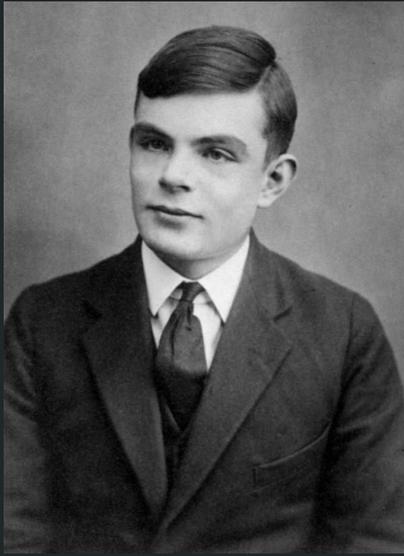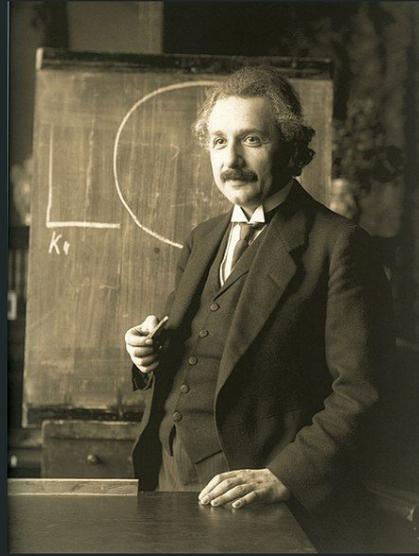# What Makes Someone Weird?

Alan Turing   Albert Einstein   Bill Gates   Satoshi Tajiri

What do these men have in common?

Neurodivergence

Why are we talking about this?

✦   It's important to talk about diversity

Why are we talking about this?

✦ It's important to talk about diversity
✦ You will work with someone who is neurodivergent

Why are we talking about this?

✦ It's important to talk about diversity
✦ You will work with someone who is neurodivergent
✦ We are living in a global pandemic that is causing people to join the Neurodivergent Squad

Why are we talking about this?

- ✦ It's important to talk about diversity
- ✦ 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

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans
✦ Neurodivergent: Having a less-typical, cognitive variation

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans

✦ Neurodivergent: Having a less-typical, cognitive variation

✦ Common Divergences

    ✧ Autism Spectrum Disorder

        ✦ affects communication and behavior

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans
✦ Neurodivergent: Having a less-typical, cognitive variation
✦ Common Divergences
  ✧ Autism Spectrum Disorder
    ✦ affects communication and behavior
  ✧ Dyspraxia
    ✦ affects fine and gross motor skills, motor planning, and coordination

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans

✦ Neurodivergent: Having a less-typical, cognitive variation

✦ 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

Definitions

- ✦ Neurodiversity: The diversity or variation of cognitive functioning in humans
- ✦ Neurodivergent: Having a less-typical, cognitive variation
- ✦ 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

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans

✦ Neurodivergent: Having a less-typical, cognitive variation

✦ 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

  ✧ ADHD

    ✦ causes attention issues, hyperactivity, and impulsiveness

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans
✦ Neurodivergent: Having a less-typical, cognitive variation
✦ 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
  ✧ ADHD
    ✦ causes attention issues, hyperactivity, and impulsiveness
  ✧ Tourette Syndrome
    ✦ causes repetitive movements or unwanted sounds

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans
✦ Neurodivergent: Having a less-typical, cognitive variation
✦ 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
  ✧ 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

Definitions

✦ Neurodiversity: The diversity or variation of cognitive functioning in humans
✦ Neurodivergent: Having a less-typical, cognitive variation
✦ 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
  ✧ 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

Getting Diagnosed

✦ Diagnosis is a privilege

Getting Diagnosed

✦ Diagnosis is a privilege
✦ The easiest way to get diagnosed is to be a white male not in poverty with stereotypical symptoms

Getting Diagnosed

✦ Diagnosis is a privilege

✦ The easiest way to get diagnosed is to be a white male not in poverty with stereotypical symptoms

   ✧ Even then misdiagnosis is frequent

Getting Diagnosed

✦ Diagnosis is a privilege
✦ The easiest way to get diagnosed is to be a white male not in poverty with stereotypical symptoms
  ✧ Even then misdiagnosis is frequent
✦ Self-diagnosis should be taken seriously and is valid in the neurodivergent community

Getting Diagnosed

- ✦ Diagnosis is a privilege
- ✦ The easiest way to get diagnosed is to be a white male not in poverty with stereotypical symptoms
  - ✧ Even then misdiagnosis is frequent
- ✦ Self-diagnosis should be taken seriously and is valid in the neurodivergent community
  - ✧ Self-diagnosis is not "I can't get myself to do dishes after school too. I must have ADHD."

