

**"Always be inspired by those around you"**



**ALLISON ABRAMO**

**DIRECTOR OF NEURODIVERSE HIRING INITIATIVES**

**How long have you been with The Arc of the Capital Area and what do you do here?**

I have been with The Arc over 3.5 years. I started as a CLASS case manager and then moved into the role of Director of Neurodiverse Hiring Initiatives.

**What is your favorite thing about working for The Arc of the Capital Area?**

The Arc treats employees very well -- we are frequently reminded that we are valued in the organization.

**Where do you find your inspiration in your career?**

Working with others who are also passionate about their work.

**How is your work with The Arc of the Capital Area inspiring change in the I/DD community?**

I believe that the work being done in Employment Services is inspiring more individuals with I/DD to pursue competitive employment, and it is inspiring more companies in Austin to hire and work to retain neurodiverse employees.

## **Who is your hero and why?**

My hero is my dad because he has fought for innovation and change in his field for his entire career, even when he has been confronted by systems that have been resistant to change.

## **How do you represent our core values (Respect, Joy and Integrity) in the work you do with The Arc of the Capital Area?**

I think that I represent our core values by always working in a person-centered manner.

## **What's your favorite way to spend the weekend?**

My favorite weekend mornings: On Sundays, I make coffee for myself and my husband, then we watch the Formula 1 race. After that is over, we go for a long walk with our dog.

## **What has been your favorite project so far and why?**

I have enjoyed starting the Autism Assets @ Work program in partnership with Dell Technologies. It has been my favorite because I have been able to see how a small, passionate group of people can enact a large cultural change at an industry leading company like Dell Technologies.

## **What's one way you define success in your current position?**

One way in which I define success is in the strength of the partnerships built. Our program is successful if a company grows from just hiring one person, to taking steps to change their entire company culture to be more inclusive, or takes deliberate steps to hire and retain more individuals with I/DD across the company.