



Understanding Neurodiversity: Fostering Inclusive Practices at Work— Briefing Document

Duration: 1 hour 30 minutes

Facilitator: Chandy Green, Disability Advocate & Educator



Workshop Overview



This 1.5-hour interactive workshop delves into the intersection of neurodiversity and human rights, providing a foundational understanding of neurodivergent experiences through an affirming lens. Participants will explore how societal structures and attitudes impact neurodivergent individuals' rights, learn to identify and challenge neuro-ableism, and gain practical strategies to build truly inclusive spaces where diverse brains can thrive. Grounded in human rights principles, this session empowers attendees to champion dignity, equality, and full participation for all neurotypes.

Learning Objectives



- 01** Understand neurodiversity through a human rights lens, contrasting the Medical Model with the Neurodiversity Paradigm and the Social Model of Disability.
- 02** Explore the rich diversity within neurodiversity and recognise specific neuro-access needs as fundamental human rights to accessibility and participation.
- 03** Identify and challenge neuro-ableism in language and behaviour as a violation of human rights to dignity and equality.
- 04** Gain practical strategies for neuro-inclusive communication and practices, fostering environments where neurodivergent individuals' human rights are upheld.
- 05** Commit to actionable steps for building truly inclusive spaces and advocating for the human rights of neurodivergent people.



Welcome & Grounding

Duration: 10 minutes

Content:

This segment sets a welcoming and inclusive tone, immediately grounding the session in fundamental human rights principles. It begins with brief introductions from all participants (name, role, pronouns, optional audio description) to foster connection and a sense of shared humanity. An access check-in then invites attendees to communicate any needs for comfortable engagement, reinforcing the right to participation.

The facilitator will review core group agreements (e.g., respect, confidentiality, no pressure to share, honouring lived experience), establishing a space aligned with dignity and open dialogue. The section concludes with a brief, reflective activity where participants share a word or short phrase that comes to mind when they consider "human rights in the context of inclusion," thereby establishing an initial personal connection to the workshop's core themes.



Understanding Neurodiversity: A Human Rights Lens

Duration: 15 minutes

Content:

This section critically examines how traditional perspectives have impacted the human rights of neurodivergent individuals. It begins by exploring the Medical Model's historical framing of neurodivergence as a deficit or disorder, illustrating how this pathologising view has contributed to human rights barriers and denied the right to self-determination. The segment then champions the Neurodiversity Paradigm, presenting it as a vital human rights framework that understands neurodivergence as a natural and valuable form of human variation. Participants will explicitly learn how this paradigm is a direct application of the Social Model of Disability, fundamentally shifting focus from individual "deficits" to identifying and dismantling societal and environmental barriers, thereby upholding rights to equality, non-discrimination, and full participation.



Neurodiversity: Diverse Brains & Specific Access Needs

Duration: 15 minutes

Content:

This segment delves into the rich internal diversity within the neurodivergent community and frames specific access needs as fundamental human rights. It highlights that neurodiversity encompasses a wide range of conditions (e.g., autism, ADHD, dyslexia), each with unique strengths and processing styles, emphasising the human right to individualised recognition and support.

Participants will learn to identify and address neuro-access needs not merely as accommodations, but as essential elements for realising human rights to accessibility, reasonable accommodation, and full and effective participation. This includes exploring sensory processing differences and cognitive processing variations, and the critical importance of a person-centred approach: always asking neurodivergent individuals directly about their specific requirements to ensure their rights are met, rather than making assumptions.



Challenging Neuro-Ableism: Upholding Human Rights

Duration: 20 minutes

This 20-minute section is dedicated to understanding and actively challenging neuro-ableism as a violation of human rights. It begins by defining neuro-ableism as a form of discrimination stemming from societal expectations that privilege neurotypical ways of being, thereby denying neurodivergent individuals their rights to dignity, equality, and freedom from discrimination. Participants will learn to recognise neuro-ableist language (e.g., pathologising terms, infantilising language) and common microaggressions often experienced by neurodivergent individuals (e.g., invalidating experiences, assuming intent), understanding their impact as affronts to human dignity. The latter part of the segment equips attendees with strategies for challenging neuro-ableism effectively, promoting neuro-affirming language, fostering genuine allyship, and encouraging proactive neuro-inclusive behaviours, all framed as actions to uphold the human rights of neurodivergent people.



Building Truly Inclusive Spaces: Practical Human Rights Realisation

Duration: 20 minutes

Content:

This practical section focuses on concrete strategies for building truly inclusive spaces, directly linked to the realisation of human rights for neurodivergent individuals. It covers applying universal design principles to ensure physical, digital, and social environments are inherently accessible and equitable for all neurotypes, affirming the right to accessibility for all. Emphasis will be placed on co-creation—empowering neurodivergent individuals in designing solutions, shaping policies, and decision-making processes, thereby upholding their human right to participation and self-determination. Participants will explore how to advocate for systemic change, integrate human rights frameworks into organisational policies and practices, and foster cultures of belonging where neurodivergent perspectives are not just accommodated but celebrated and leveraged as a matter of human rights.

Action & Accountability: Committing to Human Rights

(Duration: 10 minutes)

This concluding segment provides an opportunity for participants to consolidate their learning and commit to tangible human rights action. Participants will engage in a brief action planning exercise, identifying one or two concrete steps they can take immediately within their roles or organisations to foster neuro-inclusive practices, framed as individual and collective commitments to upholding and advancing human rights. This is followed by an open Q&A session, allowing for clarification, further discussion, and addressing specific challenges related to human rights implementation. The facilitator will offer concluding remarks, reinforcing the importance of continuous learning, accountability, and a steadfast commitment to building truly neuro-inclusive spaces as a fundamental aspect of human rights.





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