

### NEURODIVERSITY

Individual differences in brain functioning regarded as normal variations within the human population. The concept that differences in brain functioning within the human population are normal and that brain functioning that is not neurotypical should not be stigmatized.

Merriam-Webster Dictionary

### NEURODIVERGENT NEURODIVERGENCE

Differences in mental or neurological function from what is considered typical. (Examples include Autistic, ADHD, Dyslexia, Dyspraxia, Acquired neurodivergence, such as TBI)

The terms neurodivergent and neurodivergence were coined by Kassiane Asasumasu, a multiply neurodivergent neurodiversity activist. Definition provided by Oxford Dictionary.

### DOUBLE EMPATHY PROBLEM

Theory: When people with very different experiences of the world interact, they will struggle to empathize with each other. Breakdowns in reciprocity and mutual understanding between non-autistics and Autistic people may be due to differences in the ways they experience the world.

Damian E.M. Milton (2012) On the ontological status of autism: the 'double empathy problem', *Disability & Society*, 27:6, 883-887, DOI: 10.1080/09687599.2012.710008; Morrison KE, DeBrabander KM, Jones DR, Faso DJ, Ackerman RA, Sasson NJ. Outcomes of real-world social interaction for autistic adults paired with autistic compared to typically developing partners. *Autism*. 2020;24(5):1067-1080. doi:10.1177/1362361319892701

### DIVERSITY IN SOCIAL INTELLIGENCE

"... re-conceptualisation of intelligence within a neurodiversity framework, challenging the notion that there is only one legitimate form of human intelligence. ... a hypothesis that autistic social skills may be enhanced in an autism-specific cultural context."

The University of Edinburgh: <http://dart.ed.ac.uk/research/nd-iq/>

### ABLEIST

"Ableism is a set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other."

Center for Disability Rights: <http://cdrnys.org/blog/uncategorized/ableism/>

### MASKING

"Masking is about adding layers to Autistic persona and physicality that hides the real person underneath. Examples include: suppressing stimming, eye contact, forcing artificial social interactions, hiding and/or suppressing periods of high anxiety, forcing physical contact in expected ways." Social skills training teaches masking. Masking causes trauma, anxiety, depression and even suicidal ideation.

Kieran Rose - The Autistic Advocate: <https://theautisticadvocate.com/>