



BUILDING SAFE AND SUPPORTIVE COMMUNITIES

THIS FALL, COME BE A PART OF OUR 'BUILDING SAFE AND SUPPORTIVE COMMUNITIES' PROGRAM



NEWSLETTER SEPTEMBER 2023

EVER WONDERED WHY JOB SEARCHING AND RETENTION CAN BE ESPECIALLY CHALLENGING AND TOUGH FOR NEURODIVERGENT PEOPLE?

Global Economic Activity is experiencing a slowdown thus having an adverse effect on employment opportunities in general. If finding a job was hard before, it has become increasingly challenging now. This situation has had a magnified effect on the neurodivergent population. Finding a job and retaining a job is becoming increasingly challenging for neurodivergent people due to discrimination & lack of resources designed for their needs.

This discrimination stems from misconceptions, stereotyping, lack of education and knowledge about neurodiversity and a system that is designed to only include allistic population.

**MISUNDERSTANDINGS
AND MYTHS**

BIAS IN HIRING

**SOCIAL INTERACTION
CHALLENGES**

**LACK OF SUPPORT AND
UNDERSTANDING**

Neurodivergent job seekers face a number of challenges. We battle stereotypes that hinder us from proving our abilities, we endure emotional and psychological stress due to the discrimination we face, and we encounter biases in hiring processes.

Most of us never get access to the necessary support and accommodations thus impeding our success, even when we are qualified in our field. One of the most common struggles we face is that most employers do NOT presume competence when they learn of our disability. .

Very rarely do employers give us a fair chance of proving our competence, most of the times - we are not considered for the opportunity. As a result, most of us are either unemployed or underemployed. This situation doesn't have a positive outlook for the organizations too as it deprives the organizations from the diverse perspectives and talent that the neurodivergent employees bring to the table. It perpetuates a never-ending cycle of exclusion and underrepresentation in the workforce. It's time for a paradigm shift.

August

Highlights



A cluster of orange and brown autumn leaves in the top right corner.

EXCERPTS FROM FEATURED ARTICLES

JUSTICE SENSITIVITY IN AN UNJUST WORLD -AYESHA IJAZ

With unqualified people operating autism centers, children with autism, ADHD, and other neurodivergent conditions are treated as objects rather than human beings. The lack of education and awareness about neurodiversity in Pakistan is exploited, leading to the commercialization of ill practices in businesses. Parents continue to spend significant amounts of money, only to realize one day that they've been misled all along. What their children truly needed was love and acceptance, not a predetermined mold to fit into just to be loved.



TRAVELLING THE WORLD AS AN AUTISTIC -SWARIT GOPALAN

Travel always provides perspective about our limitations and the associated lies we tell ourselves. This is particularly true for those like me that continue to be defined by our limitations. As we embarked on an ambitious travel project that involved flights and transits that literally took us around the world via the Pacific and the Atlantic oceans, the stage was set to challenge assumptions about ourselves and the world.





EXCERPTS FROM FEATURED ARTICLES

TO ACCEPT NEURODIVERGENCE, CULTIVATE COMPASSION FOR YOURSELF AND OTHERS -EMILY MORSON

“Disability acceptance means being kind, letting go of shame and accepting imperfection”



Some people try to ignore or separate themselves from their disability. They might say, “I don’t define myself by my ADHD/autism.” Yet, even when it’s not part of their identity, it can affect their lives. Ignoring a disability makes it harder to understand why certain things are challenging and what support would help. When I used to ignore my difficulties as much as possible, I’d feel stunned when I suddenly, unexpectedly lost my phone or forgot an appointment. ADHD inevitably seemed to hit me out of nowhere.

Some people give up at times, thinking, “my autism/ADHD will always be there, and it takes immense effort to make the tiniest change in my habits, so why bother?” That’s resignation (and probably depression), not acceptance.

Some people aim to feel proud of their disability itself. Yet it’s difficult, perhaps unrealistic, to feel proud of taking hours longer to finish homework, losing a job due to missing too many work meetings, or just feeling exhausted all the time. It’s difficult to delight in being unable to see far-away friends or accept distant in-person jobs because you can’t drive. It’s tough to love and take pride in something that makes your life harder.

