

# INSTEM

ISSUE 1



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## Neurodiversity & Intersectionality

**NEURODIVERSITY** is the range of differences in individual brain function and behavioral traits, regarded as part of normal variation in the human population

This includes autism spectrum disorder (ASD), ADHD, Dyslexia, Dyspraxia, and many more

**NEUROTYPICAL** is a term used to describe individuals of (in the eyes of society) "typical" developmental, intellectual, and cognitive abilities; or in other words someone who doesn't have a developmental difference

Though the term neurodivergent leads most to believe it is scarce, 30 - 40 % of the population are neurodiverse

Another discrepancy we see is how the amount of diagnoses for neurodivergent related disorders and illnesses are significantly less in BiPOC communities compared to white communities. Specifically talking about ASD, white children are around 1.1x more likely than Black and Hispanic children to receive a diagnosis for ASD. The out-of-date diagnosis criteria as well as barriers in minority communities leads to a delayed diagnosis while most white children get diagnosed around 3 years old.

The intersectionality between being a racial minority and neurodivergent is such a unique experience but is not often talked about. Actions that in the face of society are deemed abnormal and normally rude on top of the stigmas faced by BiPOC people is a commonly misunderstood combination. We commonly see this in action with the brutalization of these people in the face of police officers.

This brutalization starts young, for example, black children even as toddlers are viewed as older so this will affect how they are looked at in the health care system. Changing this includes becoming anti-racist, doctors understanding the nuances of their patients and communicating to figure out how to best serve minority communities

### **A Forbes article about Race and Autism states**

"Autism occurs across all demographics and ethnic groups, however, the impact of autism is not felt equally across these groups. Children and young adults from poorer households and minority groups experience fewer opportunities for services and employment and generally demonstrate poorer outcomes across a range of factors. "

"A cultural shift within the autism community may also be in order wherein we recognize diversity within our community, acknowledge the added burdens some members endure and work to eliminate disparities in diagnosis and treatment."

**If you know nothing about neurodiversities including and outside of Autism or about the BiPOC experience with neurdiversity then now is your time. It's never too late to start learning!**

#### **Resources:**

**<https://www.open.edu/openlearn/health-sports-psychology/mental-health/neurodiversity-what-it-and-what-does-it-look-across-races>**

**<https://www.cdc.gov/ncbddd/autism/addm-community-report/differences-in-children.html>**

**<https://www.liebertpub.com/doi/10.1089/aut.2020.0077>**

**<https://awnnetwork.org/awn-statement-on-honoring-bipoc-community-contributions/>**

**<https://www.google.com/amp/s/www.forbes.com/sites/forbesbooksauthors/2020/06/25/how-race-and-ethnicity-affect-diagnosis-treatment-and-support-for-autistic-children-and-adults/amp/>**