



# Precipitating Change

HUMAN DIVERSITY IN MATERIALS



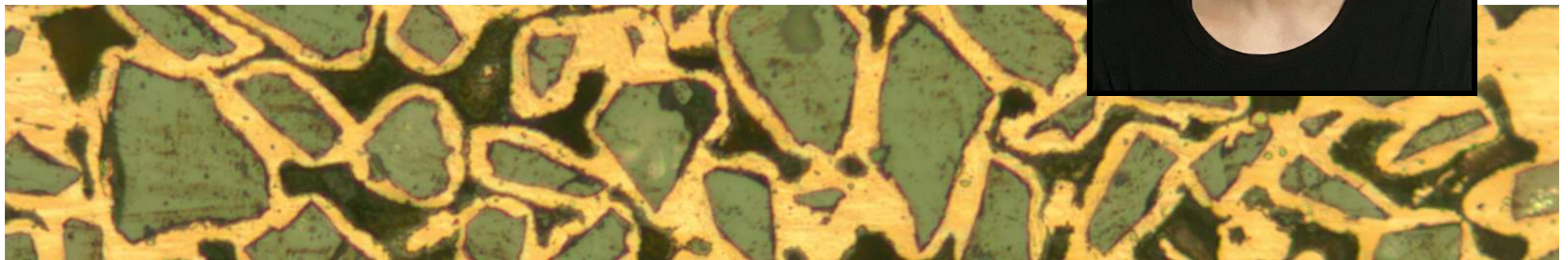
LGBTQ+ PRIDE 2022

Gee Abraham

# Introduction

## **Background:**

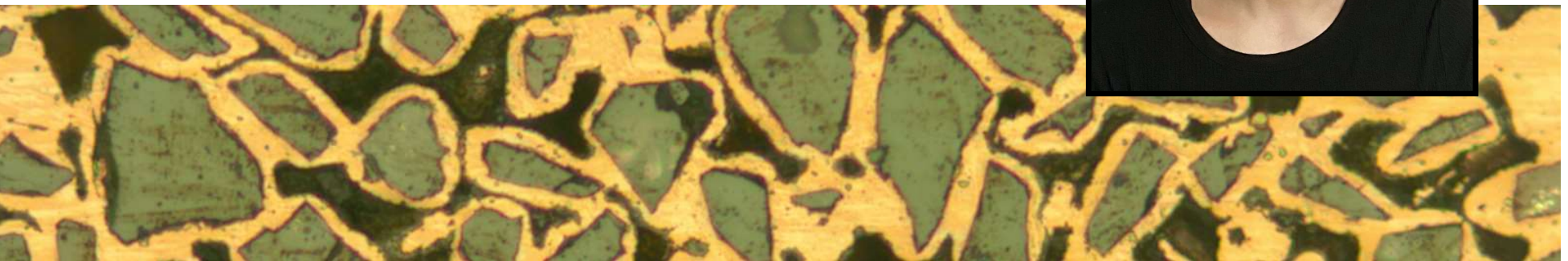
- Materials science
- Science Writing/Editing