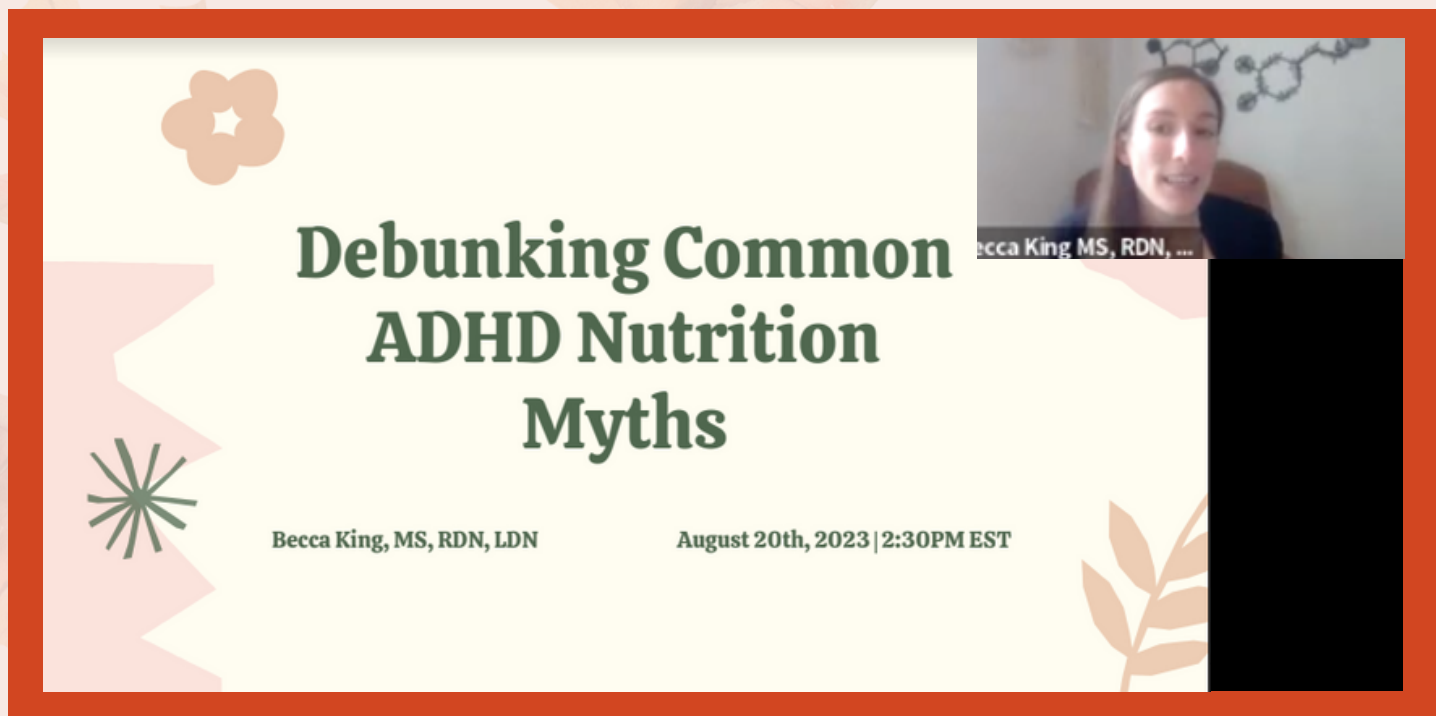
None of these stances are accepted

[READ FULL ARTICLE](#)



NOURISH DIVERSITY
BY KIND THEORY & REBECCA KING

NOURISH DIVERSITY SESSION V



We had our 5th session of the Nourish Diversity program on the 20th of August!

During this session, we discussed common myths about ADHD and nutrition. Becca King provided detailed insights into each myth, and we wrapped up the session with an enjoyable game. We're eagerly anticipating the final session, Nourish Diversity Session 6.

We are so grateful to everyone who participated, whether by attending in live or watching the YouTube videos. If you found the program helpful, please reach out to us at talktous@kindtheory.org and provide your feedback

Our journey has been amazing, but it's now coming to an end. Don't miss our final session on September 17th. Join us for on the 17th live at 1:30PM CST!

BUILDING SAFE AND SUPPORTIVE COMMUNITIES

OUR NEW RESOURCE DEVELOPER

“MORÉNIKE GIWA ONAIWU”



We're so excited to share the news that Morenike, has now taken the lead as our new Resource Developer for the BSSC safety program. We're SO thankful to **Neuroclastic** for their sponsorship and continuous support towards our efforts.

Together, we'll make a difference and together, we'll bring change.

BSSC SAFETY - OUR ADVISORS



Terra Vance

Advisor



MATTHEW RUSHIN

Advisor



KAMEKO THOMAS

Advisor



LALO

Advisor



Kaishawna Fleming

Advisor

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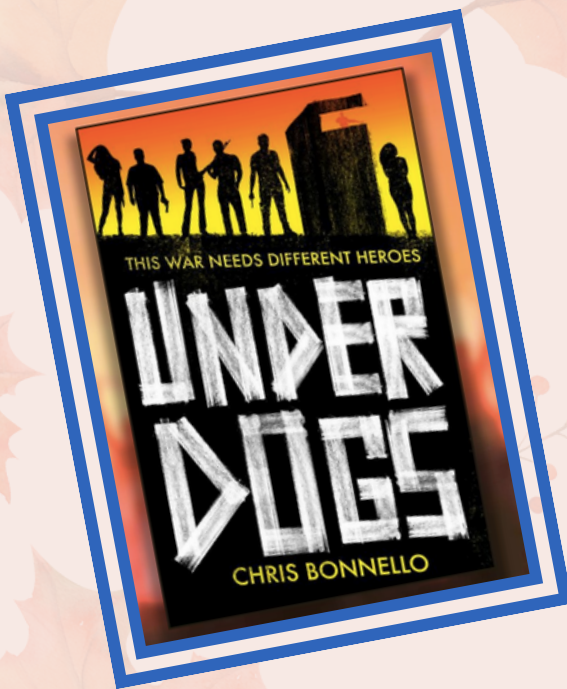


Your ideas, insights and feedback play a vital role in making this program effective. If you have any suggestions or ideas to make this program even more effective, please don't hesitate to reach out to us at:

talktous@kindtheory.org

UNDERDOGS: BOOK READING SESSION WITH CHRIS BONNELLO

CHAPTER 23



We held our latest book reading session of 'The Underdogs' with Chris Bonello on August 30th where we covered chapter 23. If you missed the session, you can visit our YouTube channel now to watch the recorded session. You can also find it on Facebook. We are super excited to announce that we will be hosting our last and final session of the bookreading of the 'Underdogs' with Chris Bonello on September 20th, 2023. You don't want to miss this!



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Safety and support are two fundamental pillars of any progressive society. These pillars are fundamental human rights and should be considered a priority in all environments without discrimination. Safety and support should never be conditional and should be accessible to everyone regardless of their neurodivergence, ethnicity, religion, race, gender or culture etc.

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