



Covenant

15:16

Navigating Cultural Differences & Neurodiversity

North Carolina Autism Society

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Presentation Abstract



It is safe to say that the world in which we operate as humans has changed drastically during the last few years. One only needs to turn on the TV to identify division, racism, and hatred within our society. As professionals, we wake each day to make the lives of others better and assist them in navigating their personal paths. Diversity, equity, and inclusion have always been within our collective zeitgeist; however, the importance of these terms has increased since June of 2021. Across all areas of human services, the question has been asked how can we move forward in unity while fully incorporating diversity, equity, and inclusion? This presentation will assist participants in starting the process of forwarding momentum in the letter, spirit, and purpose of unity.



Presentation Objectives

Following the conclusion of this presentation, participants will:

- Operationally define key terms associated with diversity, equity and inclusion.
- Identify and utilize tools to assist with self-assessment.
- Identify unity vs. performance unity
- Identify several methods of moving forward with the information presented within this presentation.



**A Special
Thanks!**

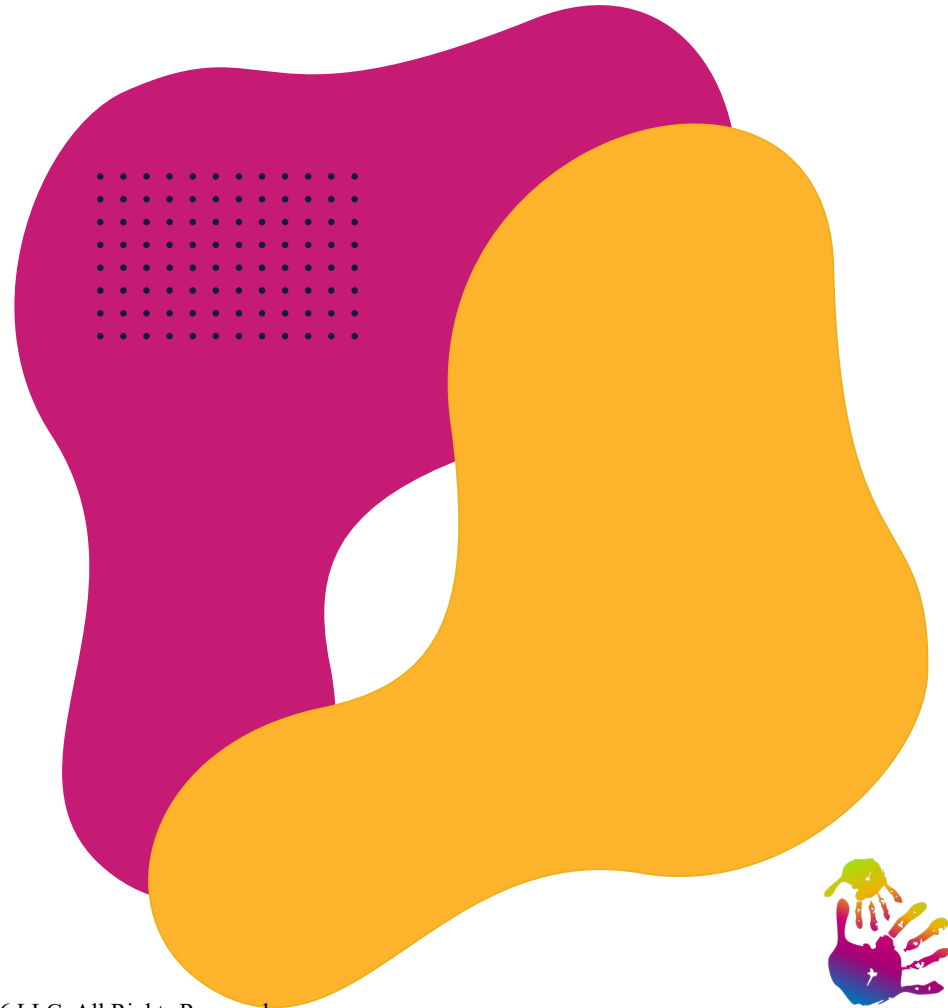


Safe Space

The term **safe space** refers to places created for individuals who feel marginalized, most located on university campuses in the western world but also at workplaces.



Story Time



The Reality of Life

- The system is broken
- Competing Contingencies
 - Work
 - Home
 - Community
- Our actual selves vs. our ideal self
- Social Media
 - Find your tribe



Our Challenge



The Autism Society of North Carolina improves the lives of individuals with autism, supports their families, and educates communities

The vision is to be the trusted partner for all people with autism as they lead fulfilling lives. We respect and value the uniqueness of all individuals with autism; when provided the opportunity, each person can make a unique contribution to their family, community, and society



Can we truly achieve this?