# Introduction

## **Background:**

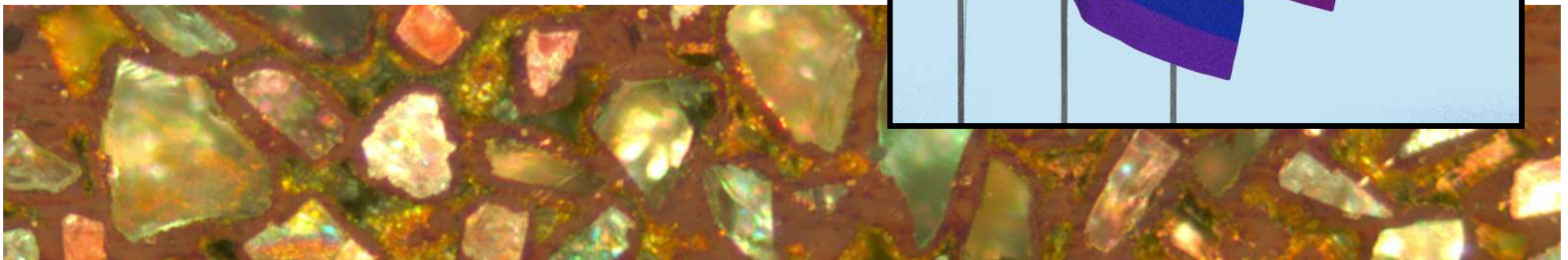
- Neurodiversity
- Workplace inclusion



# 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

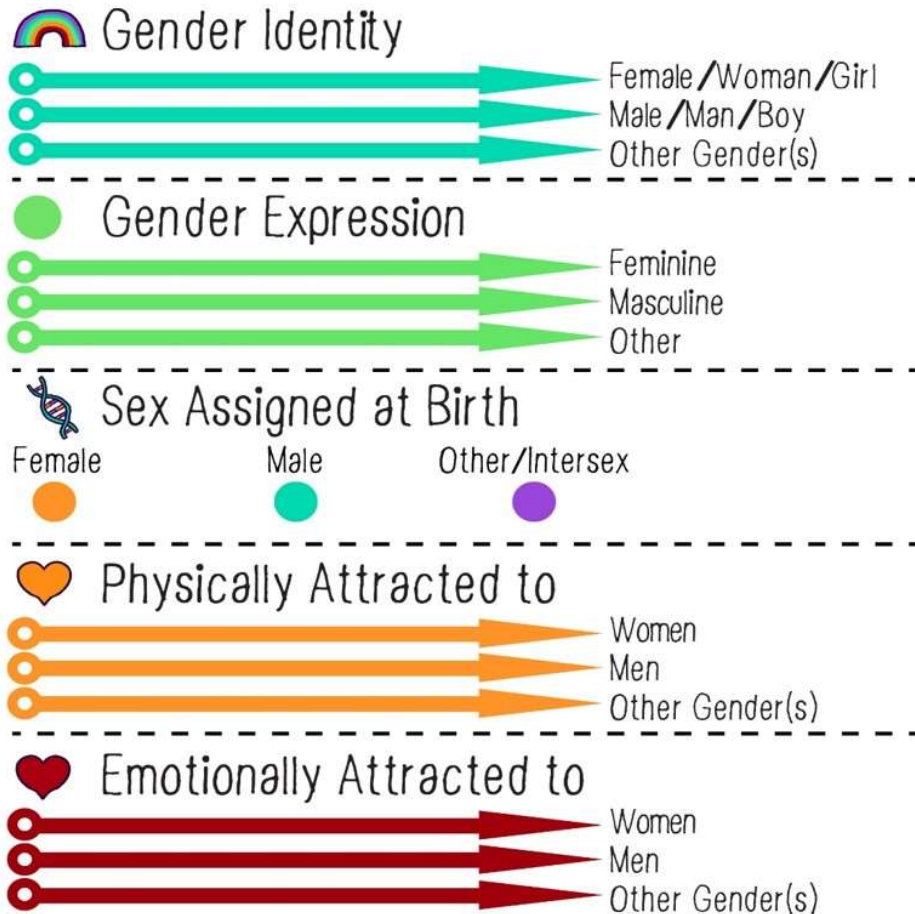
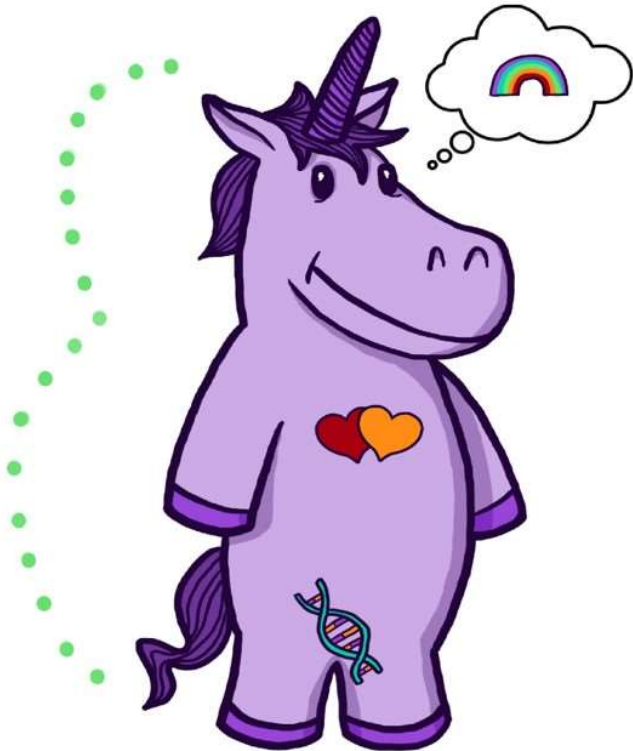
# LGBTQIAAP2S+

