



The Black Neuroinclusive Youth Workforce Study Youth | Employers | Community

April - November 2025



About The Team

The Ase Community is a National Black and disability-led not-for-profit serving Canada. We are a fully accessible and culturally affirming organization that prioritizes working with community members and collaborative partners to showcase and analyze resources, critical research, policies, and services that advance all Black communities' overall well-being and economic engagement.

Sign Up Now!

Your voice will lead critical change

- 1-on-1 interviews
- Small Focus groups
- Accommodations available
- Virtually or in-person



Honoraria:

Youth: \$100

Black Caregivers: \$50

Community Organizations: \$25

Employers, managers, & HR professionals: \$25

About The Study

This research project aims to design, evaluate, and implement a culturally-affirming Black Neuroinclusive Youth Workforce Transition model (16- 30 years) in Canada, to improve full-time career and employment outcomes. A participatory, intersectionality-based approach centers the voices of Black neurodiverse youth and their unique experiences navigating the intersectionality of Anti-Black racism, ableism, and gender discrimination during workforce transitions and career growth. Insights from community-based employment services, employers, and parents will also inform program design and advance inclusive policies and practices.

Project Objectives

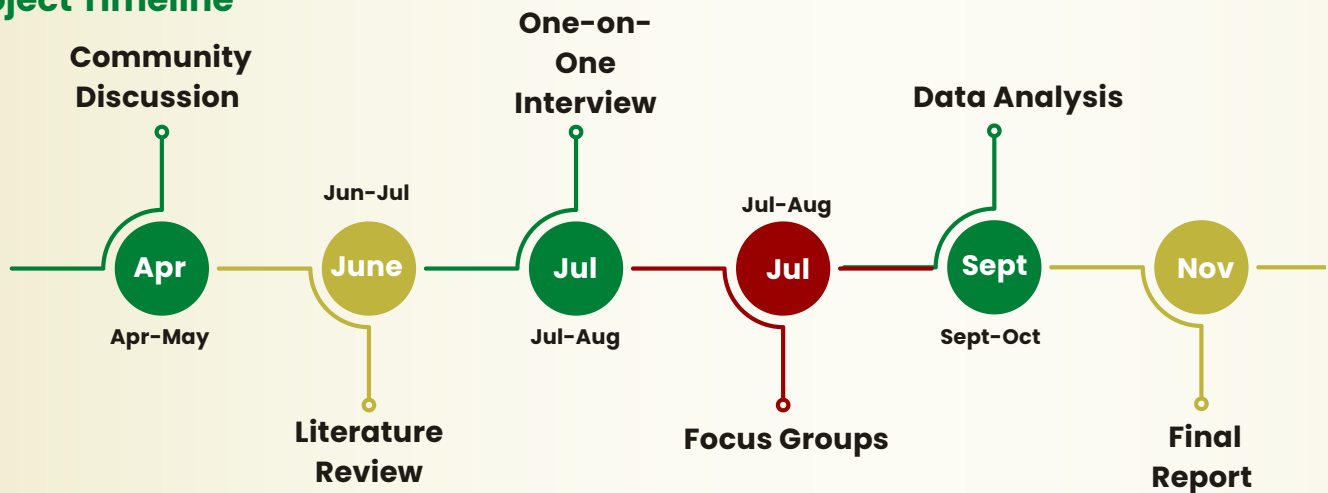
This research project seeks to...

- Develop and pilot a workforce transition model tailored to Black neurodiverse youth (ages 16-30)
- Co-create culturally affirming mentorship and coaching strategies.
- Train employers to foster neuro-inclusive, anti-racist work environments.
- Advance policy recommendations for a national, intersectional accessibility standard.

Who should sign up

Black Neurodiverse Youth, Employers | Fostering inclusive workplaces, Black Community Members, Community Service Organizations.

Project Timeline



Research Team

Our team brings Black and neurodiverse lived experience to lead this essential project.

Liza Arnason, MA – Principal Investigator | Project Lead
Aronke Emmanuel, MBA – Program Manager
Appiah Bonsu, MA – Co-Principal Investigator | Research Co-ordinator
Clio Smith – Research Assistant

Partners



The Ase Community Foundation for Black Canadians with Disabilities

The Ase Community is a National Black and disability-led not-for-profit serving Canada. We are a fully accessible and culturally affirming organization that prioritizes working with community members and collaborative partners to showcase and analyze resources, critical research, policies, and services that advance all Black communities' overall well-being and economic engagement. Our community's collective voices have amplified the pervasive structural barriers, policy gaps, and research gaps as a direct consequence of the interlocking realities of ableism, anti-Black racism, and gender-based discrimination in Canada.



Toronto Metropolitan University – The Future Skills Centre (FSC)

Toronto Metropolitan University ("TorontoMet"), on behalf of its unit, is the Future Skills Centre ("FSC") has funded this research and development project. One of the missions of the Future Skills Centre is to support, test, and mobilize knowledge about projects that help Canadians make informed decisions about the skills needed for the future as they adapt to changes in the labour market; increase access to in-demand quality training and supports that address the changing nature of work, especially for underrepresented and disadvantaged groups (such as persons with disabilities, racialized groups or individuals in specific sectors and occupations); and support transformative labour market policy and program innovation to ensure that Canada's labour market and training systems remain future-fit.



Sinneave Family Foundation

The Sinneave Family Foundation has a NEUROinclusive Workforce Solutions that provides no-cost education, consultation, and resources to Canadian employers to create neuroinclusive workplaces. They provide practical tools and actionable strategies that employers can easily implement in the workplace. We are collaborating with the Sinneave Family Foundation to make this more culturally affirming for Black Neurodiverse youth and culturally relevant to the employers that want to employ these youths.