



HAPPY NEW YEAR

"The Best Time For An Inclusive
Beginning Is Now"



RING IN THE NEW YEAR WITH NEW GOALS AND RESOLUTIONS!

Ever wished the world was a little....kinder?

While the end of the year 2022 gave us time to reflect, the beginning of the year 2023 comes with a dream to work towards transforming our world into a welcoming and accessible home for neurodivergent people. That's what 2023 at Kind Theory is all about. This year, we're making some really important decisions to improve accessibility at Kind Theory and to do our part in making the world truly inclusive and accessible. In order to do that, we need to dismantle the barriers faced by neurodivergent individuals. We need to challenge stigma. We need to dispel myths. And it all starts with improving accessibility- accessibility for neurodivergent people.

"Disability isn't the problem - lack of accessibility is!"

Think about it: Neurodevelopmental disabilities are life-long. Autistic kids become autistic adults, and kids with ADHD become adults with ADHD. But there's not a lot of talk about the transitional challenges. In the US alone, about 2.21% of the population is made up of autistic adults (this does not include the undiagnosed population and other neurodevelopmental disabilities) - that's about 5,437,988 people. So how can we make things more accessible? You see, disability isn't the problem here. Disability is just a part of being human. The real problem is that the world isn't always accessible to everyone. And that's where Kind Theory comes in. We strongly believe that neurodiversity should be embraced and respected. We listen to the experiences of neurodivergent people, we work in collaboration with neurodiverse communities, and we educate as well as train organizations, businesses and people about neurodiversity.

PS: WE HAVE SOME EXCITING NEWS FOR YOU! CHECK OUT OUR "WALK THE TALK" FEATURE ON PAGE 5 TO FIND OUT WHAT IT IS!

IN THIS ISSUE

PAGE

Happy New Year.....	1
December Highlights.....	2
Upcoming Projects.....	3-4
Walk the Talk.....	5
Our Content Contributors.....	6

Happy Holidays

EXCERPTS FROM OUR FEATURED ARTICLES

Neurodiverse Communities Might Support Autistic People's Health by Helping Them Cope With Minority Stress by Emily Morson



Being part of a minority group that is seen negatively can harm people's physical and mental health. The unpleasant experiences that people in these minority groups face increase their physiological stress, which in turn, puts them at risk of diseases. This process is called "minority stress." However, people in minority groups are not helpless in the face of minority stress. When they accept each other, identify with each other, and work together, that can reduce the effects of minority stress and benefit their health. Autistic people are a minority of the population. They are viewed negatively (as less intelligent, capable, and likable than others). That means they are subject to minority stress.

Manifestations of Adult ADHD by Emily Morson



In the adult world, ADHD can have an impact on many aspects of our lives, including our relationships, our employment, and even our safety. Work performance can be highly impacted by ADHD. As children, we may have issues turning in an assignment for class, but as an adult, that can manifest into losing a job for not being able to complete required tasks. Things like difficulty with attentive listening, following through, procrastination, and disorganization can make holding down a job very difficult and sometimes impossible. This is even more likely if an individual is undiagnosed and/or unable to seek treatment for their ADHD.

To access full articles, please visit:
<https://www.kindtheory.org>

DECEMBER HIGHLIGHTS

Heart to Heart Conversation with Dr. Tahleel Javed (CEO STAND) - Session 1 of 4

Did you catch the first session of our heart-to-heart conversation with Dr. Tahleel Javed?

Dr. Javed is a young doctor from Pakistan who's now working in the UK and is the CEO of STAND (Society for Tourette's, Autism, and Neurodiversity). STAND is a global charity that promotes neurodevelopmental awareness and acceptance through the neurodiversity approach.

In this session, you can hear all about Dr. Javed's life, diagnosis, and experiences in her own words. It's incredibly interesting and inspiring – check it out here!

<https://youtu.be/22w6KgSCIEU>



Autism Wish

Autism Wish is a non-profit organization that helps families provide their autistic children with the simple yet effective toys and sensory support items they need. This year, Kind Theory partnered with Autism-Wish to provide sensory support materials to 15 neurodivergent children. It has been rewarding to see the positive impact these materials can have on the lives of neurodivergent children.

For more information about Autism-Wish and how you can get involved, visit their website at:

(<https://autismwish.org/>)



UPCOMING PROJECTS

Building Safe and Supportive Communities (BSSC)

The Building Safe and Supportive Communities (BSSC) Programs aim to create inclusive, equitable, and respectful environments for neurodivergent individuals. We work closely with local schools, businesses, and police departments to connect them to resources developed by neurodivergent professionals. Our BSSC Programs include three distinct tracks: BSSC - Secure, BSSC - Work, and BSSC - Teach.

To read more about this program, please visit [Kind Theory](https://www.kindtheory.org).



BSSC - LAW

The BSSC-LAW program focuses on training law enforcement institutions about autism and crisis intervention, as well as training autistic individuals on what to expect in police interactions and how to avoid escalation or potentially distressing encounters with law enforcement. The goal of these efforts is likely to improve the experiences of neurodivergent individuals during interactions with law enforcement and reduce the psychological distress that can result from these interactions.