- Diversity
- Equity
- Inclusion
- Compassion
- The Golden Rule



Our Calling

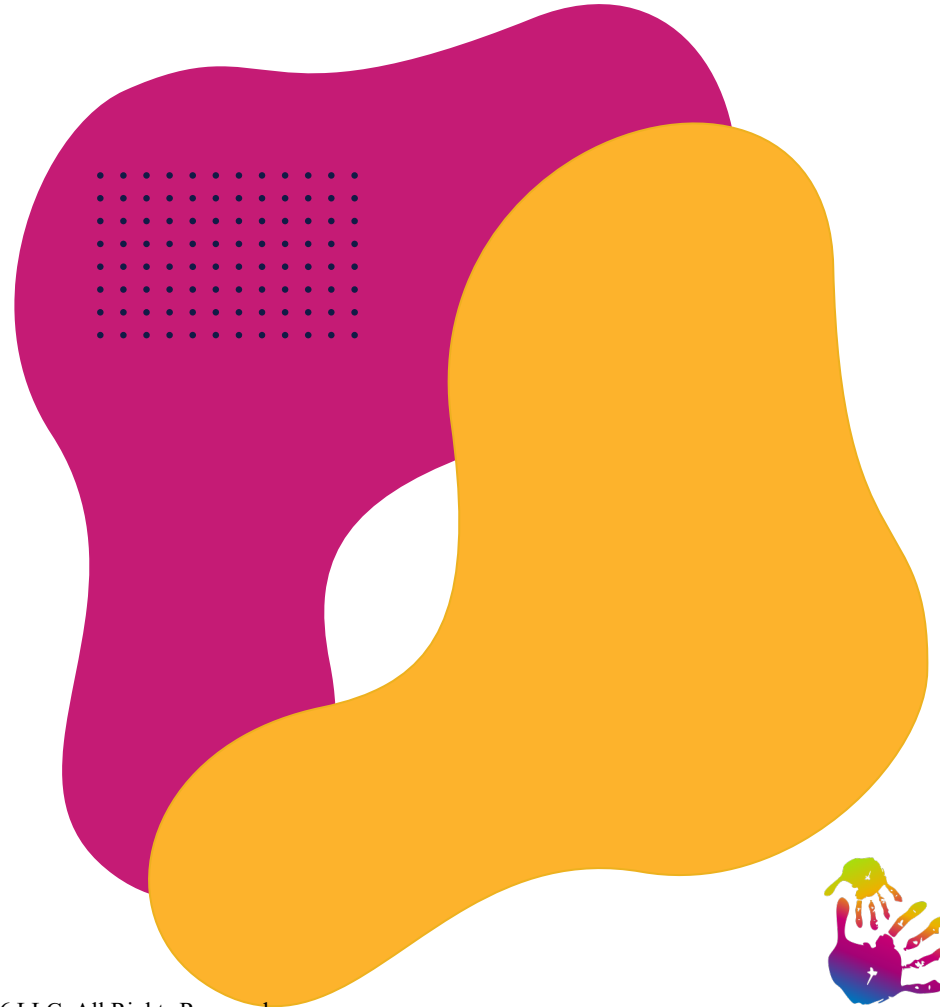
- To Improve Lives
- To Support Families
- Educate Communities
- Ethical Decision Making



The devil is in the details



“Most of what I really needed to know
about how to live, about what to do
and how to be, I learned in
kindergarten. Wisdom is not at the top
of the graduate school mountain, but
there in the sandpile at Sunday school”
– Robert Fulghum



Diversity



Neurodiversity



Neurotypical



Equity



Inclusion



Let's get real about Diversity

- Diversity is not



True Diversity

The practice or quality of including or involving people from a wide range of different social and ethical backgrounds and of different genders, sexual orientations, etc.



Why are we missing the mark?

- Let's put on a show
- Diversity in some areas of the organization
- A lack of understanding of diversity
- No commitment to identifying, addressing and evaluating systems and process



Neurotypical

- Adjective
 - Not displaying or characterized by autistic or other neurologically atypical patterns or thoughts of behavior
- Who created this definition (think bias).
- Do you feel it is accurate?
- Who is considered neurotypical anyway?



