



**Neurodiversity
Celebration
Week**

In partnership with



Neurodiversity

Celebration Week

**Celebrating our
unique strengths
and differences**

March 18 - 24, 2024

www.neurodiversityweek.com



What is Neurodiversity?

- Everyone has a differently-wired brain and their own unique way of thinking, interacting and experiencing the world.
- **Neurodiversity** is based on the concept that neurological variances should be recognised and respected just like any other human variation, such as gender, race or sexual orientation.

Neurodiversity is about recognising that everyone's brain works differently.

No Human Brain Is Exactly Alike

- There is no 'standard' human brain against which all other human brains can be compared.
- On the contrary, the human brain is so complex that no brain is exactly alike.
- The wide range of natural neurological variations of the brain affect the way that people think, learn and process information.



Respecting Differences

- Neurological differences in the way that our brains are wired means that you may find some things challenging that others find easy.
- You may also find things easy that other people find challenging.
- **Neurodiversity** is about recognising that there is a wide range of neurological variations in the human brain, instead of viewing these variations as being “abnormal.”

Neurological variations in the human brain are natural.

What is Neurodiversity Celebration Week About?

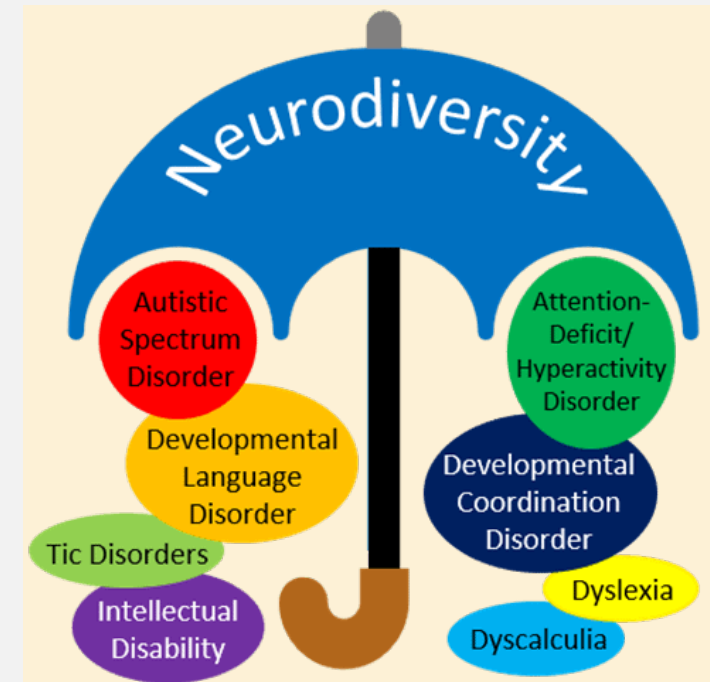
- Neurodiversity Celebration Week is about celebrating the strengths and talents of people with learning differences.
- Sadly, these students are often misunderstood.
- Neurodiversity Celebration Week is one way of reminding everyone of the importance of being kind, tolerant and accepting of everyone.

Do These Differences Have a Name?

Some of the different ways of thinking, learning, interacting and perceiving the world have been given labels.

Some examples of these are:

- Attention Deficit Hyperactivity Disorder (ADHD)
- Autism Spectrum Disorder (ASD)
- Dyslexia
- Dyspraxia
- Dyscalculia
- Dysgraphia
- Obsessive Compulsive Disorder (OCD)
- Tourette's Syndrome



Attention Deficit Hyperactivity Disorder (ADHD)

- About 4% of the population have ADHD.
- ADHD affects a person's ability to focus. It can cause inattention, hyperactivity and impulsiveness.
- People with ADHD can be some of the most creative members on a team, bringing energy and new approaches to their projects and able to keep calm under pressure.

**Did you know
Simone Biles
has ADHD?**



Simone Biles, Olympian Gymnast

**Did you know
Emma Watson
has ADHD?**



**"I don't want other people to decide
what I am. I want to decide that for
myself"**

- Emma Watson, Actor / Activist

Autism (ASD)

- About 2% of the population is autistic.
- Autism affects how a person perceives the world and interacts and socialises with others, making it challenging for them to pick up social cues and interpret them.
- Autistic people can be sensitive to lights, noise, touch and smells, which can sometimes cause them distress.
- People on the autistic spectrum can be highly logical and can be good at absorbing and remembering facts, attention to detail, and recognising patterns.