BSSC - WORK

Did you know that people with disabilities are way less likely to have a job than non-disabled people? Only 51% of disabled people are employed, compared to 81% of non-disabled people. Autistic people are the least likely to be employed – only 22% of them have a job and people with ADHD find it challenging to retain a job. That's where the BSSC-WORK program comes in. It helps organizations learn how to support, facilitate, empower and include neurodevelopmentally disabled people in the workforce. BSSC - Work helps organization tap into an untapped resource -The Neurodivergent Workforce.



BSSC - TEACH

We know that neurodivergent student population often faces challenges in receiving accessible education. According to the National Council on Disabilities, disabled kids are less likely to graduate high school and go to college than non-disabled kids. That's where the BSSC-TEACH program comes in. It helps schools and teachers give neurodivergent students develop an environment and a system that offers support and resources the neurodivergent students need to succeed. Together, we can make sure all kids can receive accessible education.

UPCOMING PROJECTS

Academic Burnout for Neurodivergent Students

Are you ready for a panel discussion on Academic Burnout? Lead by Dr. Onaiwu, this session is going to offer valuable insight on Academic Burnout faced by Neurodivergent Students.

We'll talk about the unique challenges that neurodivergent students face in the academic world, and how those challenges can sometimes lead to burnout. And the best part? We'll also cover some tips and tricks for avoiding burnout and staying healthy while you're in school. We'll chat about self-care, time management skills, and finding support and accommodations in the classroom. We'll also talk about how teachers can create a positive and inclusive learning environment for neurodivergent students, and how to advocate for yourself when you need help or accommodations.

This panel is going to be a great resource for anyone looking to navigate the sometimes tough world of academics in a healthy and sustainable way. We can't wait to see you there! We will be announcing the launch date very soon!



Nourish Diversity with Rebecca King

Are you looking to nourish and support your nutrition needs or the unique needs of your neurodivergent loved ones? Our Nourish Diversity Program is here to help! In this program, we will review a range of strategies, including diet plans and techniques to improve nutrient intake, that can help support the overall well-being of neurodivergent people - with a focus on individuals with ADHD.

We'll also delve into the latest research on the relationship between ADHD and food, and how proper nutrition can make a big difference in managing symptoms and improving overall health. Join us to learn more about how you can nourish diversity in your own family and community.



Rebecca King

Becca King is a Registered Dietitian Nutritionist from Charlotte, North Carolina. As an adult with ADHD who struggled for years with disordered eating, Becca is passionate about helping other adults with ADHD who struggle with binge eating, chronic dieting, and body image issues find food freedom and improve their self-esteem. She uses the Principles of Intuitive Eating and a weight-inclusive approach to nutrition for ADHD in her virtual practice.

LET'S WALK THE TALK

LEADING BY EXAMPLE : WHAT IS KIND THEORY DOING TO IMPROVE ACCESSIBILITY FOR AN INCLUSIVE BEGINNING

HI, MY NAME IS JAMIE. I'M A REGISTERED BLIND ADHD RHINO. RHINOS ARE JUST CHUBBY UNICORNS WITH BAD EYESIGHT. HONESTLY GOOGLE IT, THEY'VE SOME OF THE WORST EYESIGHT IN MAMMALS.

I'M ADHD. THEY SAY NEURODIVERGENT PEOPLE THINK OUTSIDE THE BOX, I COULD NEVER SEE THE BOX, SO I LIKE TO SAY I NOT ONLY THINK OUTSIDE THE BOX, BUT I HAVE TO REIMAGE IT COMPLETELY.

LET'S FALL DOWN ADHD RABBIT HOLES, LET'S HYPERFOCUS, LET'S BREAK BARRIERS, AND TOGETHER TAKE ACCOUNTABILITY FOR ACCESSIBILITY.

PLEASE JOIN US IN WELCOMING JAMIE SHIELDS -
THE NEWEST ADDITION TO OUR TEAM!



About Jamie Shields

With a passion for advocating for accessibility and inclusivity, Jamie has now dedicated his career to supporting organizations in creating truly inclusive cultures. As an accessibility consultant for Kind Theory, Jamie brings a wealth of experience as a speaker, educator, trainer, freelancer, podcaster, and content creator. In his free time, Jamie enjoys hyperfocusing and falling down ADHD rabbit holes, and is always excited to work with others who share his passion for breaking down barriers and promoting accessibility. You can count on Jamie to bring a unique perspective and energy to any project he takes on.

JOINING OUR CONTENT CONTRIBUTORS

BRITTNEY GEARY



As a neurodivergent school psychologist and self-advocate, Brittney Geary, MEd CAGS utilizes her experience as an autistic, ADHD, learning-disabled person to inform her professional practice.

She has over a decade of experience having served as a consultant and research assistant in autism research, a coach for neurodivergent adults, a school psychologist in several public school districts, a mentor and a volunteer for several neurodiversity-affirming organizations internationally. Additionally, she is familiar with supporting others in managing commonly co-occurring physical, mental, and neurological health conditions.

She is passionate about promoting disability awareness through sharing lived experience, education and valuable resources, and would love to connect with like-minded individuals & organizations who share a common goal to embrace neurodiversity and enable neurodivergent individuals to lead more authentic lives.



LET'S WORK
TOGETHER TO
CREATE A KINDER
WORLD WHERE
NEURODIVERGENT
PEOPLE FEEL FREE
TO BE EXACTLY WHO
THEY ARE.