Neurodiversity

- The neurodiversity movement challenges the medical model's interest in causation and cure, celebrating autism as an inseparable aspect of identity. (Kapp. et. al., 2013).
- Autistic self-advocates within the neurodiversity, or autism rights movement celebrate autism as inseparable from identity and challenge efforts to find a cause and a cure for it.



Neurodiversity Movement

- Tends to adopt a form of the social model of disability
- Distinguishes between a biological, underlying condition or way of being (autism) and disability rooted substantially in inaccessible social and political infrastructures
- Self-advocates



Neurodiversity Movement

- Seeks to provide a culture wherein autistic people feel pride in a minority group identity and provide mutual support in self-advocacy as a community.
- Promote subjective well-being and adaptive rather than typical functioning.



Neurodiversity

Neurodiversity is a viewpoint that brain differences are normal, rather than deficits. Neurodiverse people experience, interact with, and interpret the world in unique ways. This concept can help reduce stigma around learning and thinking differences.

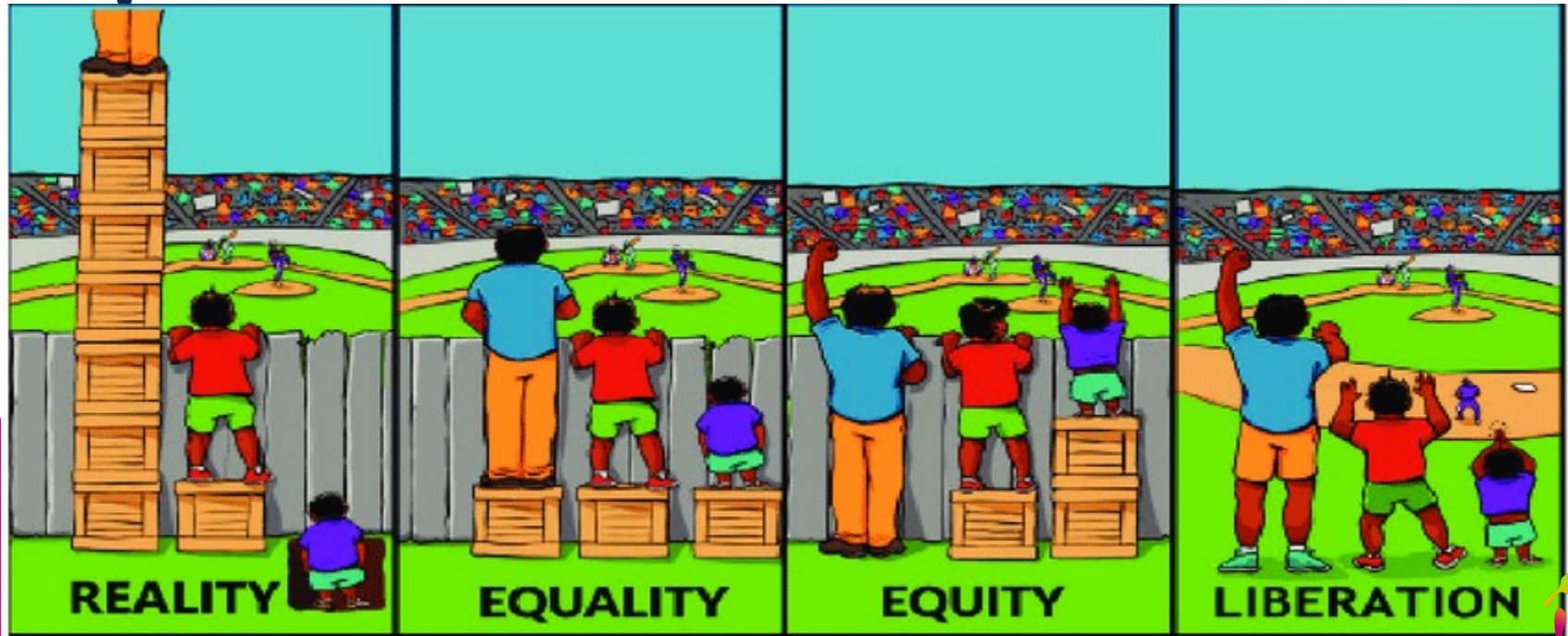


Equity

Cultural equity embodies the values, policies, and practices that ensure that all people – including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion – are represented in the development of policy.



Everything isn't equal



Addressing Equity (or the lack of)

- Commonly confused with equality
- The tail of two families
- Short-term impact
- Long-term impact



Inclusion

- Everyone into the pool
- Inclusion prevents dehumanization
- There are levels to this!



