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## Gary Gates

*Neurodiversity*



Gary is a PhD Researcher at Ulster University investigating the lived experiences of late-diagnosed ADHD in adults. The research aims to deepen the understanding of the unique challenges and needs faced by this group, contribute to more effective support strategies, and raise awareness about the implications of late diagnosis. Gary's background is in marketing, communications, and business management, and he has over 10 years of managerial experience. Gary now focuses his time on SPARK, his PhD, and various music projects.

Gary is on the 'NeuroNetwork' committee at Ulster University and is a board member of the mental health charity u-Hub Well-being. He is also a self-taught multi-instrumentalist and songwriter. In his free time, he performs with a bagpipe-infused rock/folk cover band called 'Tartan Riot'.

SPARK is a Northern Ireland-based neuroinclusion initiative, providing training, advocacy, and community support for neurodivergent individuals and organisations. Founded on lived experience and co-production, SPARK is dedicated to removing barriers and promoting real inclusion in workplaces, education, and policy. By delivering practical and engaging neurodiversity and inclusion workshops, SPARK helps equip organisations and individuals with the knowledge and tools needed to build environments where neurodivergent employees can thrive and contribute their unique strengths. SPARK also serves as a vital community hub for neurodivergent individuals, providing resources, guidance, and

opportunities to connect and share experiences. Our mission is to empower individuals and organisations alike, sparking change that benefits everyone.

Our lived experience/research workshops and talks are focussed on lived experience and research, and all our work is linked to my research at Ulster University.