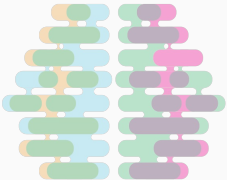
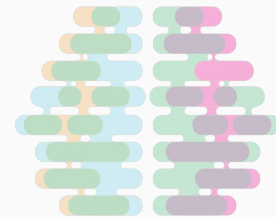
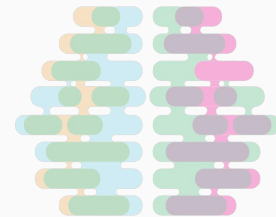

Key Terms





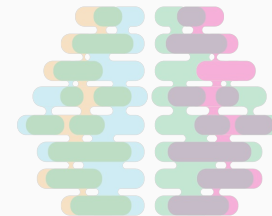
What is neurodiversity?

Neurodiversity refers to natural variations in brains and nervous systems resulting in different ways of thinking, learning, communicating, perceiving the world, and socializing.



What is a neurotype?

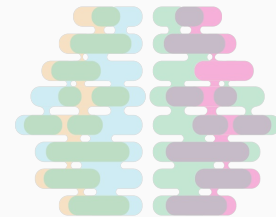
Neurotypes are sets of characteristics that align with but are not limited to distinct patterns of neurologic functioning and information processing.



What is neurodivergence?

Neurodivergence refers to neurotypes that diverge from what is societally understood as “normal.”

E.g. ADHD, autism, Tourette syndrome, dyslexia, dyspraxia



What is neurodivergent?

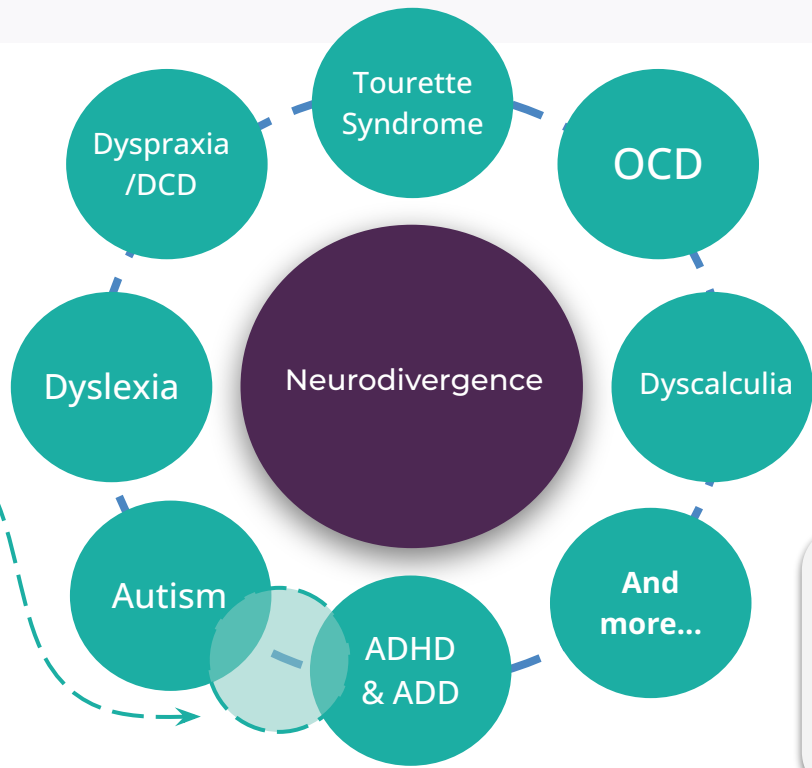
Neurodivergent is the term to describe an individual or neurotype that is outside of the majority or societally understood norm.

This would be the opposite of “neurotypical”

“Neurodivergent” is also sometimes swapped for “neurodistinct” or “neurospicy” in ND communities

Traits often **overlap** across neurotypes and do **not** exist in silos.

However, neurodistinct ways of thinking are often **siloed** and limited by barriers in existing workplace practices.



“Neuroinclusive” workplaces exist where cultures support and value neurodivergence*

Neuroinclusive environments are designed so that structures, systems, and practices work within/across diverse neurotypes.

***Valuing neurodiversity** has tangible outcomes: neuroinclusion can increase employee retention, foster innovation, and improve creative problem-solving on teams