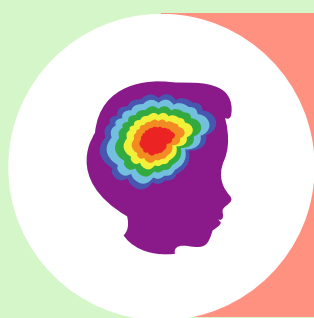


# TERMINOLOGY & LANGUAGE

## NEURODIVERSITY

Neurodiversity is the diversity of human minds. It is often used as an umbrella term to describe groups of people with mixed neurotypes. Everyone's brains and minds operate uniquely!



## NEURODIVERGENT

Neurodivergent describes those whose brains have specific and sometimes significant differences to what is considered within "typical" parameters. Neurodivergence is the state of being neurodivergent.

## NEUROTYPICAL

Neurotypical describes those whose neurological and neurocognitive development and functioning are within socially accepted and expected "typical" parameters.

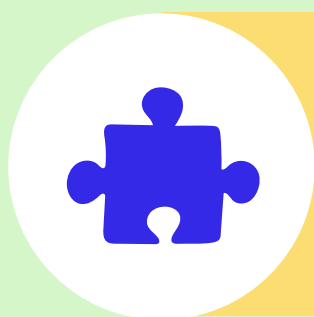


## NEURODIVERSITY PARADIGM

The Neurodiversity Paradigm is a perspective on neurodiversity that suggests there is no one, single way of thinking and being. The social dynamics that pathologize neurodivergent minds are the same as those which reinforce inequalities related to ethnicity, race & gender.

## NEURODIVERSITY MOVEMENT

The Neurodiversity Movement is a social justice, human rights movement that advocates for the inclusion of and respect towards those who are neurodivergent.



## "PERFORMATIVE" NEURODIVERSITY

The act of commercializing and distorting the message and purpose of the neurodiversity movement for the purpose(s) of creating marketable and profitable products for personal or organizational-level gains.

## MASKING

Masking is a process by which autistic people internalize their ways of being to accommodate societal expectations and neurotypicals. Overtime, this can lead to serious mental health concerns.



## PERSON-FIRST VS IDENTITY-FIRST

Person-first language looks like: "person with autism" versus identity-first language: "autistic person". Autism is not something autistics *have*, rather it is who they are. Always check in with clients to ensure you are using the language that they prefer, value and identify with.