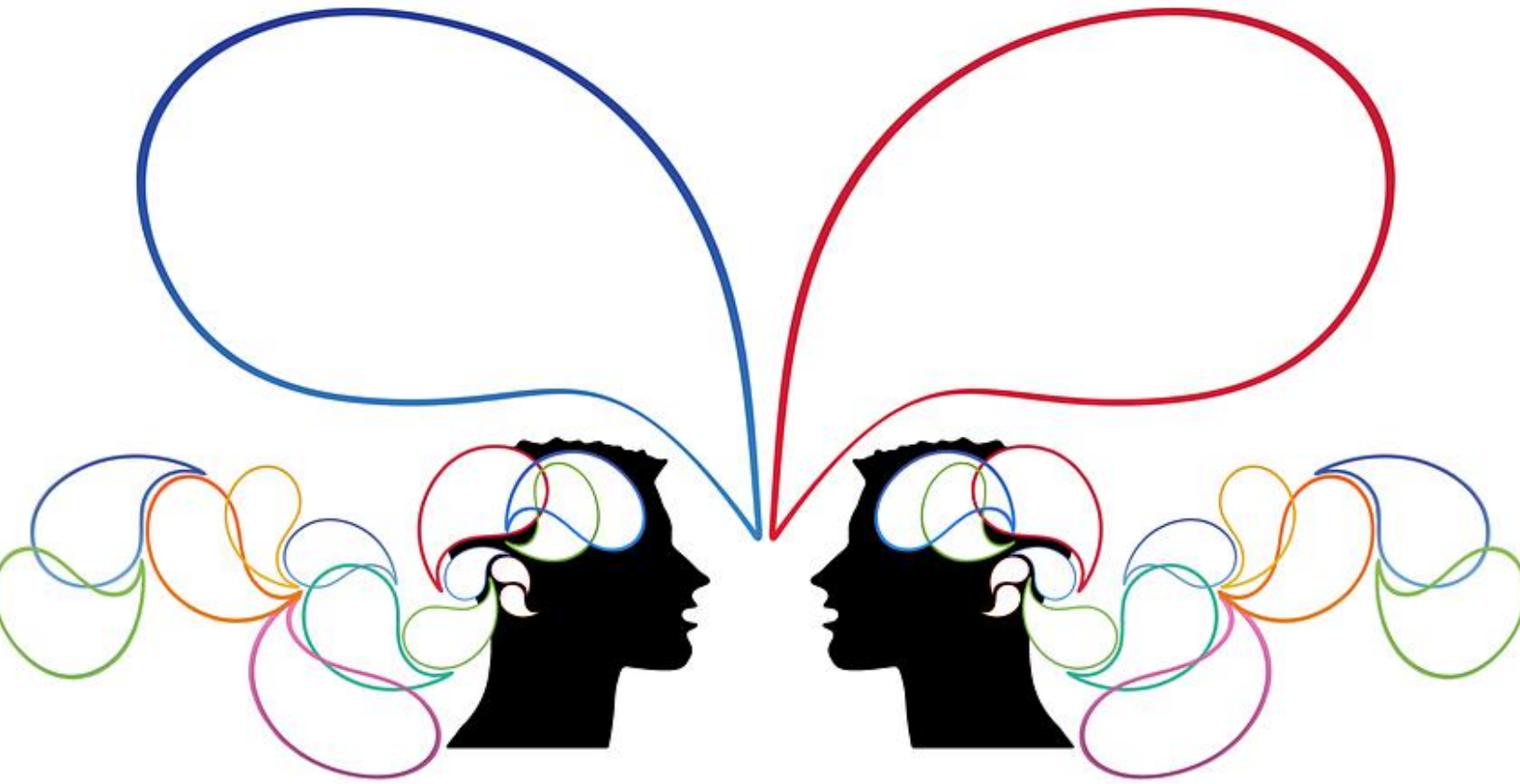


Autism CanTech!



