

Protocol for systematic review of the effectiveness of workplace disability and neurodiversity training using CIMO-logic

INPLASY202530062
doi: 10.37766/inplasy2025.3.0062
Received: 14 March 2025
Published: 14 March 2025

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ADMINISTRATIVE INFORMATION

Support - None.

Review Stage at time of this submission - Preliminary searches.

Conflicts of interest - None declared.

INPLASY registration number: INPLASY202530062

Amendments - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 14 March 2025 and was last updated on 14 March 2025.

INTRODUCTION

Review question / Objective The aim of this research was to synthesize current peer-reviewed articles evaluating the effectiveness of workplace disability or neurodiversity training to outline:
a) What is the context of these trainings? (Who are the trainings aimed at, in what types of organizations?)
b) What types of training have been evaluated in the literature? (What is the content delivered? Who is delivering them?)
c) What mechanisms are indicating their effectiveness? (What is the mechanism of change, is there theoretical groundings?)
d) What are the outcomes used to evaluate trainings?

Rationale Many organizations are offering neurodiversity and disability training, but little is known about its effectiveness. We aim to synthesize current peer-reviewed articles

evaluating the effectiveness of workplace disability or neurodiversity training in line with the context-intervention-mechanism-outcome (CIMO) logic. We aim to share the workplace contexts in which these trainings are being evaluated, the types of training offered, the mechanisms or theories behind the training design or effectiveness, and the outcomes used to evaluate their effectiveness.

Condition being studied Neurodivergence and disability. Neurodivergence defined as “having a mind that functions in ways which diverge significantly from the dominant societal standards of “normal” “(Walker, 2014) and we include neurodevelopmental conditions, learning differences, and mental health conditions in our definition. Disability is defined in line with the CDC's definition as “any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).”

METHODS

Search strategy EBSCOhost advanced search was used to search databases including journals from psychology, business, and sociology. A total of 9 databases were searched: academic search premier, apa psycinfo, business source complete, business source premier, sociology source ultimate, directory of open access journals, human resources abstracts, apa psycarticles, business insights essentials.

Participant or population Workers or employees in any organization or workplace context.

Intervention Disability or neurodiversity training that aims to increase knowledge or awareness in a workplace context.

Comparator N/A.

Study designs to be included All.

Eligibility criteria Only primary articles were included. They had to be written in the English language and the full-text available in the library or online. Once sifted, only articles that evaluated an intervention/training in a workplace context were included.

Information sources Electronic databases.

Main outcome(s) Any outcome evaluating the effectiveness of the training.

Data management Covidence.

Quality assessment / Risk of bias analysis Undecided.

Strategy of data synthesis Data will be extracted to describe the context, interventions, mechanisms and outcomes. There are no plans to quantitatively analyze the data.

Subgroup analysis None.

Sensitivity analysis None.

Language restriction English.

Country(ies) involved United States of America.

Keywords neurodiversity; disability; training; program.

Dissemination plans Peer-reviewed article and through social media networks.

Contributions of each author

Author 1 - Kirsty Lauder - Author 1 designed the protocol and will draft the manuscript.
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