Getting Diagnosed

✦ Diagnosis is a privilege

✦ The easiest way to get diagnosed is to be a white male not in poverty with stereotypical symptoms

    ✧ Even then misdiagnosis is frequent

✦ Self-diagnosis should be taken seriously and is valid in the neurodivergent community

    ✧ Self-diagnosis is not "I can't get myself to do dishes after school too. I must have ADHD."

    ✧ Self-diagnosis is heavy research that leads to having all criteria needed for a formal diagnosis

Stimming

✦ Def: Stimming refers to specific behaviors that include hand-flapping, rocking, spinning, or repetition of words and phrases

Stimming

✦ Def: Stimming refers to specific behaviors that include hand-flapping, rocking, spinning, or repetition of words and phrases
✦ People stim because they are excited, happy, anxious, overwhelmed, or because it feels comforting

Stimming

✦ Def: Stimming refers to specific behaviors that include hand-flapping, rocking, spinning, or repetition of words and phrases

✦ People stim because they are excited, happy, anxious, overwhelmed, or because it feels comforting

✦ Neurotypical people stim too!
  ✧ Playing with rings
  ✧ Playing with hair
  ✧ Tapping Pens

Stimming

✦ Def: Stimming refers to specific behaviors that include hand-flapping, rocking, spinning, or repetition of words and phrases

✦ People stim because they are excited, happy, anxious, overwhelmed, or because it feels comforting

✦ Neurotypical people stim too!

  ✧ Playing with rings
  ✧ Playing with hair
  ✧ Tapping Pens

✦ There are dangerous stims

  ✧ Hitting themselves
  ✧ The only reason someone should be corrected for stimming is if they are hurting themselves

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world

    ✧ forcing or faking eye contact during conversations

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
- forcing or faking eye contact during conversations
- imitating smiles and other facial expressions

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
   ✧ forcing or faking eye contact during conversations
   ✧ imitating smiles and other facial expressions
   ✧ mimicking gestures

Masking

- ✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  - ✧ forcing or faking eye contact during conversations
  - ✧ imitating smiles and other facial expressions
  - ✧ mimicking gestures
  - ✧ hiding or minimizing personal interests

Masking

- ✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  - ✧ forcing or faking eye contact during conversations
  - ✧ imitating smiles and other facial expressions
  - ✧ mimicking gestures
  - ✧ hiding or minimizing personal interests
  - ✧ scripting conversations

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  ✧ forcing or faking eye contact during conversations
  ✧ imitating smiles and other facial expressions
  ✧ mimicking gestures
  ✧ hiding or minimizing personal interests
  ✧ scripting conversations
  ✧ pushing through intense sensory discomfort including loud noises

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  ✧ forcing or faking eye contact during conversations
  ✧ imitating smiles and other facial expressions
  ✧ mimicking gestures
  ✧ hiding or minimizing personal interests
  ✧ scripting conversations
  ✧ pushing through intense sensory discomfort including loud noises
  ✧ suppressing stimming

Masking

- ✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  - ✧ forcing or faking eye contact during conversations
  - ✧ imitating smiles and other facial expressions
  - ✧ mimicking gestures
  - ✧ hiding or minimizing personal interests
  - ✧ scripting conversations
  - ✧ pushing through intense sensory discomfort including loud noises
  - ✧ suppressing stimming
- ✦ Helps Neurodivergent people feel safe from further acts of aggression or misunderstandings

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  ✧ forcing or faking eye contact during conversations
  ✧ imitating smiles and other facial expressions
  ✧ mimicking gestures
  ✧ hiding or minimizing personal interests
  ✧ scripting conversations
  ✧ pushing through intense sensory discomfort including loud noises
  ✧ suppressing stimming
✦ Helps Neurodivergent people feel safe from further acts of aggression or misunderstandings
✦ THIS IS DANGEROUS
  ✧ Can cause anxiety and depression

Masking

- ✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  - ✧ forcing or faking eye contact during conversations
  - ✧ imitating smiles and other facial expressions
  - ✧ mimicking gestures
  - ✧ hiding or minimizing personal interests
  - ✧ scripting conversations
  - ✧ pushing through intense sensory discomfort including loud noises
  - ✧ suppressing stimming
- ✦ Helps Neurodivergent people feel safe from further acts of aggression or misunderstandings
- ✦ THIS IS DANGEROUS
  - ✧ Can cause anxiety and depression
  - ✧ Can cause even more aggression and misunderstandings