Neuro-Inclusion Language Guide

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Glossary of Terms

Ableism³

The discrimination of, and social prejudice against, people with disabilities, based on the belief that status quo abilities are superior.

At its heart, ableism is rooted in the erroneous assumption that people with disabilities require 'fixing'.

Accessibility² (Neurodiversity Lens)

The characteristics of environments, processes, activities, or objects that allow for:

- ▶ ease of use
- ▶ application.
- ▶ understanding
- ▶ communication

This lens of accessibility refers directly to:

- ▶ cognitive functions (ex. time management, organization, problem solving, etc.)
- ▶ different strategies and methods people utilize to face a new task, an unknown environment, or an overwhelming process.

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The term '**Autistic person**' uses identity first language, which reflects the belief that being Autistic is a core part of a person's identity.

This is the preferred form of identification by a significant number of Autistic Canadians.⁵



Accommodations / Adjustments

- Adjustments made to:
- ▶ existing workflows
 - ▶ job tasks
 - ▶ work location
 - ▶ work hours
 - ▶ environment
 - ▶ communication
 - ▶ learning & development, etc.

to allow for employees to perform their job.

Autism¹

A neurodevelopmental disability that affects how Autistic individuals experience the world around them.

Defined by Autism self-advocates as “just another way of being human”.

Autism is a neurodisability and should be referred to as such.⁵

Inclusion (Disability)

Including individuals with disabilities in everyday activities and ensuring they have access to resources and opportunities in ways that are similar to their non-disabled peers.

Inclusive Design⁴ Design of workplace factors such as: physical spaces, cognitive task workflows, communication pathways, and resources.

Specific considerations are made for the full range of human diversity with respect to **ability, language, culture, gender, age and other forms of human difference**

Job Carving⁶ The practice of creating a job tailored towards an employee's skill set.

Lateral mentorship When a mentor-mentee relationship is established between two employees that have roles of equal power in the workplace. Can also be called peer mentorship.

Masking When an Autistic or Neurodivergent worker will pretend that they are not Autistic or Neurodivergent.

This is often done when openly displaying Autistic & Neurodivergent traits will result in ridicule, exclusion, or even harm their chances to advance in their careers.

Accommodations and adjustments in the workplace are not “special treatment”.

They level the field between employees with disabilities and those without.

Neuro-Developmental Disability

When the brain develops in a way different than the status quo. This can affect how a person may:

- ▶ learn
- ▶ socialize
- ▶ communicate
- ▶ process their senses
- ▶ perform cognitive tasks (ex. time management, organization, etc.)



Having a neuro-developmental disability does not mean tasks will not be possible for the person to do, or that they will always experience impairments in these areas.

Neurodiversity

A naturally-occurring diversity in thinking and in seeing the world, caused by genes and environment.

It means that the development of skills and routines may be different than the status quo.

Neurodivergent

Having a mind that processes, learns, and behaves in a way that diverges from the status quo.

Neurotypical

Having a mind that processes, learns, and behaves according to the status quo.



Self-regulating

Managing feelings and sensations so that they don't reach overwhelming levels.

This can be achieved through:

- ▶ adjusting the environment
- ▶ adjusting the method used to complete a task
- ▶ repetitive movements, noises, or actions (often called “stimming”)

This can include tapping, rocking in a chair, hand flapping, clearing throat, etc.

Avoid “high/low-functioning” labels.⁵

They are ineffective in describing the strengths and challenges faced by Autistic individuals.

The preferred alternative is

- ▶ **Autistic with high support needs**
- ▶ **Autistic with low support needs**

Universal Design⁷

The design and composition of an environment so that it can be:

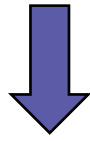
- ▶ equitably accessed
- ▶ understood
- ▶ used to the greatest extent possible by all people

regardless of age, size, ability or disability.



