What Makes Someone Weird?
What do these men have in common?

- Alan Turing
- Albert Einstein
- Bill Gates
- Satoshi Tajiri
Neurodivergence
Why are we talking about this?

- It’s important to talk about diversity
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- You will work with someone who is neurodivergent
- We are living in a global pandemic that is causing people to join the Neurodivergent Squad
- Neurodiversity is still somewhat of a taboo topic
Definitions

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  ✧ Clinical Depression
    ✦ causes depressed mood or loss of interest in activities
  ✧ Anxiety Disorder
    ✦ causes worry, anxiety, or fear
Getting Diagnosed

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- The easiest way to get diagnosed is to be a white male not in poverty with stereotypical symptoms
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  - Self-diagnosis is heavy research that leads to having all criteria needed for a formal diagnosis
Stimming

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There are dangerous stims
  - Hitting themselves
  - The only reason someone should be corrected for stimming is if they are hurting themselves
Masking

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- IT’S EXHAUSTING
- Some neurodivergent people feel that they don’t have a personality as their personality is just the mask they put on to appear neurotypical
Retracted Language

- Retarded- THIS IS A SLUR
  - “Mental Retardation” was a medical term
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  - The only people that benefit from ABA therapy are the neurotypical people around the person
Is a Neurodiversity a Disability?
Models of Disability

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- The Medical Model of Disability
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- The Social Model of Disability
  - Sees the issue of "disability" as a socially created problem and a matter of the full integration of individuals into society.
Disability Etiquette

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✦ DO NOT ASSUME SOMEONE’S ABILITIES
✦ LISTEN TO DISABLED PEOPLE
  ✧ If you are not disabled, your opinion on disability does not matter. You do not know what someone goes through and therefore can not tell a person what is best for them
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✦ Don’t ask questions about a person’s disability unless they are comfortable with talking about it with you or it is because of a safety issue

✦ If you offer assistance, listen to the person
✦ Speak directly to the person
✦ Asking questions is usually fine, but don’t be a jerk
✦ Treat adults as adults. DO NOT baby talk adults or children of ages that you wouldn’t normally baby talk.

✦ DO NOT ASSUME SOMEONE’S ABILITIES
✦ LISTEN TO DISABLED PEOPLE
  ✧ If you are not disabled, your opinion on disability does not matter. You do not know what someone goes through and therefore can not tell a person what is best for them
  ✧ Do not invalidate disabled people’s experiences
Disability Etiquette

✦ Most Disabled people hate “people first” language
  ✧ Idea is to “recognizes that individuals are more than their disabilities”
  ✧ For most of us, it's part of our identity
  ✧ It’s like saying Emily is a person with blonde haired instead of saying Emily is blonde
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  ✧ Do not invalidate disabled people’s experiences
  ✧ Do not make jokes at the expense of disabled people. This is punching down.
Ask me anything about Neurodivergence

- No judgement
- Ignorance is ok