Raising awareness of neurodiversity in the Rubin/LSST community

VERA C. RUBIN OBSERVATORY

NSF · NOIRLab · AURA · SLAC · U.S. DEPARTMENT OF ENERGY

Reminder - Code of Conduct

Project & Community Workshop 2023
7-11, August 2023 | Marriott University Park Tucson | Tucson, AZ

Agenda   Register   Travel & Venue   Code of Conduct
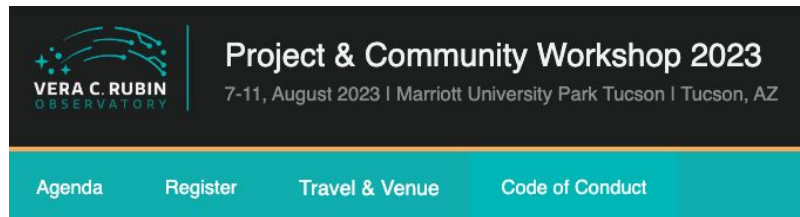
Harassment and unprofessional conduct (including the use of offensive language) of any kind is not permitted at any time and should be reported to:

- Andrew Connolly (ajc@astro.washington.edu),
- John Franklin Crenshaw (jfc20@uw.edu), and/or
- Alysha Shugart (ashugart@lsst.org).

Rubin Observatory adheres to the principles of kindness, trust, respect, diversity, and inclusiveness in order to provide a learning environment that produces rigor and excellence.

full code of conduct

Handshakes OK   Elbow/Fist Bump OK   I Need My Space
Fold Here   Fold Here   Fold Here

Check name-tags for these contact comfort level stickers.

Wear a mask if you want to!

Use the confidential email rubin2023-covid@lists.lsst.org to request a test, report your test results, or ask questions.

MY SOCIAL BATTERY

If someone is wearing a pin like this, and it indicates a low social battery, please give them their space or offer to restart the conversation at a later time.

If you feel unsafe at any time send an email to rubin2023-helpline@lists.lsst.org

Reminder - Virtual Participation

Virtual participants should be muted when they're not speaking.

In-person participants should speak into the room microphone(s), or the chair should repeat all questions into the microphone, so that the virtual participants can hear what is said.

In the Rubin2023_PCW Slack Space, all participants can use the session's channel for Q&A and discussion.

The channel name is
#day3-wed-1400-in-kind-program

ZOOM

Participants   Chat   Share Screen
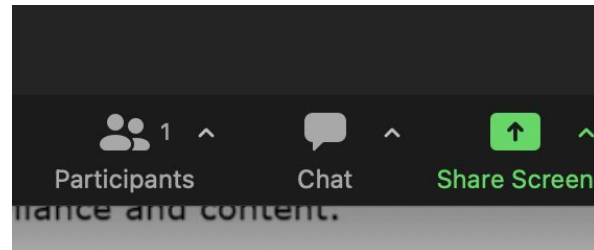
In Zoom, use the chat to:
 - request to unmute to ask a question, or
 - type your question so someone can speak it aloud.

The Zoom "raise hand" feature is generally harder for moderators to track, and is not preferred, but may be used at the discretion of the session chair.

What do we mean by neurodiversity?

- **Neurodiversity (ND) is not a condition or a disability.**

- The concept of ND is there is a large range across humanity in the way that an individual's brain works

- The idea emerged in the late 1990s from the autism movement

- Move away from a medical model of disability to a **social model of diversity**

- Within the ND movement, disability arises from a societal failure of accomodation

Neurodiversity is the idea that neurological differences like autism and ADHD are the result of normal, natural variation in the human genome. this represents new and fundamentally different way of looking at conditions that were traditionally pathologized - **John Elder Robison**

Examples of Neurodiversity

- Autism Spectrum Disorder (ASD)

- Attention-deficit/Hyperactivity Disorder (ADHD)

- Obsessive-Compulsive Disorder (OCD)

- Tourette's Syndrome (TS)

- Dyslexia

Spectrum of Conditions

- Sensory Processing
- Executive dysfunction
- Dysregulation
- Sleep disorders

There is also a high incidence of anxiety and depression in the ND population.

Demographics

- ASD in US children, 3 - 17 (2020)
    - 1 in 36 diagnosed
    - Boys 4x more likely to be diagnosed
    - Autism affects all ethnic and socioeconomic groups
    - Minority groups tend to be diagnosed later and less often
- ADHD in US children, 3 - 17 (2020)
    - Estimates in various states range from 6 - 16%
- Overall 15 - 20% of population exhibits some ND trait

The history of left-handedness

Rate of left-handedness among Americans, by year of birth
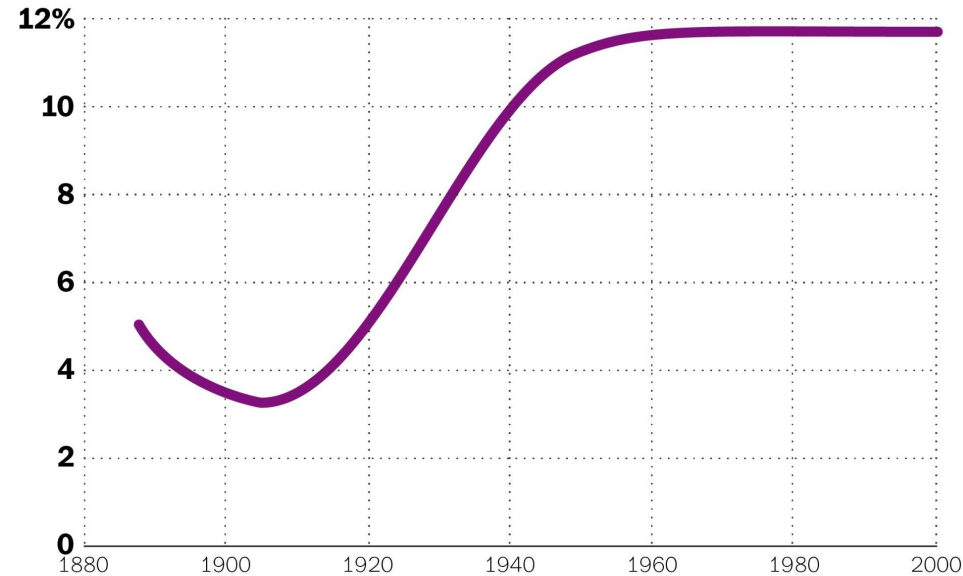
Disadvantaged population

- According to the The Center For Neurodiversity & Employment Innovation at the University of Connecticut, the unemployment rate of ND individuals is 30 - 40%.
  - 3x rate of unemployment as people with disabilities
  - 8x the rate of unemployment for people without disabilities
- Reasons include:
  - Non-inclusive hiring and retention practices
  - Lack of employer training and education
  - Absence of support ecosystems
  - Skill sets that do not align with standard business operation

Glossary & Acronyms

Accommodations in the workplace

- Workplace flexibility including remote and hybrid options

- Adjustments to the physical space

- Tailored communication (written, visual, auditory)

- Advance preparation for change

- Comprehensive health care including mental health support

Glossary & Acronyms

No singular approach

- **The diversity of individuals requires a diversity of opportunities and accommodations**. Wide range of experience even under similar ND identities

"If you have met one person with autism, you've met one person with autism" - Dr. Stephen Shore

How can we raise awareness of neurodiversity in the Rubin/LSST community?

What can make the Rubin/LSST community more inclusive of neurodiverse individuals?