

Creating Neurodiverse Conscious Communities

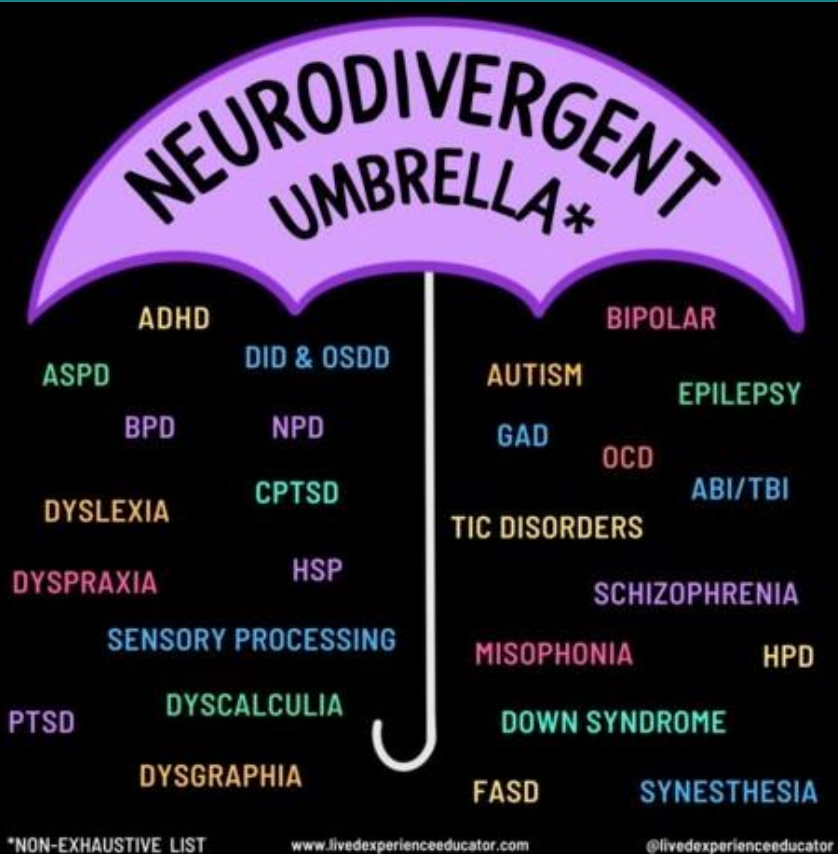
RECOGNIZE AND RESPECT EVERYONE'S
STRENGTHS AND DIFFERENCES

Land Acknowledgement

We acknowledge that The University of Michigan, named for Michigami, the world's largest freshwater system and located in the Huron River watershed, was formed and has grown through connections with the land stewarded by Niswi Ishkodewan Anishinaabeg: The Three Fires People who are the Ojibwe, Odawa, and Boodewadomi along with their neighbors the Seneca, Delaware, Shawnee, and Wyandot nations. Today we benefit from access to land and resources originally acquired through the Treaty at the Foot of the Rapids, a coercive and unfulfilled treaty which promised reciprocity, mutual respect, and access to education.

Neurodiversity

- Acknowledging the diversity of human brain development
- People experience and interact with the world around them in a variety of ways
- Everyone has unique strengths and challenges due to the different ways our brains are wired



“Neurodiversity recognizes differences are not deficits”

~Derek France

Why is this topic important?

DEI

Diversity

The practice of including a variety of ideas, approaches, philosophies, methodologies, and access to materials and activities, to reflect the needs, preferences, and experiences of different individuals

Equity

The practice of identifying and addressing barriers to ensure that every individual experiences opportunity, access, participation, and assessment in a way that is respectful, and meets their needs

Inclusivity

The practice of encouraging and appreciating participation in a variety of forms, to create a space where individuals feel a sense of respect and belonging

Healthy Communities are built on participation, compassion and understanding

- **If you only have 20% to give and you give it your all, you have given 100% of what you can**
- **Time is valuable and to get members to commit their time to bettering our co-operatives they need to be motivated, feel comfortable, respected, and engaged**

What are some ways members get involved and volunteer?

What are some barriers to community participation?

**Everyone has unique
strengths**

**HOW DO WE
DRAW ON THEM**

Finding everyone's strengths

ADHD

- Creative thinking
- Spatial reasoning
- Hyper-focusing
- Passions
- Courage

ASD

- Memory
- Specific skills (math, music, reading)
- Novel thinking
- Detailed examination
- Hyper-focusing

Dyslexia

- Entrepreneurialism
- Originality
- Visual reasoning
- Spatial expertise
- Storytelling

Sticky and Uncomfortable

- Getting involved or putting yourself out there is not easy, and it can be uncomfortable on many levels. This is expected but positive experiences can lead to more engagement.
- What works for one may not work for others
- Conflicts happen, be prepared for resolutions and be respectful

Extra Support and Accommodating Individuals Needs

- Everyone is unique and so are their needs, support and accommodations should reflect this
- Accommodations can be creative and simple
- Accommodations do not have to be expensive
- Support should be flexible and inclusive
- Support and accommodations should not be one sided or pushed upon individuals
- Needs should be addressed in a collaborative environment

Strategies

- Open communication
- Check-ins before starting a meeting
- Setting goals and action plans
- Training
- Active listening
- Act when concerns are raised
- Continuity of accommodation planning
- Leave assumptions at home

Questions?

Resources

- Neurodiversity and Accessibility Training:
 - <https://theewgroup.com/us/>
 - <https://www.aoda.ca/online-training/> (Ontario)
 - <https://adata.org/ada-training>
 - <https://www.neurodiversityhub.org/>