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Agenda

-  How We Talk About Neurodiversity
-  Why Neurodiversity Matters
-  What You Can Do
-  Questions & Answers

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How We Talk About Neurodiversity

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Vocabulary

Neurodiversity: all different minds

Neurodiversity paradigm: no “normal” mind

Neurodiverse: describes group with ND

Neurotypical: society’s “normal”

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Vocabulary

Neurodivergent

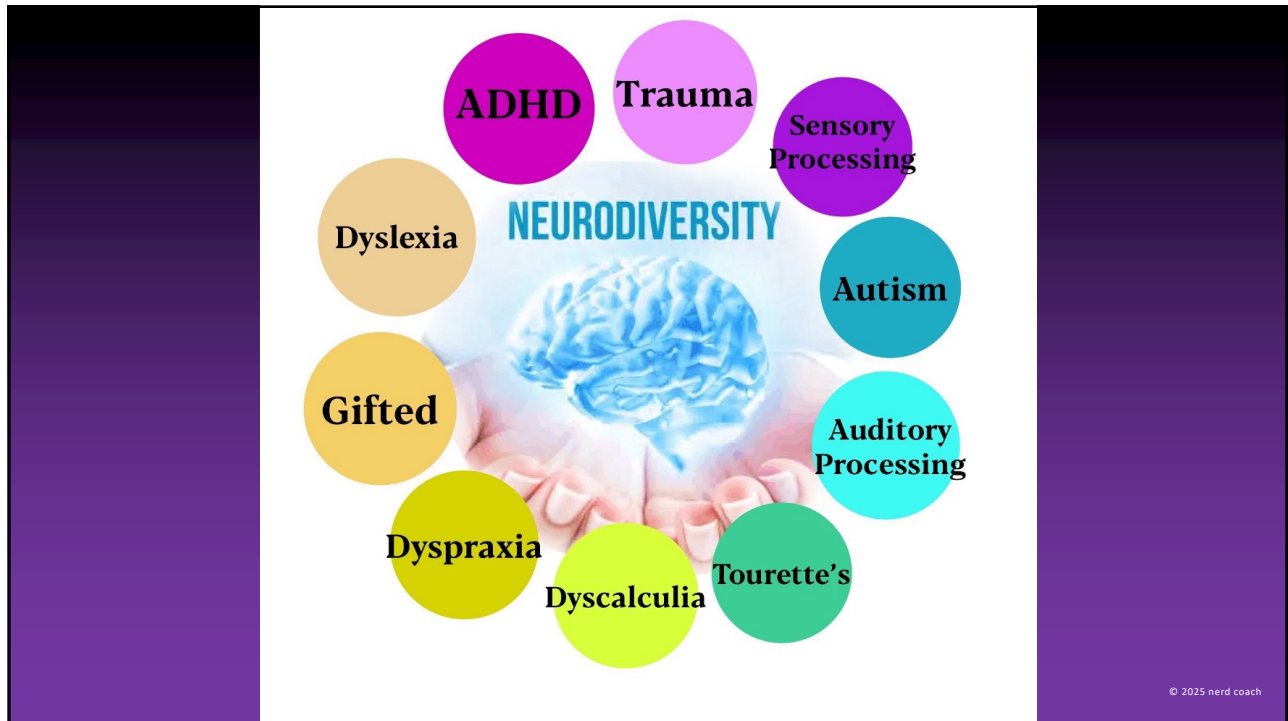
Significantly different from society’s “normal”

May be innate or acquired

Usually used to describe a single person

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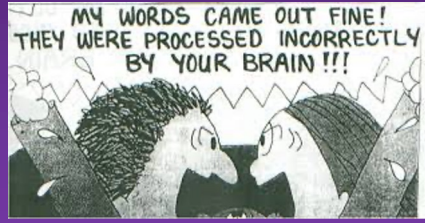


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Medical v Social Approaches to Difference

<p>Medical/Behavioral: Some brains don't work correctly, and we need to fix them.</p>	<p>Social/Subjective: Social systems aren't easy given the way my brain functions.</p>
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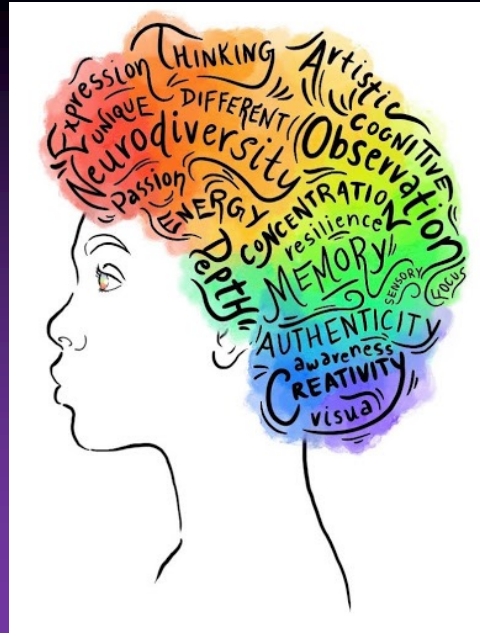




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Generalizing The Ungeneralizable



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Why Neurodiversity Matters

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What percentage of the world's population is neurodivergent?
15-20%




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What percentage of adults in the world are ADHDers?
3.1%

(Ayano, G. et al., 2023)



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What percentage
of US attorneys
are ADHD?

12.5%



(Krill, Johnson, & Albert, 2016)

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Bracewell Is
Already A
Neurodiverse
Firm!

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What You Can Do

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Neurodiversity-inclusive

NOT

Neurodiversity-Accommodating

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Curiosity
vs
Judgment



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Flexible
Thinking
About How
Work Gets
Done

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Accessible
Processes
Vs
Accommodations
Requirements



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Walk Your Talk

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Tactical Examples: Everyday

- Start emails with action requested and deadline
- Include topic when setting a meeting
- Set concrete expectations for success
- Be explicit about team norms and culture
- Allow for fidgets

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Tactical Examples: Meetings

- Send agenda at least 24 hours ahead
- Consider sensory impacts
- Use clear, concise language
- Allow time for longer processing
- Create specific action items with deadlines
- Send follow-up meeting notes

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Tactical Examples: Belonging

- Platinum Rule > Golden Rule
- Use What and How questions
- Ask people how they do their best work
- Normalize asking for help
- Challenge your own assumptions

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TAKEAWAYS!

- Neurodiversity is not a choice
- Neurodiversity-inclusion practices improve the workplace for everyone
- Come curious and stay curious

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Slides and More Resources



www.nerdcoa.ch/bracewell

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What Questions Do You Have?



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