

WELCOME!

AN INVITATION FROM YOUR PRESENTER

Please take these few moments before we get started to do any (or all) of the following:

- turn off your phone and place it completely out of sight or reach
- close all other tabs & applications besides Zoom
- turn off your camera
- grab a tall glass of water
- stand up and do a few stretches
- close your eyes for a minute or two

ABOUT YOUR PRESENTER

JENINE LILLIAN



Photo credit: MovingTargetPhoto

Jenine Lillian is a neurodivergent consultant, educator, artist, writer, and librarian. For three decades, Jenine has taught and presented in the public library sphere in the United States and Canada. Jenine has received national recognition for their advocacy and library work with teens.

Jenine lives in the Kootenays, British Columbia, Canada where they can be found making art, talking with folks on sidewalks, birdwatching, building community through volunteering, and practicing self-care.

NAVIGATING NEURODIVERSITY

PERSONAL INSIGHTS & PROFESSIONAL PERSPECTIVES

Presented by Jenine Lillian
Neurodiversity Consultant



HELLO!

I'm Jenine.

I'm autistic.

“When someone shows you who they are,
believe them the first time.”

~ Maya Angelou

WE ARE ALL THE SAME

+ you are not alone.

+ you are loved and you love.

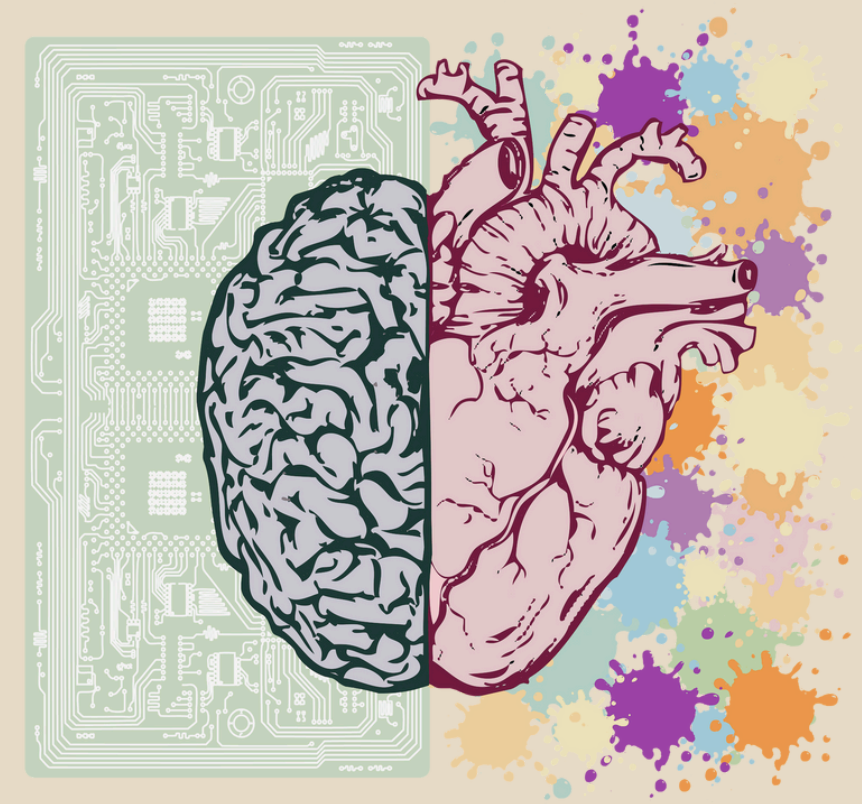
+ your authentic self longs to be seen, heard and valued.

+ you have your own:

dreams fears desires strengths weaknesses

sensitivities goals learning style perspective

unique contribution to make wherever you go



WE ARE ALL DIFFERENT

- + you have preferences for physical, emotional and mental stimulation.
- + you have special interests, hobbies, skills and abilities.
- + you have ways of expressing your thoughts and feelings.
- + you enjoy being recognized, included and appreciated in certain ways.
- + you have your own:
 - dreams fears desires strengths weaknesses
 - sensitivities goals learning style perspective
 - unique contribution to make wherever you go

THE FIVE IMPORTANT THINGS FOR TODAY

- 01. DEFINITIONS**
What neurodiversity is. (And, what it's not.)
- 02. HOW NEURODIVERSITY LOOKS**
How it shows up in life and at work.
- 03. WHY NEURODIVERSITY MATTERS**
Emerging discoveries and stories of experiences.
- 04. HOW TO SUPPORT NEURODIVERGENT FOLKS**
Increasing awareness and reducing stigma.
- 05. WHAT YOU ARE WONDERING ABOUT**
Questions, resources and connection.

NEURODIVERSITY

Neurodiversity refers to the natural variations in how the brain processes and interprets information. It describes the idea that there is no one “right” way of experiencing and interacting with the world and that cognitive differences shouldn’t be viewed as deficient but embraced as an inherent part of human diversity.

Neurodivergent (ND) describes an individual with cognitive differences.

Neurotypical (NT) describes an individual with a brain that functions in a typical way that more neatly “fits into” mainstream society.

Neurodiverse is used to describe a group of people who are neurodivergent.

“Neurodiversity is a natural, healthy, and important form of human biodiversity — a fundamental and vital characteristic of the human species, a crucial source of evolutionary and creative potential.”

