

Crash Course

Neurodiversity 101



LA TROBE
UNIVERSITY

Introduction to Neurodiversity

NEURODIVERSITY is the idea that there are many different healthy human neurotypes, none of which are necessarily 'right' or 'wrong'.

Neurodiversity includes all neurotypes—even those we consider 'the norm'! Some societies and environments may privilege certain brains (i.e. those we consider 'normal') and disadvantage others (i.e. Autistic brains, ADHD brains, etc.).

For example, we now understand that cultural diversity can enrich our society, and that racism can create inequality. Similarly, acknowledging Neurodiversity helps us to understand that we can value all that people with different types of brains and neurotypes have to offer, and acknowledge that stigma, ableism, and inequality can create barriers to inclusion within Neurodiverse populations.

Neurodiversity Accessibility: 3 Key Points

1

Sensory Processing

Neurodiverse populations can vary widely in how they process sensory information.

Lights might seem brighter and sounds louder. Fidget toys may help with processing information. Environmental accessibility is key to inclusion!

2

Cultural Sensitivity

Neurodiversity culture challenges cultural norms and stigma that create inequality.

This requires moving beyond 'awareness' and towards 'acceptance'; sourcing knowledge from the community and shifting perspectives on disability!

3

Strength-Based Approach

Each neurotype has different strengths and limitations—even those that fall within the 'norm'.

Wherever possible, try to work with the positives of Neurodiversity, and acknowledge that many of the limitations can be offset through accessibility!