"Being different is a gift. If I was like everyone else, I wouldn't have started this school strike"



- Greta Thunberg on why her autism is a strength

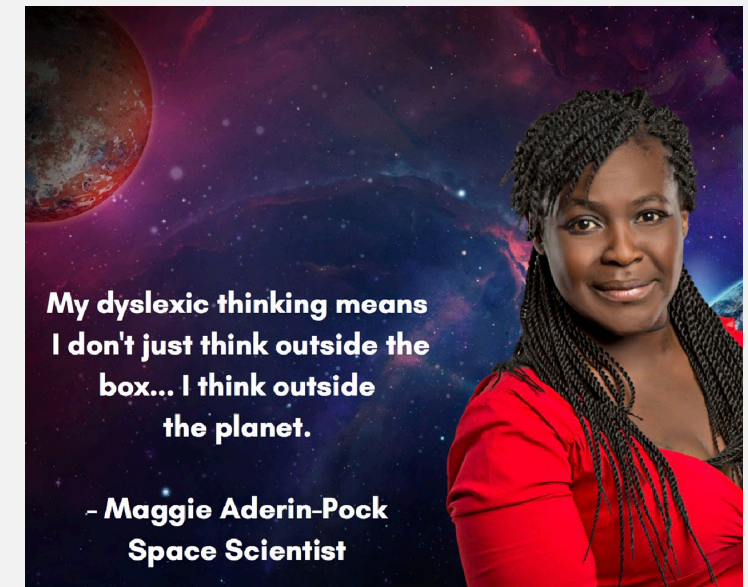
Did you know the creator of Pokemon is Autistic?



Satoshi Tajiri has attributed his creativity, passion, relentless focus and drive to being autistic

Dyslexia

- About 10% of the population are dyslexic.
- Dyslexia is a language processing difficulty that can cause challenges with reading, writing and spelling.
- It can cause challenges with processing information quickly, organisation, sequencing, spoken language and motor skills.
- Dyslexic people can be very good at creative thinking, problem-solving and verbal communication.
- About 35% of entrepreneurs (business owners) are dyslexic.



**Did you know
Victoria Beckham
is dyslexic?**

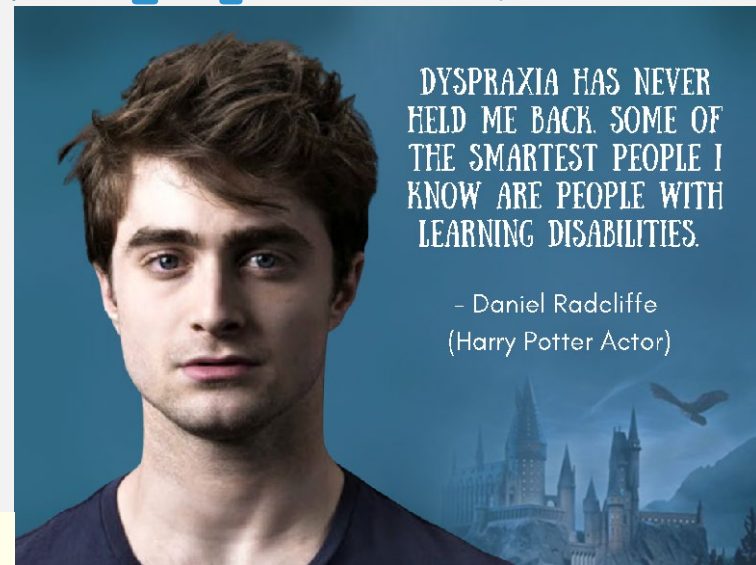


"I believe you can achieve anything if you work hard enough to get it"

- Victoria Beckham, Fashion Designer / Singer

Developmental Coordination Disorder (DCD, Dyspraxia)

- About 6% of the population are dyspraxic.
- Dyspraxia affects your physical coordination.
- Sometimes dyspraxia can be misperceived as clumsiness.
- Dyspraxia can also affect your ability to organise yourself.
- Dyspraxic people are creative, determined and really good at developing their own strategies to overcome difficulties.

