



UNDERSTANDING NEURODIVERGENCE

Neurodivergence refers to the natural variations in how people's brains work. It's not a disease. It's diversity.

WORDS MATTER

Focus on respect, not labels.

See the person, not the diagnosis.

Use identity-first language.



Different, not less.
Diverse minds. Unique strengths.
Same human.

Neurodivergence includes many ways of thinking, learning, and experiencing the world.



ADHD

Creative, energetic, curious minds. May struggle with focus, organization, or impulsivity.



AUTISM

Deep thinkers, attention to detail, unique ways of communicating and connecting.



DYSLEXIA

Think in pictures, see the big picture, amazing problem solvers.



ANXIETY

Deep feelers, often highly aware and empathetic.



DYSCRAXIA

Creative, practical thinkers who may struggle with motor planning and coordination.



AND MORE...

Tourette's, OCD, Sensory Processing Differences, Giftedness, and so many more. Every brain is unique.



Neurodivergent people are found in every culture, family, and community. We are your friends, your classmates, your coworkers, your loved ones.



STRENGTHS OFTEN INCLUDE:

- Hyperfocus & deep concentration
- Creativity & out-of-the-box thinking
- Honesty & loyalty
- Passion & perseverance
- Unique perspectives that change the world

Different brains bring something incredible.



WHAT HELPS:

- Listen and believe
- Be patient and flexible
- Offer choices and autonomy
- Respect their needs
- Celebrate progress
- Create supportive environments
- Educate yourself and keep learning



Small changes in understanding create big changes in someone's life.

HOW YOU CAN HELP:

- Lead with kindness
- Avoid assumptions
- Ask what someone needs
- Include, don't exclude
- Speak up against stigma
- Support accommodations
- Celebrate neurodivergent voices and leaders



Acceptance is someone feeling "I belong here." Let's make that the norm.



NEURODIVERSITY IS HUMAN DIVERSITY.

When we understand, we include. When we include, we empower. When we empower, everyone thrives.

Let's build a world that celebrates every mind.