- 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

Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://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**” = **G**ender, **S**exual, and **R**omantic 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



# Neurotypical

- Most people's brains are neurotypical
- Society is built around neurotypical thinking

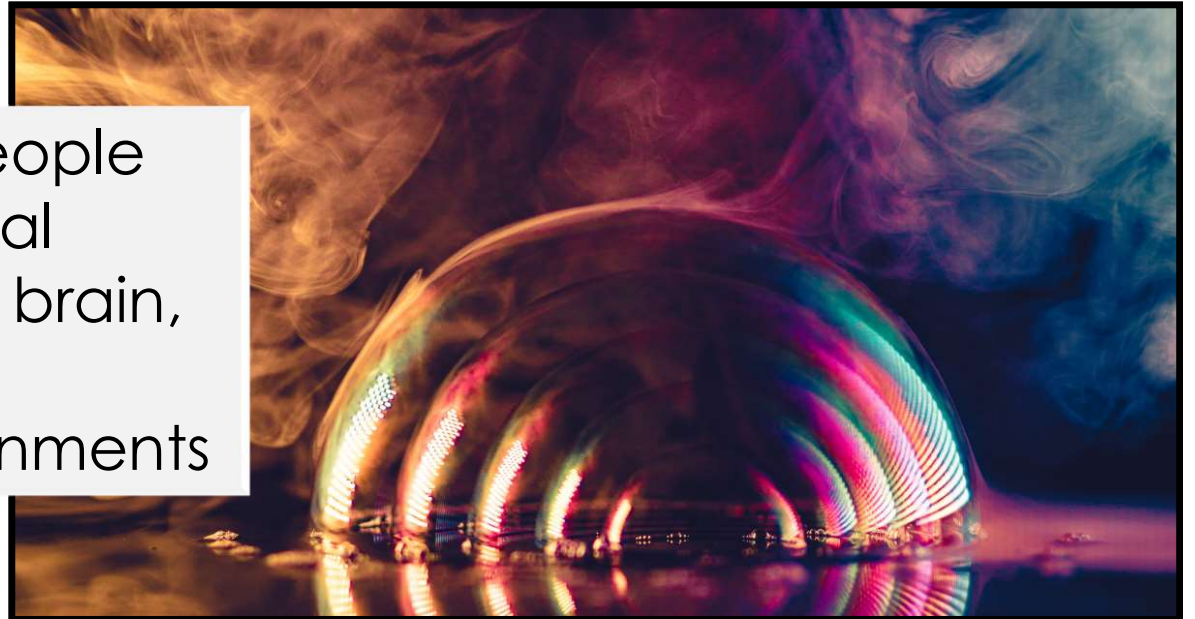


# Neurodivergent

- Around 15%-20% of population are neurodivergent
- Associated with neurodevelopmental conditions
  - ADHD
  - Tourette Syndrome
  - Dyslexia
  - Autism
  - Dyscalculia
  - Auditory processing conditions
  - Learning disabilities