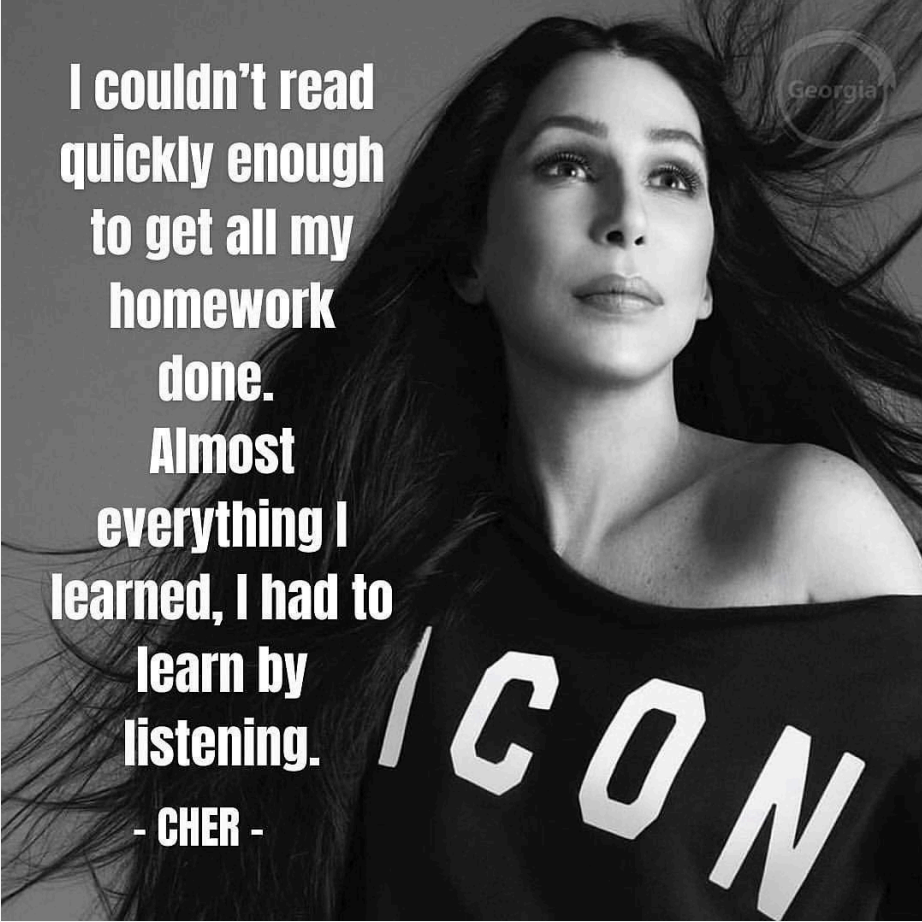


**Did you know
the lead singer from
Florence and the Machine
is dyspraxic?**



**"Dyspraxia may create some
challenges. But they don't
stand in the way of my
success."**

Florence Welch, Singer / Songwriter



I couldn't read quickly enough to get all my homework done. Almost everything I learned, I had to learn by listening.
- CHER -

Dyscalculia

- About 5% of the population have dyscalculia
- Dyscalculia affects an individual's ability to acquire and use mathematical skills
- For some, it affects how they see numbers. For others, it might make symbols difficult to read, or they may have trouble understanding finances, data and using numbers in everyday life
- People with dyscalculia often have strengths such as intuitive and strong strategic thinking, are very creative and have a love of words

Tourette Syndrome (TS)

- About 1% of the population have Tourette Syndrome.
- Tourette Syndrome (TS) causes sudden, uncontrolled, repetitive muscle movements and sounds called "tics."
- Stressful situations can make the tics more frequent, longer and more severe.
- People with TS can be faster at assembling sounds into words and are often high-achieving, creative and empathetic.

**Did you know
Lewis Capaldi
has Tourette's?**



Lewis Capaldi, Singer / Songwriter

**Did you know
Billie Eilish
has Tourette's?**



Billie Eilish, Singer / Songwriter

Why Does Neurodiversity Matter?

- The concept of neurodiversity is the acceptance that all humans are different, with unique minds, needs and abilities.
- The human brain has a wide spectrum of functions and any differences should be acknowledged as just another way of being or doing things.
- Embracing neurodiversity is essential for creating an inclusive and productive environment that makes use of the different strengths that people have, as well as accommodating people's individual needs to ensure that they can succeed.

More than
50%
of NASA employees are dyslexic. They are deliberately sought after because they have **superb problem-solving skills** and excellent 3D and spatial awareness.

Mary-Margaret Scholtens, director of the Alternative Programs Providing Learning Experiences Group



**LINKEDIN HAS ADDED
“DYSLEXIC THINKING”
AS A PERSONAL SKILL**

What Can You Do To Help?

- Be **kind**, understanding and encouraging of others.
- Don't make fun of anyone who is different or who is finding something difficult. Instead, celebrate and compliment others on their strengths.
- Never forget that you have the power to make a positive difference to someone who may be having a difficult time.

