

## Neurodiversity & Disability in Adults Matters

<b>Demystifying Neurodiversity</b>	<p>Neurodivergence (ND) is a term new to many. Hearing words like "Autism" or "ADHD" or "Dyslexia" bring to mind stereotypes that are rarely helpful. However, many don't know the right questions to ask to have a better understanding of 15% of the population. In this session, we will build an understanding of how neurodivergence can show up for many and provide a space to ask the right questions.</p>
<b>Exploring Neurodiversity</b>	<p>Do you wonder if you might be neurodiverse? This session will look at the right questions to ask as you begin to explore what neurodiversity means to you.</p>
<b>Neurodiverse Wellbeing</b>	<p>We are all discovering the long-term effects life's stressors have had on wellbeing. Whilst there are many wellbeing interventions available, most are designed for the Neurotypical brain. Research has shown that the Neuro-divergent brain reacts differently to stress AND to interventions. This session provides insight into how and why some people need to care for themselves in a way that looks different to others.</p>
<b>Discovering Neurodiversity as an Adult</b>	<p>As information and understanding around neurodivergence become more mainstream, many adults are discovering a part of themselves that before now was unknown to them. This can often create a crisis of understanding one's own identity. In this session, we will talk about what it means to open up your world to a better awareness of life experience and better embrace this part of adult identity.</p>
<b>Managing and Supporting Neurodiverse Colleagues</b>	<p>Neurodivergent colleagues are in a protected category and have a right to support and reasonable accommodations. However, many line managers do not have enough information to know how to do this. This session is designed to empower managers to know what questions to ask and what support to give to help these colleagues thrive.</p>
<b>Autism</b>	<p>We often hear about Autism from the perspective of a child in the educational system. However, these children grow up to become autistic adults who want and need to navigate the world. In addition to this, many people are being diagnosed as adults and learning a new part of their identity whilst trying to manage life in a world that isn't designed for them. In this session, we will talk about the experience of Autism from an adult perspective.</p>
<b>ADHD</b>	<p>More and more adults are getting diagnosed with ADHD and learning something new about themselves. Likewise, many who were diagnosed in childhood are needing support to understand how the ADHD mind changes and develops in adulthood. This session will look at ADHD from the perspective of the lived adult experience.</p>
<b>Dyslexia</b>	<p>When many hear the term "Dyslexia", it brings up the picture of a child struggling to read in school.. But, what happens when these children become adults? This session will dive into the topic of how dyslexia manifests in adulthood.</p>
<b>Dyspraxia</b>	<p>Dyspraxia is often diagnosed in childhood. It involves gross and fine motor skills as well as executive functioning. It is important to remember that Dyspraxic adults continue this lived experience long after formal education ends. In this session, we will look at how Dyspraxia shows up in adults.</p>

<p><b>Giftedness</b></p>	<p>Giftedness comes with the complexity and intensity that often challenge conventional systems (family, school, work). This session focuses on the unique well-being needs of gifted individuals. We delve into the heightened need for intellectual stimulation, challenges such as impatience and perfectionism, emotional and creative outlets, and the quest for innovation and meaning.</p>
<p><b>Non-Visible Disabilities Matter</b></p>	<p>Living with a non-visible disability is a complicated struggle. You have primary difficulties that come along with the diagnosis to cope with. You also have the secondary struggles that come with a lack of understanding from those around you. This session will shine a light on non-visible disabilities to offer help and support to those who need to be accommodated as well as those who want to offer help and support.</p>
<p><b>Being Empowered with Disability</b></p>	<p>When many people hear the word disability, a bias comes in. This rhetoric becomes internalised by many. Covert or overt ableism can colour the opinions about and experiences of many disabled people. This shows up in many different ways which culminate in seeing the disability rather than the whole person. In this session, we are going to flip the switch on this mindset.</p>



Facilitator **Gwen Jones**

Gwen has an MSc in Occupational Psychology focusing on Workplace Wellbeing. She is a trained psychotherapist, relationship therapist and coach working with people all over the world to reduce anxiety and have happier, healthier lives. Gwen has worked with Educating Matters for 8 years speaking about DEI and Wellbeing. She studied Psychology at the University of Utah and then trained to become a teacher in Special Education, working with children with severe behavioural disorders, autism and the at risk population. She has trained many educators on behaviour management and cultural awareness. Gwen has taught in the USA and the UK. A mother of 4, she is very active in her children's schools. Political activism has always played a strong role in her life in causes such as: LGBT marriage rights, Animal Conservation, and Rock the Vote.