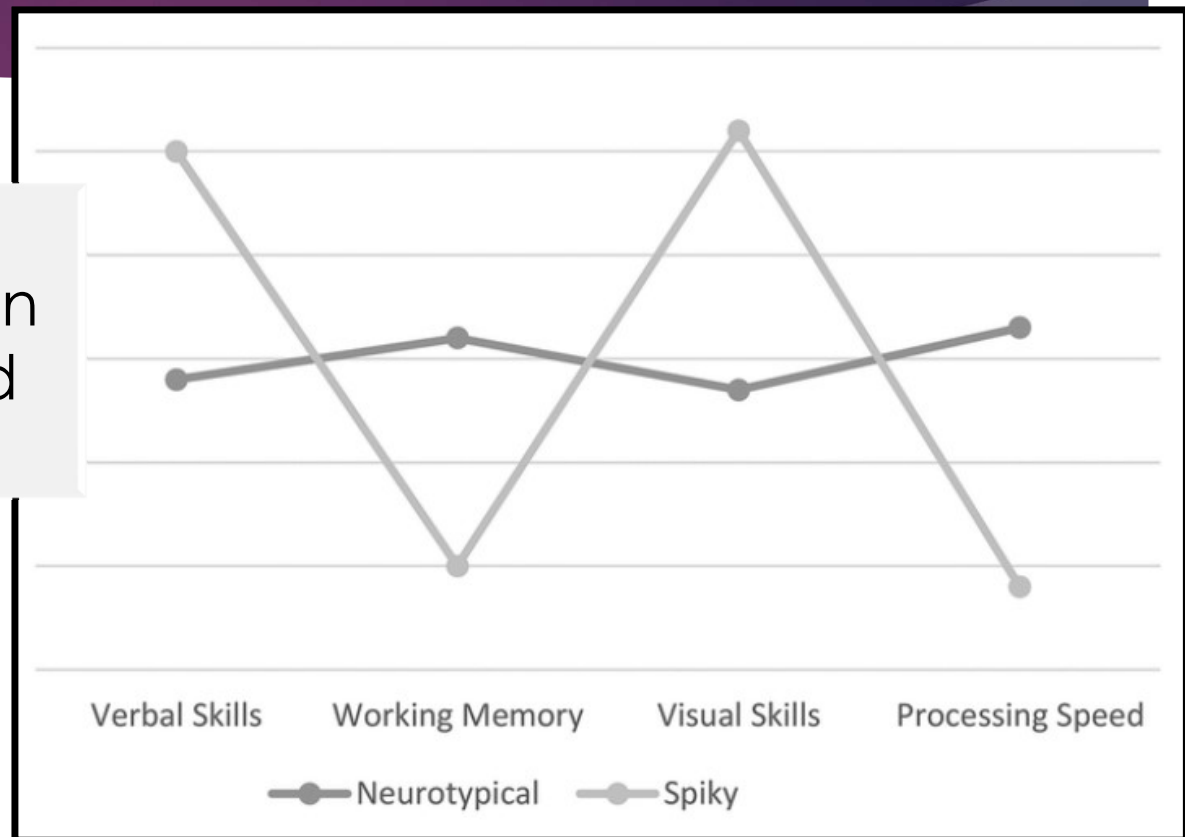
# Higher Sensitivity

- 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



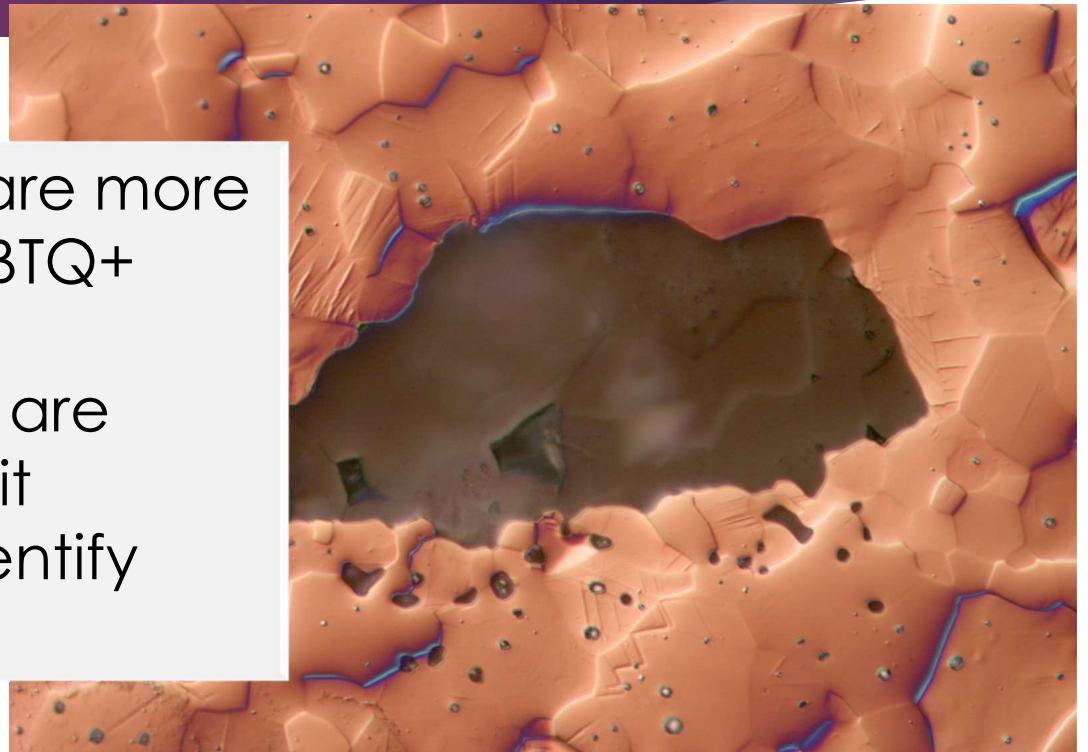


# Disability

- Neurodivergence = Disability
- Social Disability = The structure of society affecting the severity of a disability

