Neurodiversity

Brief Informational Guide



Neurodiversity is how different people interact and experience the world around them in different ways. There is no one "right" way of thinking, learning, and behaving. These differences are not deficits. People on the autism spectrum, with ADHD, anxiety, obsessive-compulsive disorder, and many other diagnoses that impact thinking and behavior are considered neurodiverse.

Let's Start Understanding!

Autism is a spectrum. The Neurodiversity Movement seeks to broaden the acceptance of behaviors instead of categorizing them as deficits to be fixed.

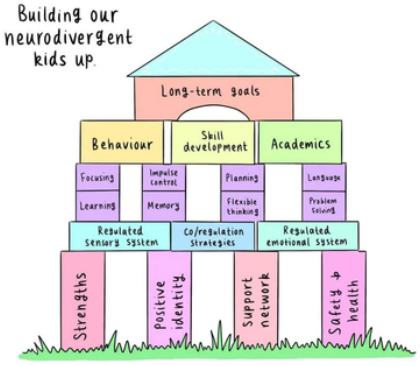
Behaviors include:

1. Preference for Routine
2. Stimming
3. Autistic Joy and Deep Interests
4. Different Ways of Communicating

> **If you've met one child with autism... You've met one child with autism.**
>
> Dr. Stephen Shore

Scan Me

Scan Me for More Information



Neurodiversity Affirming Practices

People have different ways of learning, communicating, and responding to their environments. In contrast, disability is a result of **societal barriers**—like noninclusive spaces or biased attitudes—rather than a person's impairment. Removing these barriers can enable full participation for everyone. Some ways to do this are:

1. Embrace Differences
2. Examine Your Own Biases about what is "Normal"
3. Raise Awareness to Increase Acceptance
4. Promote Self Advocacy

ECHO AUTISM COMMUNITIES
echoautism.org

More Information

Understanding the Levels of Support

- Support levels may change over time based on a person's environment and current needs.
- Support levels help professionals and families communicate about the amount of support a person may need to thrive in day-to-day activities.
  - Ex: Home vs. School

Podcasts to Check Out

- The Neurodiversity Podcast with Emily Kircher-Morris
- TILT Parenting with Debbie Reber

Why do Levels of Support Matter at Time of Diagnosis?

- Help families understand what supports the individual may need to complete daily activities.
- To develop individualized care plans.
- Support professionals to meet specific needs.



Levels of Support Needs

Requires Support - Level 1

- Social interactions may look different from peers
- Organization and planning can limit independence

Requires Substantial Support - Level 2

- Social interactions limited to specific interests
- Frequent restricted/repetitive behaviors that may interfere with daily activities

Requires Very Substantial Support - Level 3

- Significant differences in social communication that impact daily activities
- Changing actions or focus may cause significant distress and impact daily activities

Books on Neurodiversity

For Parents

- *Unmasking Autism* by Devon Price
- *Uniquely Human* by Barry Prizant and Tom Fields-Meyer
- *NeuroTribes* by Steve Silberman

For Children

- *Uniquely Wired* by Julia Cook
- *Masterpiece* by Alexandra Hoffman
- *All My Stripes* by Shaina Rudolph

NOTES:

If you have questions about neurodiversity, please talk to your healthcare clinician.