

# Potential Indicators that training may not be Neurodiversity Affirming

## Language

The person uses language such as:

**High Functioning** - Using terms like high functioning or low functioning indicates that a person's worth is based off of how society defines productivity. There is a judgment put on that person based on their productivity to society.

**Special Needs** - Explain what the specific needs are for the individual without adding special.

**Treatment** - use the language of support versus treatment.

## Behavioral Approaches

These approaches target behaviors that are considered unacceptable in society rather than help the client live in a world that creates overwhelm.

## Association with ABA

ABA is considered abusive by many in the Neurodiverse (ND) community. It was founded by a person that was heavily involved in conversion therapy with the goal to "cure" his grandson of this "disease".

## No lived experience

The community says "Nothing about us without us." Trainings on Neurodiversity should include presenters that have lived ND experience.

## Using person first language instead of identity first language

Say Autistic person versus person with Autism. This is a general rule. Always ask the individual you are interacting with what language they use.

## Lack of inclusion about intersectionality

There is a big overlap with Autism and gender diverse clients.

There is also an intersection with many autoimmune and other physical conditions.

There are many more intersections for clients and if not working with or identifying them, you are not working with the entire client.