5 Levels of Inclusion

- Community
 - Social inclusion which can be physical, emotional, intellectual, or spiritual.
- Connection
 - Emotional inclusion which results in meaningful relationships between typical and special needs individuals.
- Contribution
 - Intellectual inclusion, where the individual with special needs develops a sense of dignity, as they use their ability to make a personal or group contribution to the community.



5 Levels of Inclusion

- Contemplation
 - Spiritual inclusion, where the individual is able to pursue some form of meaning and purpose
- Comprehensive
 - Comprehensive inclusion occurs when the individual has experienced 1-4, and benefits from the latest scientific and medical research, as they grow into adulthood and an ever-improving quality of life.



What inclusion is not

- Performance
- A short-term solution
- Tokenism
- Not a one-size fits all model





Bojangles

Bojangles



Real Inclusion / Perceived Inclusion

- Performance are great but not here
- Perceived Inclusion
- Real Inclusion



What is your culture?

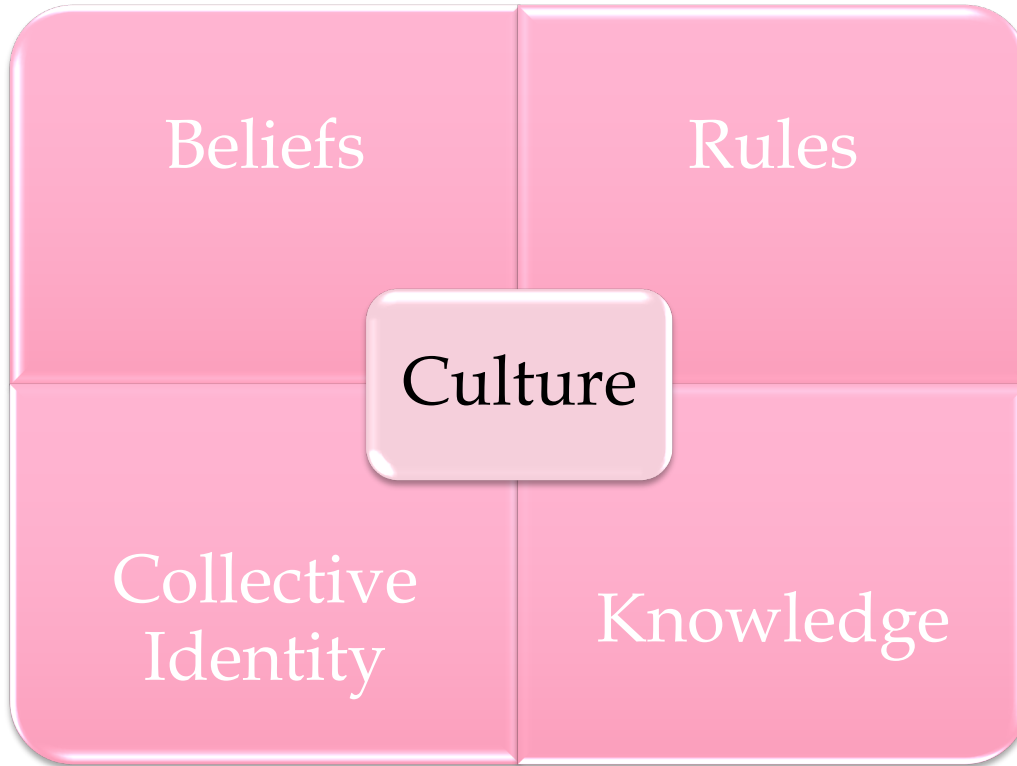


Operational Definition of Culture

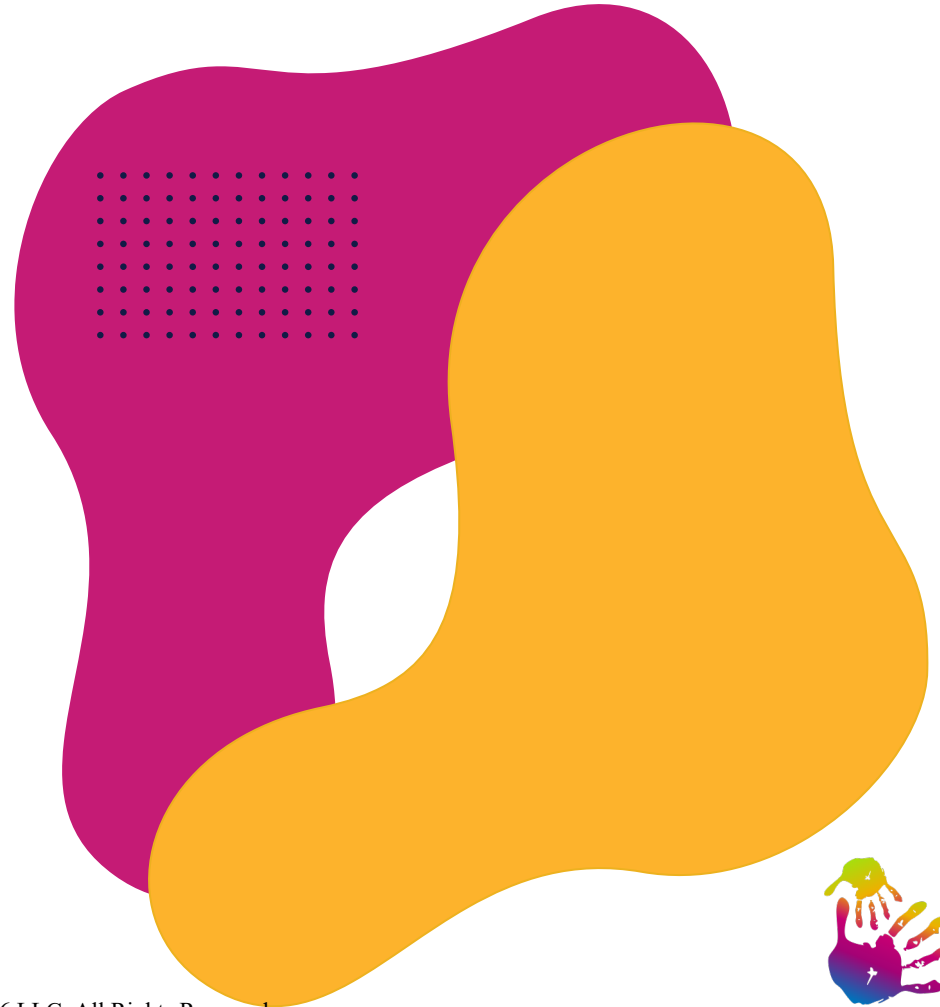


- Comes from members of a social group
- Social Environments
- Self Identified





Fong, Ficklin & Lee
(2017)



Fong, Ficklin & Lee (2017)

- Today's behavior analysts serve consumers deriving from increasingly diverse ethnic, racial, and socioeconomic backgrounds, and this trend is likely to continue as the field of applied behavior analysis (ABA) continues to expand to the four corners of the world.
- Diversity, Equity and Inclusion is no longer an option but a requirement.
- Task Analysis?



Let's Start with You!

- Who are you?
- How do you self identify respective to your culture?
- How does the world identify your personal culture?
- How does the world identify your professional culture?



You don't know what you don't know

- It must start with you
- Starting a dialogue
 - Caution - Tokenism
- Honest and Critical Self Assessment
 - ADDRESSING framework (Hays, 2008)