Masking

- ✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
    - ✧ forcing or faking eye contact during conversations
    - ✧ imitating smiles and other facial expressions
    - ✧ mimicking gestures
    - ✧ hiding or minimizing personal interests
    - ✧ scripting conversations
    - ✧ pushing through intense sensory discomfort including loud noises
    - ✧ suppressing stimming
- ✦ Helps Neurodivergent people feel safe from further acts of aggression or misunderstandings
- ✦ THIS IS DANGEROUS
    - ✧ Can cause anxiety and depression
    - ✧ Can cause even more aggression and misunderstandings
    - ✧ IT'S EXHAUSTING

Masking

✦ Def: Neurodiverse individuals seek to hide or minimize their neurodivergent traits to fit in with the neurotypical world
  ✧ forcing or faking eye contact during conversations
  ✧ imitating smiles and other facial expressions
  ✧ mimicking gestures
  ✧ hiding or minimizing personal interests
  ✧ scripting conversations
  ✧ pushing through intense sensory discomfort including loud noises
  ✧ suppressing stimming
✦ Helps Neurodivergent people feel safe from further acts of aggression or misunderstandings
✦ THIS IS DANGEROUS
  ✧ Can cause anxiety and depression
  ✧ Can cause even more aggression and misunderstandings
  ✧ 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

Retracted Language

- Retarded- THIS IS A SLUR
    - "Mental Retardation" was a medical term
    - Turned into a slur for any and all people with cognitive disabilities

Retracted Language

- Retarded- THIS IS A SLUR
    - "Mental Retardation" was a medical term
    - Turned into a slur for any and all people with cognitive 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.

Retracted Language

- Retarded- THIS IS A SLUR
    - "Mental Retardation" was a medical term
    - Turned into a slur for any and all people with cognitive 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.
- Aspergers
    - Was a diagnosis for "High- functioning" Autistics

Retracted Language

- Retarded- THIS IS A SLUR
  - "Mental Retardation" was a medical term
  - Turned into a slur for any and all people with cognitive 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.
- Aspergers
  - Was a diagnosis for "High- functioning" Autistics
  - Asperger was a Nazi that created a criteria for which children get to live and which children were killed

Retracted Language

- Retarded- THIS IS A SLUR
  - "Mental Retardation" was a medical term
  - Turned into a slur for any and all people with cognitive 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.
- Aspergers
  - Was a diagnosis for "High- functioning" Autistics
  - Asperger was a Nazi that created a criteria for which children get to live and which children were killed
  - The correct diagnosis as of 2013 in the DSM-5 is Autism Spectrum Disorder

Retracted Language

✦ Retarded- THIS IS A SLUR
  ✧ "Mental Retardation" was a medical term
  ✧ Turned into a slur for any and all people with cognitive 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.
✦ Aspergers
  ✧ Was a diagnosis for "High- functioning" Autistics
  ✧ Asperger was a Nazi that created a criteria for which children get to live and which children were killed
  ✧ The correct diagnosis as of 2013 in the DSM-5 is Autism Spectrum Disorder
✦ Functioning Labels
  ✧ This is just stupid

Retracted Language

✦ Retarded- THIS IS A SLUR
  ✧ "Mental Retardation" was a medical term
  ✧ Turned into a slur for any and all people with cognitive 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.
✦ Aspergers
  ✧ Was a diagnosis for "High- functioning" Autistics
  ✧ Asperger was a Nazi that created a criteria for which children get to live and which children were killed
  ✧ The correct diagnosis as of 2013 is Autism Spectrum Disorder
✦ Functioning Labels
  ✧ This is just stupid
  ✧ These labels were created to basically say how annoying a person is to neurotypical people

Retracted Language

- Retarded- THIS IS A SLUR
  - "Mental Retardation" was a medical term
  - Turned into a slur for any and all people with cognitive 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.
- Aspergers
  - Was a diagnosis for "High- functioning" Autistics
  - Asperger was a Nazi that created a criteria for which children get to live and which children were killed
  - The correct diagnosis as of 2013 is Autism Spectrum Disorder
- 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

Retracted Language

- Retarded- THIS IS A SLUR
  - "Mental Retardation" was a medical term
  - Turned into a slur for any and all people with cognitive 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.
- Aspergers
  - Was a diagnosis for "High- functioning" Autistics
  - Asperger was a Nazi that created a criteria for which children get to live and which children were killed
  - The correct diagnosis as of 2013 is Autism Spectrum Disorder
- 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
  - The correct language is focusing on support needs

Common Misconceptions

- ✦ If you are Neurodivergent, you aren't intelligent
  - ✧ "Idiot Savant"

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism

Common Misconceptions

- ✦ If you are Neurodivergent, you aren't intelligent
    - ✧ "Idiot Savant"
- ✦ Girls can't have ADHD or Autism
- ✦ Neurodivergence needs to be cured
    - ✧ This is a eugenics ideology

