What do these men have in common?
Neurodivergence

250H
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Definitions

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- **Common Divergences**
  - Autism Spectrum Disorder
    - affects communication and behavior
  - Dyspraxia
    - affects fine and gross motor skills, motor planning, and coordination
  - Dyscalculia
    - affects learning or comprehending arithmetic
  - Dyslexia
    - affects areas of the brain that process language
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    - affects areas of the brain that process language
  - ADHD
    - causes attention issues, hyperactivity, and impulsiveness
  - Tourette Syndrome
    - causes repetitive movements or unwanted sounds
  - Clinical Depression
    - causes depressed mood or loss of interest in activities
  - Anxiety Disorder
    - causes worry, anxiety, or fear
Neurodiversity

Dyscalculia
- Verbal skills
- Innovative thinking

Dyslexia
- Visual thinking
- Creativity
- 3D mechanical skills

ADHD
- Creativity
- Hyper-focus
- Energy and passion

Tourette Syndrome
- Observational skills
- Cognitive control
- Creativity

Acquired Neurodiversity
- Adaptability
- Empathy

Mental Health
- Depth of thinking
- Expression

ASC
- Autism Spectrum Condition
- Concentration
- Fine detail processing
- Memory

Honesty

Verbal Skills

Empathy

Intuition

Dyspraxia

DCD/Dyspraxia

Innovative thinking

Creativity

Hyperfocus

Resilience

Sensory Awareness

Mental Health

Depth of thinking

Expression

Neurodiversity

Created by Dr. Nancy Doyle based on the work of Mary Colley
Stimming

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  - Playing with hair
  - Tapping Pens
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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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  - mimicking gestures
  - hiding or minimizing personal interests
  - scripting conversations
  - pushing through intense sensory discomfort including loud noises
  - suppressing stimming
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- THIS IS DANGEROUS
  - Can cause anxiety and depression
  - Can cause even more aggression and misunderstandings
  - IT’S EXHAUSTING
Retracted Language

- Retarded- THIS IS A SLUR
  - “Mental Retardation” was a medical term
  - Turned into a slur for any and all people with learning disabilities
  - This term was coined in Vineland NJ. I was born at Newcomb Hospital in Vineland NJ. I went to school in Vineland NJ for over a decade. There is no reason you can give me for you to have this word in your vocabulary anymore.
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- Functioning Labels
  - This is just stupid
  - These labels were created to basically say how annoying a person is to neurotypical people
  - They undercut a person's individuality, struggles, and abilities
Common Misconceptions

- If you are Neurodivergent, you aren’t intelligent
  - “Idiot Savant”
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- Applied Behavior Analysis (ABA) Therapy is a good thing
  - This is basically conversion therapy and like conversion therapy this is traumatizing
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 blonde haired person instead of saying Emily is blonde
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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
  ○ 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