers on what steps can be made which improves a neurodivergent to navigate services

This is based on collaboration with Transport for West Midlands (the team at West Midlands Safer Travel Partnership) for 3 years since 2023.

- * My personal insight: How changes of expectation technology & passenger requirements can effect confidence - through my personal experiences

This covers areas such changes on paying fares through digital technology. The pressure is quicker when navigating through transport without realising the risk of accidents and disruptive consequences. This what happened to me when board London Buses in 2019 * The barriers of taking action when things go wrong - through my personal experience

This is related to the requirements when making the complaint and taking the matter to transport ombudsman and regulators.

- * How passenger information is presented and written can determine passengers confidence - through my personal experience

It is related to how information are written and presented my suggestions on signage and passenger information. This goes beyond accessibility which many neurodivergent people would feel would be confident This is based on a collaboration task in 2025 with Transport for West Midlands

- * Be aware and find steps to combat ableism and hate crime. - Through my personal experience

This beyond the obvious aspects for also related to the minor behaviour which passengers does which can disrupt and in some cases harm the covenants of neurodivergent and with invisible disabilities

This is after my participation in a special survey on disability hate crime on public transport in November 2024 in Birmingham from the support provider United Response

- * Collaboration offer: marketing campaign against ableism and disability hate crime

I have presented my ideas to Transport for West Midlands in June 2026

- * Collaboration offer: safer travel marketing ideas on public transport

I have presented my ideas to Transport for West Midlands in June 2026

My insight & suggestions to improve local railways confidence - Through my personal experience

This is since West Midlands Railways become nationalised towards Great British Railways

- * The Barriers of Disability Concessionary Travel Pass - Through my personal experience

The inconsistency of requirements between different public authorities prevents to me have a Disability Concessionary Travel Pass in the West Midlands, despite I was entitled when I lived in Worcestershire

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Department for Work & Pensions

* Providing solutions and possibilities on welfare reform - based on my publication for the DWP consultation

This is related to a specially made publication I have developed to submit my participation with the DWP consultations in 2023, 2024 and 2025

* Addressing the barriers of a neurodivergent to access employment opportunities - through my personal experience

There are certain procedures which employers do which have harmed opportunity prospects for neurodivergent like me. Also because of the low employment rate for autistic people what barriers must be removed not just in accessing work but to maintain in employment.

* How employers must not pressurise Autistic and ADHD people with unrealistic expectations - through my personal experience

This is related to high numbers of Autistic and ADHD people experiencing high levels of employment tribunals. Also it is related to listening to voices of parents and family members who have shared their concerns of their neurodivergent relative who face constant discrimination and with no reasonable allowances (to their difficulties) which lead to their sacking or dismissal.

* The importance of wider approaches beyond employment opportunities - Through my personal experience

Because of changing expectations it is no longer enough to seek empowerment opportunities without strong connections in other aspects of daily life.

This includes volunteering, community participation, education and training.

This is something I am passionate about as I have experienced this for many decades. Without this it can cause negative implications and credibility problems when accessing employment opportunities and enterprise start-up.

This is based on the publication I have developed for the DWP consultation in 2025.

* Colaboration offer: explore the strengths, attributes & talent of Neurodiversity

This is on my online project "Advantage" on my awareness website (Plus Value Awareness)

This includes how employers can strengthen a neurodivergent at work (through my personal experience) & at communities

* The barriers of volunteering & work - through my personal experience

There are various barriers which can affect a neurodivergent person this includes the application process against unrealistic expectations, the expectation in working & volunteering environments to push a neurodivergent (beyond their difficulties) to meet their requirements unannounced in advance, how leaders at volunteering does not make it effort to enable understanding of a neurodivergent to prevent risk of bullying discrimination and workload barriers.

* How care & support disrupt work ethics & opportunities - through my personal experience

I have experienced this when I used to receive floating support by a local care provider in my home where they impose inflexible requirements which disrupt my work ethic including scheduling their support during the working hours and not evenings and weekends. Also how they have used their policies to not support myself and others in writing applications and interviews.

Make sure AI does not leave neurodivergent behind - through my personal experience and listening to experts

This is essential to make sure that everybody embraces using artificial intelligence as it will cause an effect on whether a person can get employment opportunities or not.

So it is important for people to learn artificial intelligence and for those who do not use it. It enables them to use the expected level to access and maintain employment opportunities.

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Department for Work & Pensions (Continued)

- * Pay greater attention to lived experiences - through my personal experience

This goes beyond consultations but also that key decision makers must not use this to use misinterpretations and misperceptions to make decisions or changes which could compromise a person's circumstances. It is essential to make sure that context and perspectives must be considered through lived experience when making decision making or changes towards disabilities and neurodivergent people.

Department for Health & Social care

(See under the Department for Work and pensions in related to the effects on working ethic and opportunities)

- * How care and support must not downgrade the level of intelligence articulate and intelligent people with autism and neurodiversity - through my personal experience

I had personal experience in receiving floating support in my home for 20 years. I have experienced major change from being service users orientated to a service that uses their objectives and policies to not only restrict the service they provide but try to encourage and pressure me to downgrade my social status and to limit my ambition. This means suggesting to the support and social environment which causes a negative stigma for an independent person like myself.