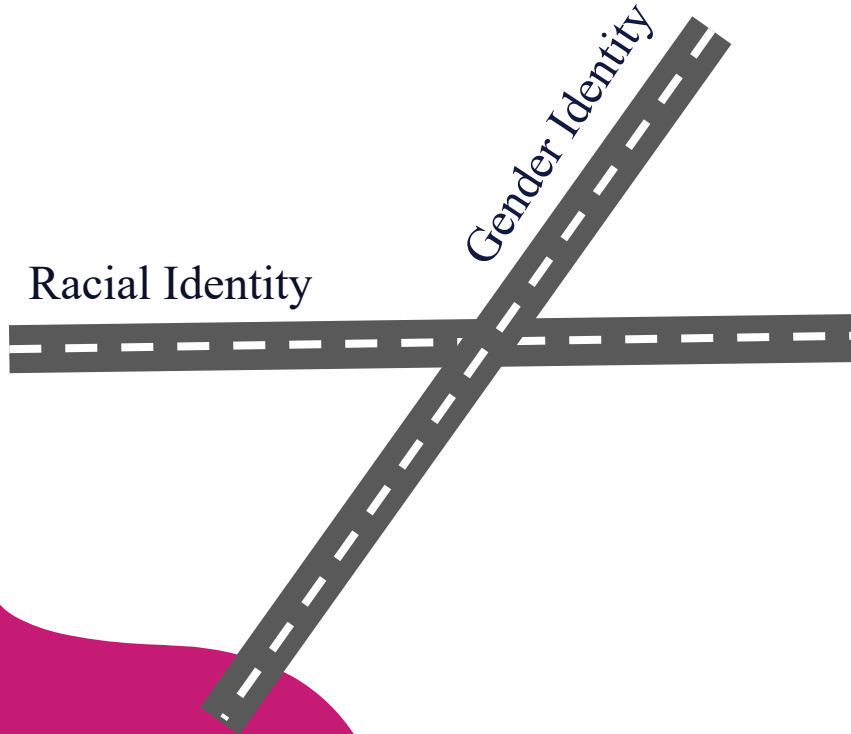


You don't know what you don't know

Hays Cultural Domains	How YOU identify YOU	How OTHERS identify
Age		
Disability (Acquired)		
Disability (Developmental)		
Sexual Orientation		
Gender		
Religion and Spiritual Identity		
Ethnicity and Racial Identity		
Socioeconomic Status		
National Origin		
Indigenous Heritage		



Intersectionality

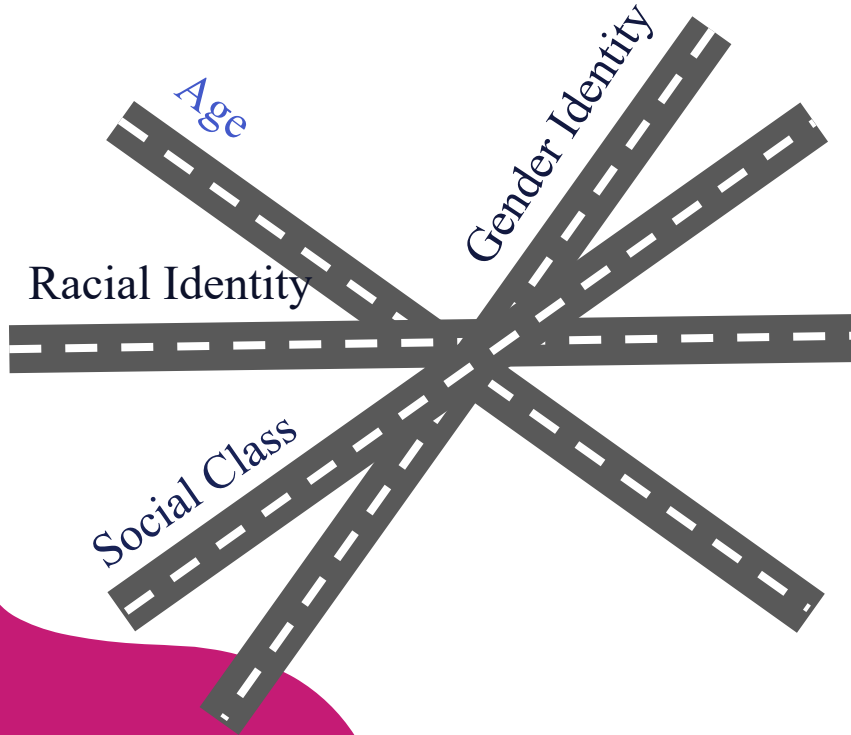


Intersecting patterns of racism and sexism.

Not represented within the discourses of either feminism or antiracism (Crenshaw, 1991).



Intersectionality



Intersecting patterns of racism and sexism.

Not represented within the discourses of either feminism or antiracism.

Other systems of oppression can continue to add barriers (Crenshaw, 1991)



Help Other Do Their Work!

- How does my privilege in a domain area effect my clinical judgment?
- Have I ever engaged in discrimination / microaggressions? If so, how can I ensure this does not occur in the future?
- Are my clinical skills rendered less effective due to my personal / professional biases?
- Have I negatively impacted a learner, family or community due to my biases or cultural incompetence?



Meet Maliyah



How?

- Increase awareness of self
- Develop awareness of clients
 - Attend to language of assessment
 - Understand cultural identity
 - What is acceptable
 - What words mean
 - Use Resources
 - Attend Trainings



Organizational Strategies

- Cultural officer
- Training
- Supervision embedding
- Social Validity assessments



Action Steps

- Congratulations!
- Seek out authentic knowledge
 - Podcasts
 - Books
 - Articles
- Seek out authentic conversations



Action Steps

- Do not be afraid
 - You are going to mess up a few times / It is ok!
- Self Reflect
- Each one teach one
- Speak Up



The Never-ending Story



Questions?



Thank You



Welcome Home

CONTACT US

To receive more information regarding this presentation or any of the services offered at Covenant 15:16 LLC please contact us.



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