Introduction

**Background:**

- Materials science
- Science Writing/Editing
Introduction

Background:
• Neurodiversity
• Workplace inclusion
Why am I here?

**LGBTQ+ Pride Month!**
- Celebrate the community
- Remember the past
- Challenge perceptions
Topics

• Overview of LGBTQ+ community and Pride
• Neurodiversity and its connection to LGBTQ+
• Why including people is good
• How this affects you, a materials professional
LGBTQIAAAP2S+

- L = Lesbian (sexuality)
- G = Gay (sexuality)
- B = Bisexual (sexuality)
- T = Transgender (gender)
- Q = Queer/questioning (umbrella term)
- I = Intersex (physical traits)
- A = Asexual (sexuality)
- A = Aromantic (romance)
- A = Agender (gender)
- P = Pansexual (sexuality)
- 2S = Two-Spirit (gender)
- + represents all other people and experiences that do not fit into society’s categories
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
What about other terms?

- “Queer” was/is used as a derogatory term
  - Many in LGBTQ+ community have reclaimed it

- “GSR” = Gender, Sexual, and Romantic minorities
  - Newer and less known
On identity preference

- No matter the identity descriptor, each individual has the right to describe how they feel in their body in a way that is meaningful to them.
Importance of LGBTQ+ Pride

- Celebrating the queer community
- Remembering our history
- Challenging perceptions
- Countering oppression
How did Pride start?

- Stonewall Inn was raided by police, starting days of protests and riots
- Key figure was Marsha P. Johnson, a black disabled transgender woman
Now... what is Neurodiversity?

- **Neurodiversity** describes the natural neurological diversity of humans
Most people’s brains are neurotypical

Society is built around neurotypical thinking
• Around 15%-20% of population are neurodivergent

• Associated with neurodevelopmental conditions

  • ADHD
  • Tourette Syndrome
  • Dyslexia
  • Autism

  • Dyscalculia
  • Auditory processing conditions
  • Learning disabilities
Higher Sensitivity

- Neurodivergent people have more neuronal connections in the brain, resulting in higher sensitivity to environments.
Spiky Profiles

- Higher sensitivity to many inputs results in spiky emotional and ability profiles

![Graph showing Spiky Profiles](chart.png)
Disability

- Neurodivergence = Disability
- Social Disability = The structure of society affecting the severity of a disability
Neurodiverse folks are more likely to identify as LGBTQ+

Societal expectations are already confusing, so it becomes easier to identify differently
How does this affect you?

• Helping one group will help the other
• Inclusion begets a healthier society
• Diversity of thought increases innovation
Inclusion

- Helping people participate in society and contribute their unique abilities
- Providing equal access to traditionally excluded people
Equality vs. Equity
Accommodations

- Tools provided to people to achieve equity
- More people can participate!
How is this related to materials?

• Conferences
How is this related to materials?

• Social events
How is this related to materials?

- Committee meetings
How can you help?

- Be an ally!
- Help other people feel seen and respected
Allies

• Use inclusive language
Allies

- Counter ignorant or offensive remarks
Allies

- Join efforts to diversify and include people
Inclusion Conclusion

- Always center the excluded person
- Ask them what they need to feel included
What did you learn?

- Overview of LGBTQ+ community and Pride
- Neurodiversity and its connection to LGBTQ+
- Why including people is good
- How this affects you, a materials professional
“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences”

- Audre Lorde
Resources

- Neurodivergent voices: NeuroClastic.com
- Filterable list of disability accommodations: AskJan.org
- Book: Neurodiversity at Work, by Theo Smith and Amanda Kirby
Thank you!!!

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Gee Abraham – Pride 2022