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism
✦ Neurodivergence needs to be cured
  ✧ This is a eugenics ideology
✦ All *Insert Neurodivergence Here* have the same needs

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism
✦ Neurodivergence needs to be cured
  ✧ This is a eugenics ideology
✦ All *Insert Neurodivergence Here* have the same needs
✦ Vaccines cause Autism

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism
✦ Neurodivergence needs to be cured
  ✧ This is a eugenics ideology
✦ All *Insert Neurodivergence Here* have the same needs
✦ Vaccines cause Autism
✦ They cannot or do not want to form relationships
  ✧ Can't communicate with others

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism
✦ Neurodivergence needs to be cured
  ✧ This is a eugenics ideology
✦ All *Insert Neurodivergence Here* have the same needs
✦ Vaccines cause Autism
✦ They cannot or do not want to form relationships
  ✧ Can't communicate with others
✦ Neurodivergent people need to be taught to be Neurotypical

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism
✦ Neurodivergence needs to be cured
  ✧ This is a eugenics ideology
✦ All *Insert Neurodivergence Here* have the same needs
✦ Vaccines cause Autism
✦ They cannot or do not want to form relationships
  ✧ Can't communicate with others
✦ Neurodivergent people need to be taught to be Neurotypical
✦ Applied Behavior Analysis (ABA) Therapy is a good thing

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism
✦ Neurodivergence needs to be cured
  ✧ This is a eugenics ideology
✦ All *Insert Neurodivergence Here* have the same needs
✦ Vaccines cause Autism
✦ They cannot or do not want to form relationships
  ✧ Can't communicate with others
✦ Neurodivergent people need to be taught to be Neurotypical
✦ Applied Behavior Analysis (ABA) Therapy is a good thing
  ✧ This is basically conversion therapy and like conversion therapy this causes PTSD

Common Misconceptions

✦ If you are Neurodivergent, you aren't intelligent
  ✧ "Idiot Savant"
✦ Girls can't have ADHD or Autism
✦ Neurodivergence needs to be cured
  ✧ This is a eugenics ideology
✦ All *Insert Neurodivergence Here* have the same needs
✦ Vaccines cause Autism
✦ They cannot or do not want to form relationships
  ✧ Can't communicate with others
✦ Neurodivergent people need to be taught to be Neurotypical
✦ Applied Behavior Analysis (ABA) Therapy is a good thing
  ✧ This is basically conversion therapy and like conversion therapy this causes PTSD
  ✧ The only people that benefit from ABA therapy are the neurotypical people around the person

Is a Neurodiversity a Disability?

Models of Disability

- ✦ The Religious Model of Disability
  - ✧ Pre-Modern paradigm that views disability as an act of a god, usually a punishment for some sin committed by the disabled individual or their family. In that sense, disability is punitive and tragic in nature

Models of Disability

✦ The Religious Model of Disability
  ✧ Pre-Modern paradigm that views disability as an act of a god, usually a punishment for some sin committed by the disabled individual or their family. In that sense, disability is punitive and tragic in nature
✦ The Tragedy and/or Charity Model of Disability
  ✧ Depicts disabled people as victims of circumstance who are deserving of pity

Models of Disability

✦ The Religious Model of Disability
- ✧ Pre-Modern paradigm that views disability as an act of a god, usually a punishment for some sin committed by the disabled individual or their family. In that sense, disability is punitive and tragic in nature

✦ The Tragedy and/or Charity Model of Disability
- ✧ Depicts disabled people as victims of circumstance who are deserving of pity

✦ ***The Medical Model of Disability***
- ✧ Viewing disability as a problem of the person, directly caused by disease, trauma, or other health condition which requires medical care provided in the form of individual treatment by professionals

Models of Disability

✦ The Religious Model of Disability
  ✧ Pre-Modern paradigm that views disability as an act of a god, usually a punishment for some sin committed by the disabled individual or their family. In that sense, disability is punitive and tragic in nature
✦ The Tragedy and/or Charity Model of Disability
  ✧ Depicts disabled people as victims of circumstance who are deserving of pity
✦ ***The Medical Model of Disability***
  ✧ Viewing disability as a problem of the person, directly caused by disease, trauma, or other health condition which requires medical care provided in the form of individual treatment by professionals
✦ ***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

- ✦ Most Disabled people hate "people first" language
  - ✧ Idea is to "recognizes that individuals are more than their disabilities"

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

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

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
- ✦ 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

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
✦ 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

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
✦ 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

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
✦ 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

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
✦ 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

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
✦ 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

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
✦ 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

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
✦ 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
- ✦ 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
  - ✧ Do not make jokes at the expense of disabled people. This is punching down.

Ask me anything about Neurodivergence

✦ No judgement
✦ Ignorance is ok