

NEURODIVERSITY AWARENESS & NATIONAL DEAF HISTORY MONTH

"IN DIVERSITY, THERE IS BEAUTY & STRENGTH"

The month of April celebrates Neurodiversity Awareness - the goal is to promote understanding, acceptance, and celebration of neurological differences, such as autism, ADHD, and dyslexia. This is an opportunity to highlight the value of different ways of thinking and experiencing the world. Learn more about neurodiversity [here](#).

National Deaf History Month also takes place in April, and recognizes the contributions and achievements of the Deaf community, including milestones in deaf education and advocacy. Learn more about the Deaf Community, culture, and American Sign Language [here](#) and [here](#).



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RESOURCES

- Podcasts
 - **The Telepathy Tapes**
 - **Fresh Air: 'NeuroTribes' Examines The History — And Myths — Of The Autism Spectrum**
- Books
 - **Neurotribes by Steve Silberman**
 - This book upends conventional thinking about autism and suggests a broader model for acceptance, understanding, and full participation in society for people who think differently.
 - **The Pattern Seekers: How Autism Drove Human Inventors by Simon Baron Cohen**
 - An "ambitious work" tracing the links between autism and ingenuity.
 - **The Neurodiverse Workplace by Victoria Honeybourne**
 - Estimates suggest that up to 20% of employees, customers and clients might have a neurodivergent condition - such as dyslexia, autism, Asperger's, ADHD or dyspraxia.

DID YOU KNOW?

- The reason National Deaf History Month is celebrated in April is because it marks the opening of the **first permanent school for the deaf** in the United States on April 15, 1817.
- An Australian sociologist, **Judy Singer**, coined the term 'neurodiversity' to promote equality and inclusion of "neurological minorities".
- Using a clear communication style is helpful to anyone, especially neurodivergent individuals. Avoid using sarcasm, euphemisms, and implied messages to create a more **neurodiversity-friendly workplace**.
- American Sign Language (ASL) is NOT a signed version of English. It is a **unique language** with its own grammar, vocabulary, and word order, distinct from English.