- * Respect the dignity and human rights are for service users - through my personal experience

I had personal experience in receiving floating support in my home for 20 years. I have faced several situations where I have been mistreated, bullied or abused with the support provider of floating support and with social services. I have noticed when I'm going through these situations they have caused barriers to resolve any types of mistreatment. Especially when the provider denies what they did and therefore it led to situations where a face repeated mistreatment.

I had to make a decision to stop receiving the floating support in my home. This is after a serious abuse and bullying by the provider in September 2021 which caused me strain on my relationships with my family, my neighbours and have compromised situations in how I manage with my difficulties. I felt that the system does not respect the dignity of human rights and the prerogative of independent neurodivergent people like me. I felt that the support system is a burden to my level of intelligence and my ability to make decisions to maintain my stability. As mentioned elsewhere it has been a burden on my work ethic and career aspirations. Also I felt the system downgrades me as a little person where you speak when you are spoken to and do not challenge things which are concerning or wrong. This has harmed my interpersonal abilities.

- * The importance of the NHS to be more accommodating - through my personal experience

As a person receiving this service I have mixed viewpoints as I feel the services are not accommodating enough to my difficulties. For example unless you have the ability to shorten what you are trying to share within five minutes (no matter how complex and challenging) you can be frowned as a nuisance and wasting the staff's time when accessing GP support

- * The importance of respecting dignity, human rights and prerogative - through my observations and when listening to those who have received bad experience

This is something that can affect myself and others to have the others to access any health rated care or support from the NHS. This is listening to and observing news stories related to inappropriate mistreatment towards autistic people.

Especially when Paula McGowan addressed how her son Oliver was inappropriately mistreated which led to his death

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Department for Health & Social care (Continued)

- * Widen the approach related to mental health - through my personal experience
I've had many experiences in accessing mental health services over the years and decades and felt that they have been inconsistent standards and in some cases unrealistic expectations which enable a person to recover from mental health with stability
- * The barriers of fitness & other activities - based on personal experience
Different factors can affect a neurodivergent person to take part in activities to be physical active. This includes the learning or facilities are not accommodating towards a neurodivergent. If a neurodivergent person is stigmatised this can affect being visible including ableist abuse when travelling to & from the location of activity as well as at the location of activity
- * Why respecting a person's coping management is important
This important guide is reducing the risk of anxiety attack, sensory overload and mental health.

Home Office

- * Addressing the underlining causes of disability hate crime - through my personal experience
I have experienced the kind of mistreatment which led to unaddressed circumstances which do not get addressed. I do feel the root causes are important to be addressed to make sure many of the disability hate crime incidents are prevented.
- * Challenges and barriers in reporting incidents to a police - through my personal experience
When I have to report incidents to the police there have been barriers and obstacles. This is related to how my difficulties affect my ability to recall the information to the required level, how cases are automatically rejected through the offenders denial, how reporting can lead to misunderstanding because of lack of context of how any mistreatment occurs
- * Collaboration: projects campaign and content against ableism and hate crime towards neurodiversity. Through my awareness project "Zero Toxic" (Plus Value Awareness) I have developed a family of information and guidance to discourage hatred and mistreatment towards Neurodiversity

Department for Housing, communities and Local Government

See under Department for Work and pensions in relation to volunteering

- * Neurodivergent lived experiences understanding related to life challenges and challenges as a tenant - from my personal experiences
- * The challenges of a neurodivergent in local communities - from my personal experiences
How lack of lived experts in relation to understanding and misperception can impose isolation and exclusion from communities
- * Collaboration proposal: Sustainable for Neurodiversity in housing
This goes beyond understanding and acceptance. This is a presentation proposal with Bournville Village Trust
- * The barriers of neurodivergent in relationships - based on my personal experience
There can be expectations that can affect a neurodivergent in relationships.

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Department for Housing, communities and Local Government (Continued)

* Collaboration proposal: the importance of inclusivity
Based on the project "Inclusive Differences" on my awareness website "Plus Value Awareness"

Overlap between different departments

Cabinet office, Department for Work & Pensions, Department for Culture, Media and Sport along with Department for Housing, Communities and Local Government

* The importance and representation and lived experiences - based on my personal experiences
The concerns decision making can compromise disabilities and neurodivergent due to of lacking represented voices and lived experiences. This can also lead to one sided narrative which stigmatises disabilities and neurodivergent people in media and the press
This is based on a publication I have written on Disability and Representation

* Collaboration proposal: the importance of going beyond understanding and acceptance.
Based on the fundamental objectives of my awareness projects. As well as understanding & acceptance, validation and embracing is equally important.

Additional ideas can be made at a later date. If you require further details on how my department can be beneficial to participation and suggestions please contact me with the details below

Notes

- Based on my personal experiences & developments
- Collaboration offer
- Based on my awareness Insight, observations & analysis

Contact & Collaboration

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