

WHAT IS NEURODIVERSITY?

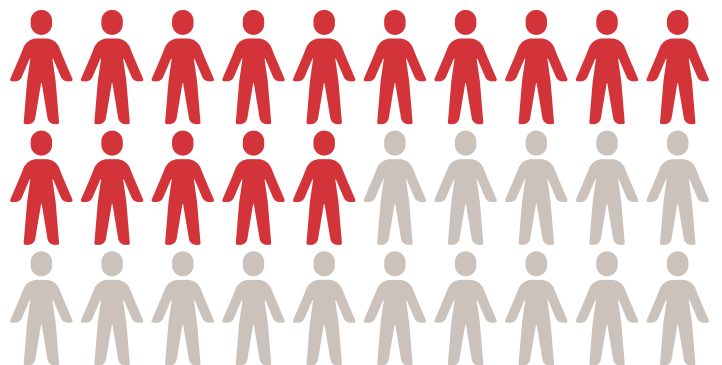


Neurodiversity is the idea that people think, experience, and interact with the world around them in different ways. Everyone's brain functions a little bit differently, and none of these differences (such as ADHD, autism spectrum disorder, Hyperlexia, and Dyslexia) are deficits.

What Problems Do Neurodivergent Individuals Face?

- There are often stigmas attached to neurodiversity (being called cognitive disabilities).
- Neurodivergent individuals are put under pressure to assimilate to social norms.
- Lack of public awareness and accommodations in the workplace often forces neurodivergent individuals to mask themselves

15%



of the world's population are classified as neurodivergent.

"The real reason an autistic person tries to mask is because of a natural human desire, fit in, and achieve social and professional success."

- Kate Khale at TedxAustin College

What Has Been Done To Help?

- The Autism Society of America is funding Autism Acceptance Month (AAM) every April to demonstrate support and acceptance.
- AT&T openly welcomes neurodiversity and has created an internship program called "LaunchAbility Career Services at MyPossibilities" for neurodivergent individuals.

What Can We Do To Help?

- Promote businesses owned by neurodivergent people
 - Ex. Luv Michael granola bars
- Engage with the local community and work directly with the neurodivergent population
 - volunteer with neurodivergent individuals
- Try your best to be accepting and loving of people who are different than yourself, and be patient when a friend takes longer to understand something or needs a few minutes in between tasks
- Aim to be more flexible in our institutions and make accommodations to be more inclusive of neurodivergent people
 - Ex. testing accommodations, auditory and visual accommodations, more flexible timelines