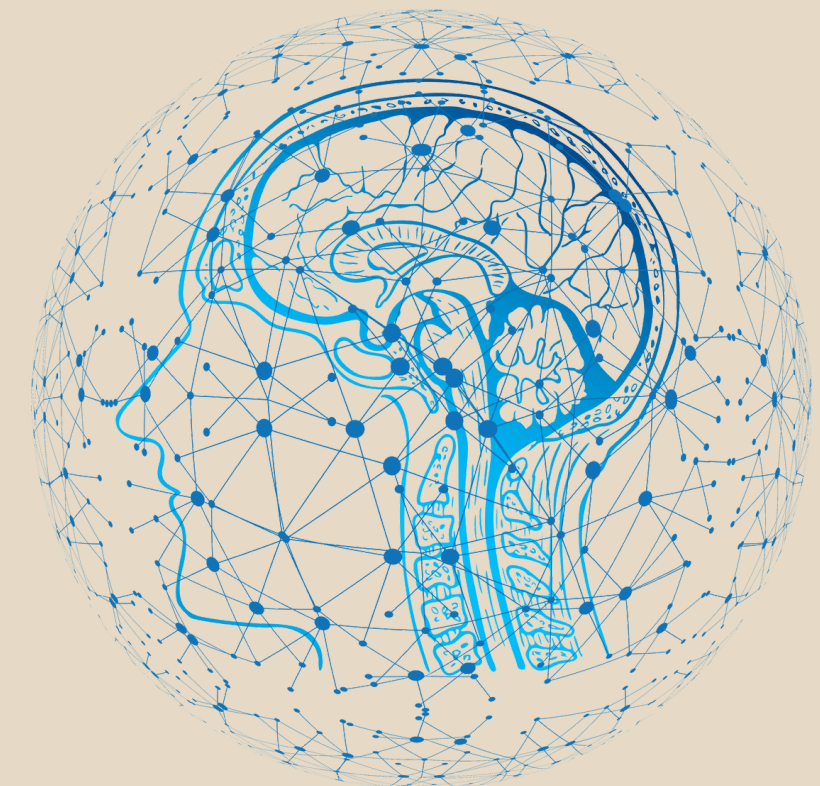
~ Nick Walker

EXAMPLES OF NEURODIVERSITY

An estimated 1 in 5 adults in North America are neurodivergent. That number is low.

You may have heard of some of these conditions & you likely know someone with:

- Attention-Deficit Hyperactivity Disorder (ADHD)/Attention-Deficit Disorder (ADD)
- Autism Spectrum Disorder (ASD)
- Bipolar Disorder
- Dyslexia
- Dyspraxia
- Dyscalculia
- Dysgraphia
- Epilepsy
- Obsessive-Compulsive Disorder (OCD)
- Tourette's Syndrome



WHY NEURODIVERSITY MATTERS

- 72% of HR professionals do not consider neurodiversity in their practices.

source: Chartered Institute of Personnel and Development

- Fewer than 1 in 6 Autistic adults are employed full-time.

source: Drexel

- Adults with ADHD are 60% more likely to lose their job.

source: WHO

- Young people with Dyslexia experience unemployment at 3 times the average rate.

source: Mayo Clinic, The Reading Center

“Autists are the ultimate square pegs, and the problem with pounding a square peg into a round hole is not that the hammering is hard work. It’s that you’re destroying the peg.”

~ Paul Collins

HOW NEURODIVERSITY BENEFITS ORGANIZATIONS

- Improved team productivity and performance
- Increased employee retention
- Greater employee engagement
- Increased organizational, team and individual innovation
- Greater highly qualified talent attraction
 - A Glassdoor study in 2022 found that DEI “matters for the majority of employees and job seekers across age groups, but it matters more for younger employees, women, and people of color.”

<https://www.cultureamp.com/blog/neurodiversity-in-the-workplace>

“Diversity is getting a dinner invitation.
Inclusion is making sure everyone enjoys the meal.”

~ Barasha Medhi

STEP 1 OF INCREASING NEURODIVERSITY INCLUSION: BUILD PSYCHOLOGICAL SAFETY

As the foundation of any diversity and inclusion efforts, psychological safety is “The belief that you won’t be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. At work, it’s a shared expectation held by members of a team that teammates will not embarrass, reject, or punish them for sharing ideas, taking risks, or soliciting feedback.”

<https://www.ccl.org/articles/leading-effectively-articles/what-is-psychological-safety-at-work/>

STEP 2 OF INCREASING NEURODIVERSITY INCLUSION: CURIOSITY & CONVERSATION

Just as we begin to dismantle bias by investigating our own views, we can increase the awareness and inclusion of neurodiversity by becoming curious about our *own* preferences, learning styles, communication styles, personas and thought processes.

Share the inner workings of your mind with a few trusted sources. Then, ask them to share with you how they uniquely see the world and process information. This builds bonds within our brains and with others in our lives, regardless of the setting.

STEP 3 OF INCREASING NEURODIVERSITY INCLUSION: FLEXIBILITY & COMPASSION

Investigate how flexible your current practices are regarding the following:

- scheduling and check-in points for tasks and projects
- meeting structure, duration, back-to-back occurrences
- cameras in Zoom meetings
- chat in Zoom meetings
- methods and frequency of digital communication
- authentic connection opportunities
- physical spaces, especially sensory experiences of the environment

Ask your team members: “What do you need to be successful in your role?”

“When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization.”

~ Pat Wadors

PLEASE SHARE YOUR THOUGHTS

Please feel free to share your thoughts and ask questions to explore what you're wondering about.

If you'd prefer to reach out after you've had time to ponder things, you can email info@jeninelillian.com



THANK YOU!

LET'S CONNECT.

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A^R_UTIST