

# The A3ReAcH Framework

Principles for Accessible and  
Inclusive Healthcare  
Research for Autistic, ADHD  
and AuDHD Individuals

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# The A3ReAcH Framework:

Principles for Accessible and Inclusive Healthcare Research for Autistic, ADHD and AuDHD Individuals

	Principle	Description
PLANNING	Facilitating Diversity in the Research Team	Include neurodivergent people as experts by experience in research teams to integrate lived experience, enhance authenticity, prioritise the community's needs, and reduce bias. This should include providing equal access to any necessary resources and opportunities.
	Sharing Power and Decision-making	Move beyond the <i>researcher</i> and the <i>subject</i> to create a collaborative co-researcher structure that shares the power, such as neurodivergent co-researchers setting meeting agendas or having final approval on research publications.
	Ensuring Authentic Co-production	Avoid tokenistic involvement and engage meaningfully with neurodivergent people throughout the research process, ensuring their participation creates a tangible impact, e.g., research questions that reflect their priorities.
	Considering Language and Terminology	Demonstrate an understanding of the preferences and perspectives of neurodivergent people by using identity-first language and terminology informed by the social model of disability and the neurodiversity paradigm. I.e., ' <i>autistic person</i> ' rather than ' <i>person with autism</i> '.
	Accounting for Intersectionality	Acknowledge how intersecting identities like race, gender identity, and socio-economic status influence experiences of discrimination, and adopt strategies to address specific barriers, increase representation and promote equity.



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RECRUITMENT	Developing Accessible Recruitment Materials	Create recruitment materials that use clear language free of jargon, are available in multiple formats (textual, visual, video), and are co-designed with community input.
	Establishing Transparent Compensation Policies	Recognise participants' contributions by budgeting for fair financial compensation, timely reimbursement, and proper credit (e.g., co-authorship), ensuring transparency and addressing financial inequalities faced by neurodivergent individuals.
DATA COLLECTION	Utilising Participatory Research Methods	Use participatory approaches, such as community-based participatory research (CBPR) or creative and arts-based methods, to actively involve neurodivergent participants in producing relevant and impactful outcomes.
	Using Flexible Multi-modal Participation	Adapt research designs to participants' communication preferences by offering multimodal options (e.g., visual, auditory, creative media) and create protocols for flexible participant-led engagement.
	Tackling the Barriers to Participation	Remove barriers by offering sensory-friendly environments, minimising logistical burdens (e.g., travel or scheduling), and providing clear, accessible procedures to reduce participant anxiety and promote inclusion. This may include visual aids, virtual participation or sensory break areas.



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<b>ANALYSIS</b>	Implementing Feedback Mechanisms	Incorporate participant feedback into data analysis by co-creating interpretations through collaborative discussions and iterative reviews to ensure fair representation and unbiased interpretations of lived experiences.
<b>DISSEMINATION</b>	Acting and Advocating for the Community	Disseminate findings through open-access academic publications (where possible). Collaborate with neurodivergent stakeholders to use creative media, accessible formats, and non-academic channels to ensure information reaches the community.