This, Not That...⁵

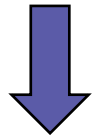
1. ~~Suffers from~~ or ~~is a victim of~~ Autism.



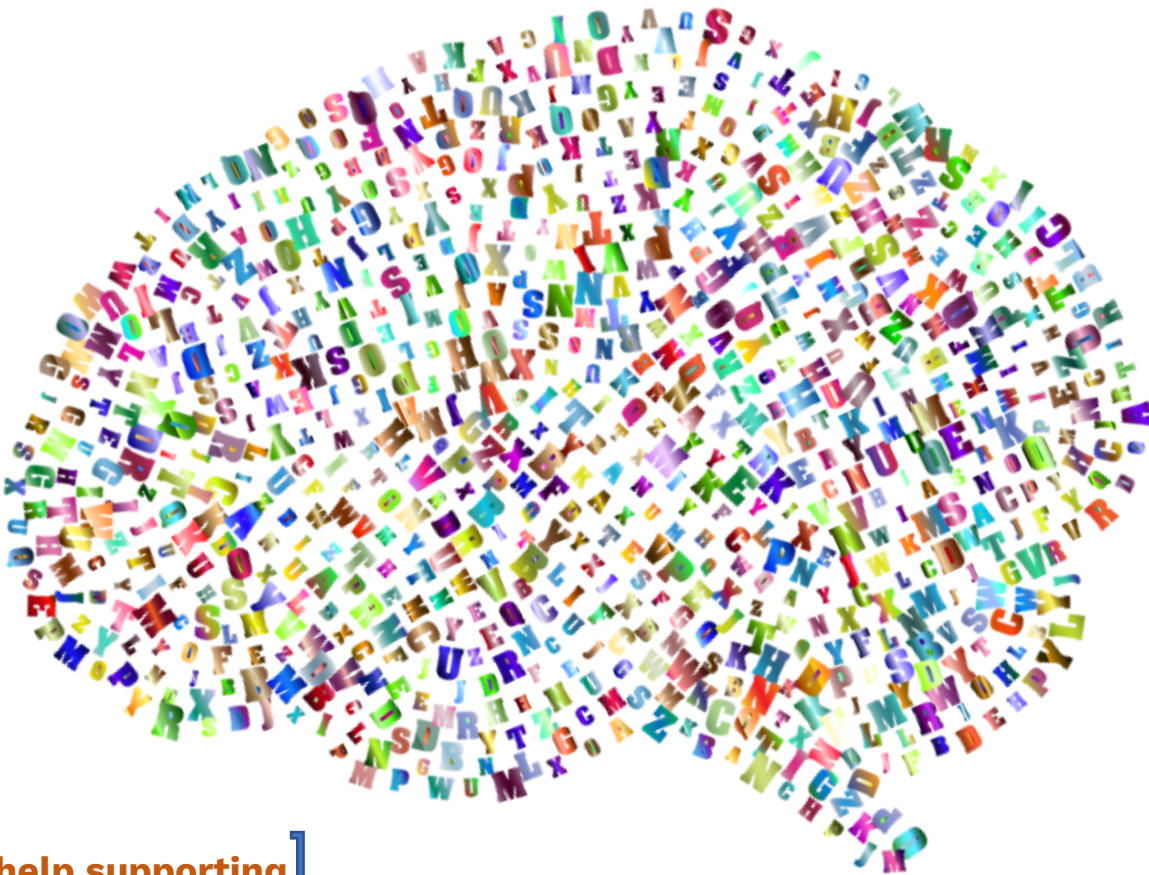
Is Autistic.

Is on the Autistic spectrum.

2. Autism is a ~~disease/illness~~.



Autism is a disability.



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3. Non-Neurodivergent people are:

- ~~Normal~~
- ~~Normally-developing~~
- ~~Healthy~~



Non-Neurodivergent people are

- **Neurotypical**

Non-Neurodivergent people have

- **Status quo development**

References

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