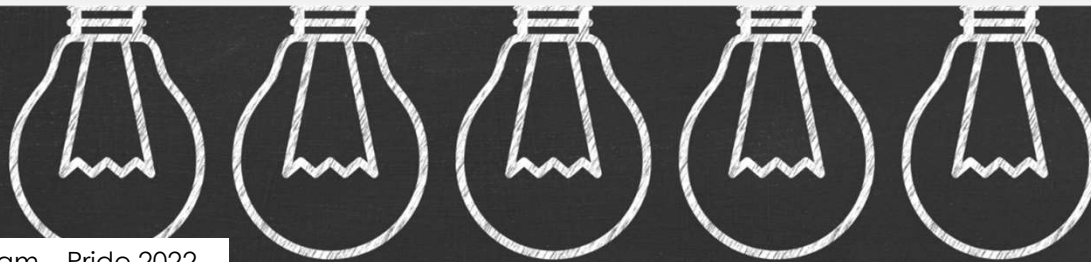
# Neurodiversity x Queer

- Neurodivergent 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



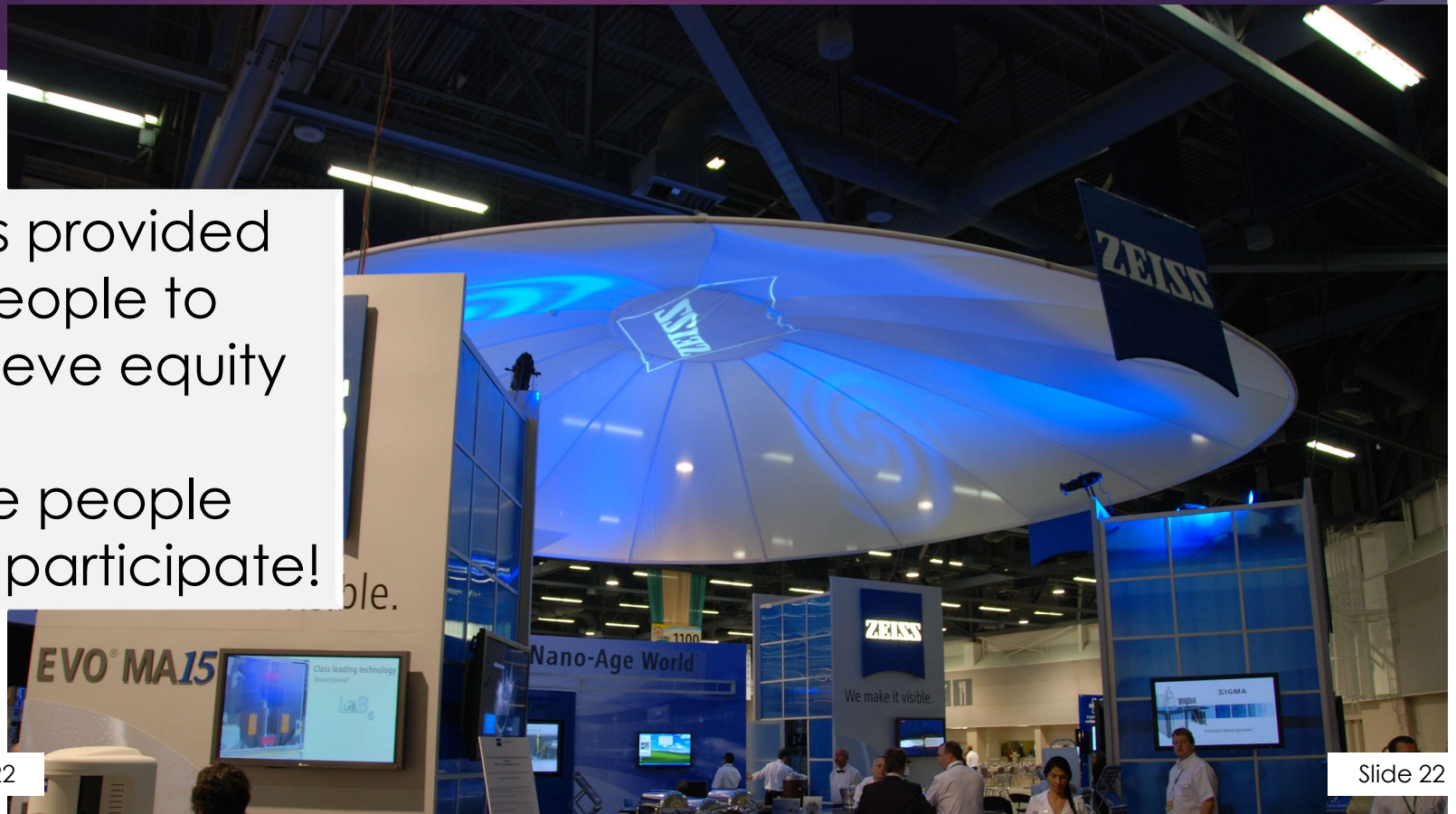
