

# How Do You #InspireDEI?

## CubeLynx

### Creating a neurodiverse-friendly work environment

Mayur Gondhea set up CubeLynx following his son Jaimin's diagnosis with Autism. CubeLynx has a mission to provide employment opportunities for people who are neurodiverse, particularly those who are autistic.

Less than 30% of autistic adults are in any kind of employment and we are committed to utilising this untapped talent pool.

We pride ourselves on excellent delivery of services, specialising in financial modelling and advisory services to enable organisations to make critical decisions.



**Mayur Gondhea,**  
Founder and Director,  
with his son Jaimin

### Our workplace environment

We have a range of policies to facilitate creating a neurodiverse-friendly work environment:

- A hiring process that doesn't discriminate, with Autism Friendly formatted job descriptions, and a testing process that focuses on practical skills and problem-solving rather than a conventional interview that may disadvantage ASD applicants.
- We have shaped the physical environment of our offices to be a less stimulating and unpleasant space for ASD employees. This includes having it closed in, without glass walls, minimal decoration, and in a quieter part of the building.
- More broadly, we ensure that we have an open dialog with employees around their needs, such as allowing flexible working hours and remote working practices, so they can perform at their very best.

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## Our broader activism

Over the past year, we have worked with the Department for Work and Pensions, as well as the charity Autistica, to help produce the [Buckland review](#). This review seeks to improve the number of individuals with ASD in regular employment with a broad range of changes made to Government policy and processes.

At the conclusions of this work, we were delighted to host MP Mel Stride, Secretary of State for Work and Pensions, and James Cusack, Chief Executive of Autistica, at our offices and for this visit to be recorded by the BBC. As part of this work, we have been involved in the creation of the 'Neurodiverse employers index', organised by Autistica, which will offer confidential, scored report and a personalized roadmap for change for organisations that choose to register.



**MP and Minister for Work and Pensions Mel Stride (forth from left) and Autistica Chief Executive James Cusack (second from right) visiting the CubeLynx office.**

IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.