Layout of Session

10:30  Session Introduction
10:35  Introduction to Neurodiversity
10:50  Questions and Brainstorming about Breakout Groups
11:00  Breakout Groups
11:20  Report Back
Working Group

• Conversations before, during and after the annual conference that explore, in-depth, a subject of shared concern.
• Working toward a problem they are actively trying to solve.
• Develop publicly-available documents (within 12 months) that advocate for ways the problem can be solved.
  • Documents to be housed on the new Accessibility and Disability Section website.
  • Amendments to SAA’s “Guidelines for Accessible Archives for People with Disabilities.”
A Reading List for Newcomers to Disability Studies and Neurodiversity

Classic Texts in Disability Studies

About Neurodiversity
Today’s Goals

1. Increase awareness about neurodiversity in profession through this working group & its products.

2. Influence & inform archival education & workplace practices so that more neurodivergent people can enter & thrive in profession.

3. Increase number of resources about neurodiversity, forms of neurodivergence, & disability in general in archives.

4. Spark research about neurodiversity both inside & beyond profession.
Types of Language

• Person-First Language
  • Based on belief that people are themselves first & someone with disability second.

• Identity-First Language
  • My impairment cannot & does not need to be separated from me, is an important part of who I am, & is not bad.
  • Preferred by majority in some disability communities (Deaf; Autistic).

I now have this screen shot for the next time someone turns says #ActuallyAutistic should use person first language.

Maybe the question can now be settled?
Models of Disability

• Religious: result of **divine punishment** or **divine favor**.

• Medical: result of **biological deficit**.
  • Institutions & professions created to medically treat & cure.

• Social: result of **social oppression, cultural discourse, & environmental barriers**.
  • Difference between impairment & disability.
  • Disability Rights movement begins, led by self-advocates.
  • Recognition of ableism.

• Recognition of ableism.
And when we want your opinion, we'll tell you what it is!

Federation of Charities for the disabled

Crippen
What Is Neurodiversity?
History of Neurodiversity


June 1997: *NY Times* article by American journalist **Harvey Blume** is published; writes about “neurological pluralism.”

1998: **Judy Singer** writes about “neurological diversity” in University of Technology Sydney *undergraduate sociology thesis*.

September 1998: *Atlantic* article by Blume is published; “neurodiversity” in print for 1st time.

1999: **Book chapter** by Singer is published; coins “neurodiversity.”

2015: *Neurotribes: The Legacy of Autism & the Future of Neurodiversity* by **Steve Silberman** is published; helps spawn current interest.
Neurodiversity

• The diversity of human brains & minds; the infinite variation in neurocognitive functioning within our species.—Nick Walker, Neurocosmopolitanism

• Biological fact—not perspective, approach, belief, movement, political position, or paradigm.
Neurodiversity Paradigm

• A specific perspective on neurodiversity based on 3 fundamental principles:
  • Natural & valuable form of human diversity.
  • Idea that there is one “normal”/“healthy” type of brain/mind, or one “right” style of neurocognitive functioning, is culturally constructed fiction.
  • Social dynamics that have manifested are like those that exist regarding other forms of human diversity.
Neurodiversity Movement

• A social justice movement based on the paradigm.
  • Born from Autism Rights movement, but...
    • Neurodiversity is broader.
  • Not all autism advocates follow paradigm (Autism speaks).
• Interpretation, goals, & procedure differ.
• Believer in paradigm ≠ member of movement (activist).
  • Instances of tokenism.
Neurotypical

• Having a brain that functions in ways that are in line with the dominant societal standards of “normal.”
  • Does not simply mean non-Autistic.
Neurodivergent/Neuroatypical

• Having a brain that functions in ways that **diverge significantly** from the dominant societal standards of “normal.”
  
  • Innate, acquired, or combination.
  
  • Neurodevelopmental conditions, neurological conditions, learning impairments, & chronic neurological mental health conditions.
  
  • Some forms tied to psyche, personality, & relationship with world & could not be removed without taking away major part of identity.
Neurominority

• Population of neuroatypicals about whom all the following are true:
  • Share similar form of neurodivergence.
  • Form is core to personhood.
  • Form is one neurotypicals have historically responded to negatively, usually through pathologizing.
Assorted Terms

• State of being neurodivergent is **neurodivergence**.

• Someone can be **multiply neurodivergent** if they possess multiple forms of neurodivergence (comorbidity/co-occurring condition).

• Only use **neurodiverse** to refer to groups, never individuals.
Identifying vs. Disclosing

• Identify: to establish the identity of.
  • Identifying as disabled.

• Disclose: to make known or public.
  • Unintentional vs. intentional.

• Not your job to diagnosis someone who does neither.
  • Gatekeeping.

NOT:
- special needs
- differently-abled
- wheelchair bound
- deaf and dumb
- hearing/mobility impaired
- disAbled
- challenged
- handicapped

Thank you for coming to our TedTalk goodbye.
Questions So Far?
Brainstorming Activity

• What **professional challenges** do neurodivergent people face?

• What types of **accommodations** can we implement/advocate for?
Breakout Activity

• Possible Groups
  • Employment: hiring/training/retention.
  • Environment/climate: physical/digital for staff/patrons.
  • Collection development/description: existence of current collections; encouraging/obtaining more; problematic terminology.

• Possible Future Publication Outlets
  • Addendum/edits to SAA’s “Guidelines for Accessible Archives for People with Disabilities.”
  • SAA Blog, etc.
Report Back
Thank You! Questions?

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