## Equity



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# 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





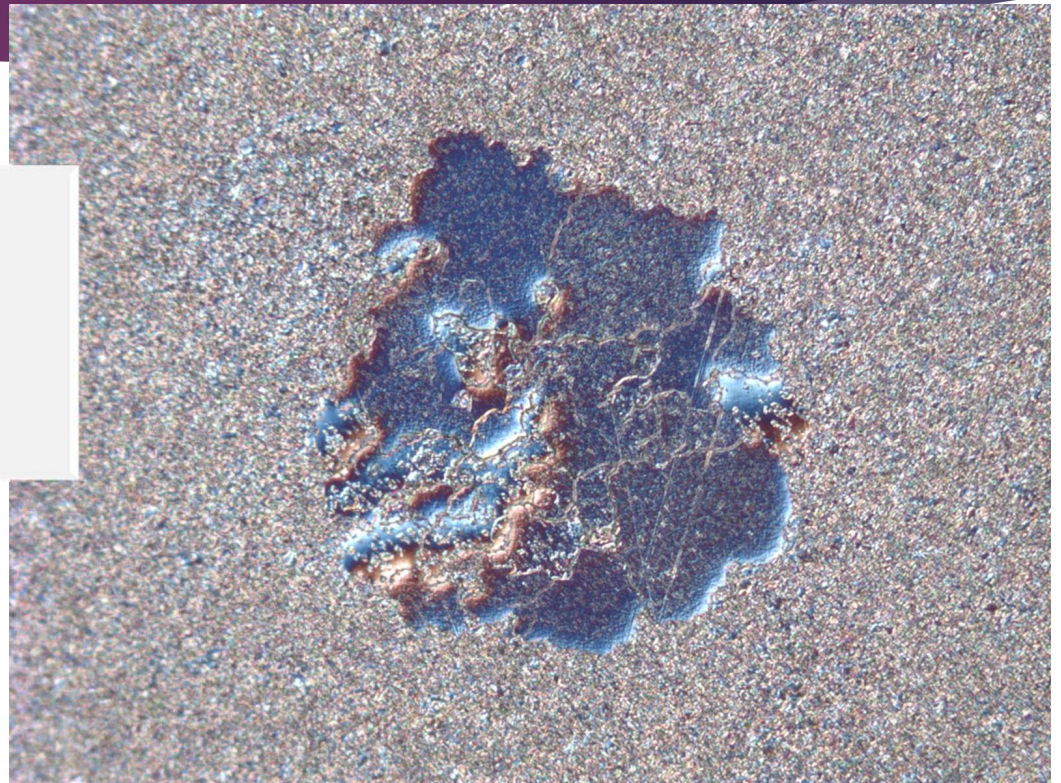
# How is this related to materials?

- 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



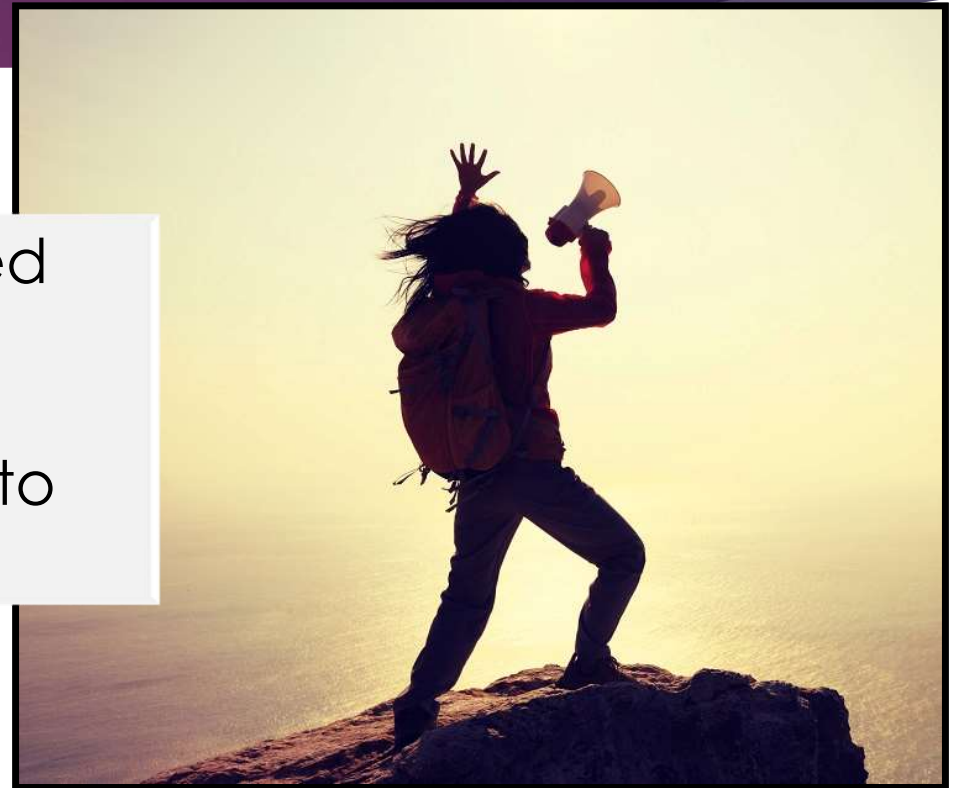
# Allies

- 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

# Closing

“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](https://neuroclastic.com)
- Filterable list of disability accommodations: [AskJan.org](https://askjan.org)
- Book: *Neurodiversity at Work*, by Theo Smith and Amanda Kirby

# Contact Me

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♥ Thank you!!!

