

Removing Barriers Using the 4-D Model of Neuro-Inclusive Communication



ADVANCING INTERSECTIONAL NEURODIVERSITY AND GENDER SAFETY.



PARTNERSHIPS





Maslow's hierarchy of needs

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Award-winning Speaker, Writer, and Equity Coach with over 10 years of experience advocating for Intersectional Neurodiversity and Gender Freedom.

Areas of focus

Comprehensive cultural assessments and analysis, delivering engaging and empathetic keynotes and workshops, providing accessibility-forward coaching

Education

Bachelor's degree in Political Science and Gender
IU-Bloomington

Master's degree in Education from George Washington University.

Identities

Descendant of African survivors of enslavement | non-binary | neurodivergent (ADHD + Dyscalculia) | ACE Survivor (Adverse Childhood Experiences) | Highly Sensitive Person (HSP)





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NEUROSCIENCE ESSENTIALS – OUR 2 BRAIN HEMISPHERES THINK AND FEEL DIFFERENTLY

Emotions:

- High self-esteem
- Optimism
- Relaxed
- Proactive
- Approach behavior

Cognitive:

- Analytical
- Verbal

BRAIN



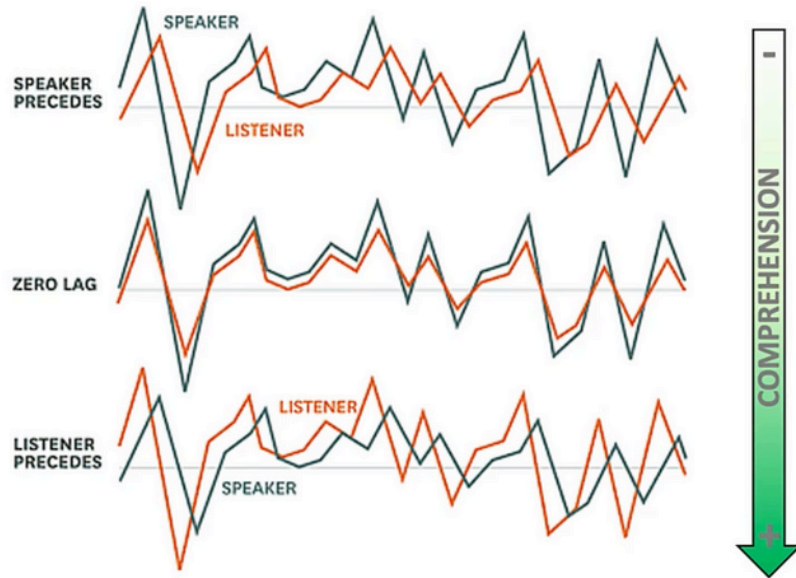
Emotions:

- Low self-esteem
- Pessimism
- Protection
- Withdrawal from novelty

Cognitive:

- Big-picture
- Non-verbal

COMMUNICATION - NEURAL COUPLING BETWEEN SPEAKER AND LISTENER IS KEY FOR EFFECTIVE COMMUNICATION

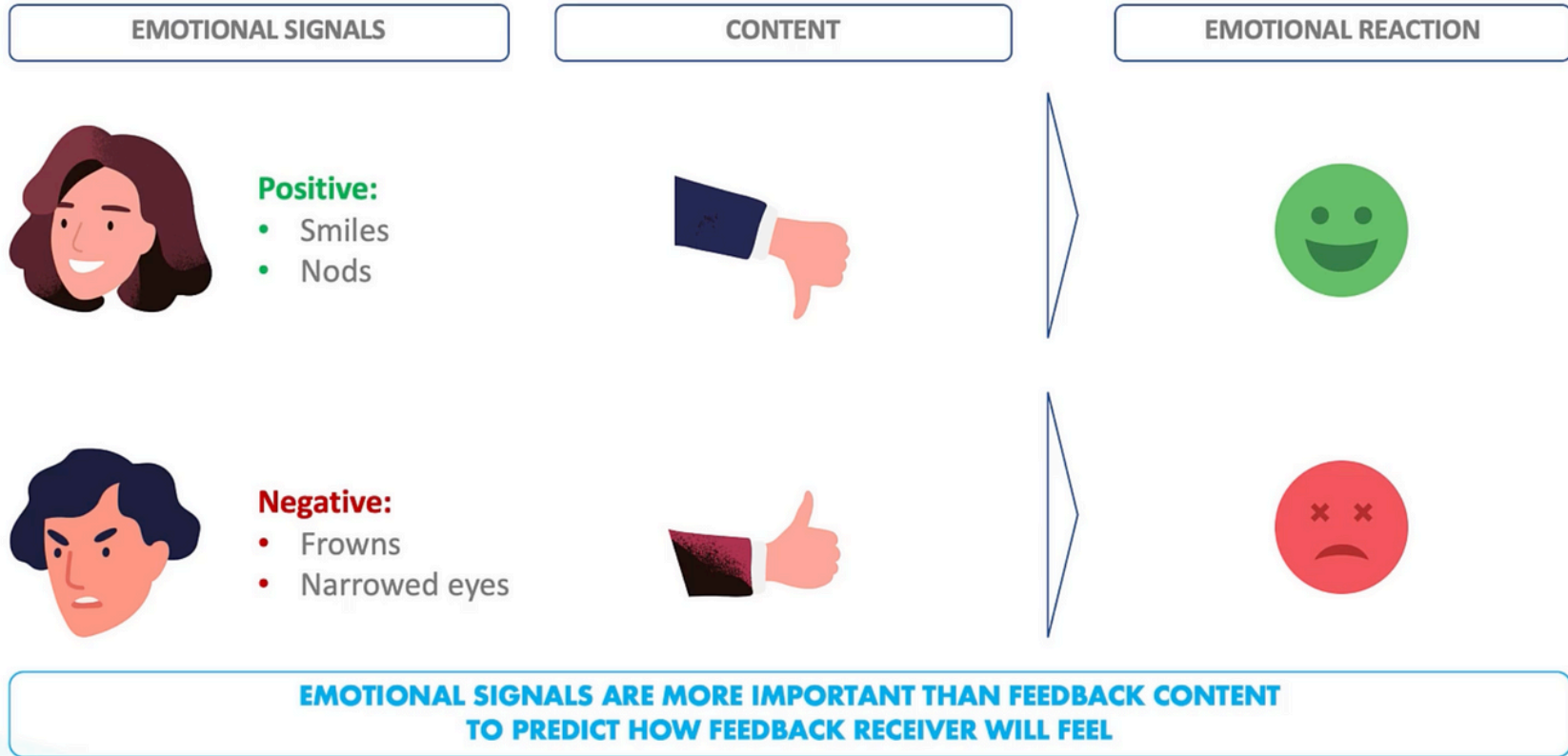


- Brain activity between speaker and listener **synchronize** during conversations in several areas
- The speaker's brain activity mostly **precedes** the listener's brain
- But in some areas involved with predictions, the listener's brain **precedes** the speaker's brain, **anticipating** some upcoming words

- The degree of **brain coupling** between speaker and listener is a predictor of **efficient communication**, particularly in areas where listener's brain precedes speaker's brain








**NEURAL COUPLING IS NOT A RESULT OF UNDERSTANDING
COMMUNICATION IS A SINGLE ACT PERFORMED BY TWO BRAINS**

COMMUNICATION – WHEN GIVING FEEDBACK EMOTIONAL SIGNALS ARE MORE IMPORTANT THAN CONTENT

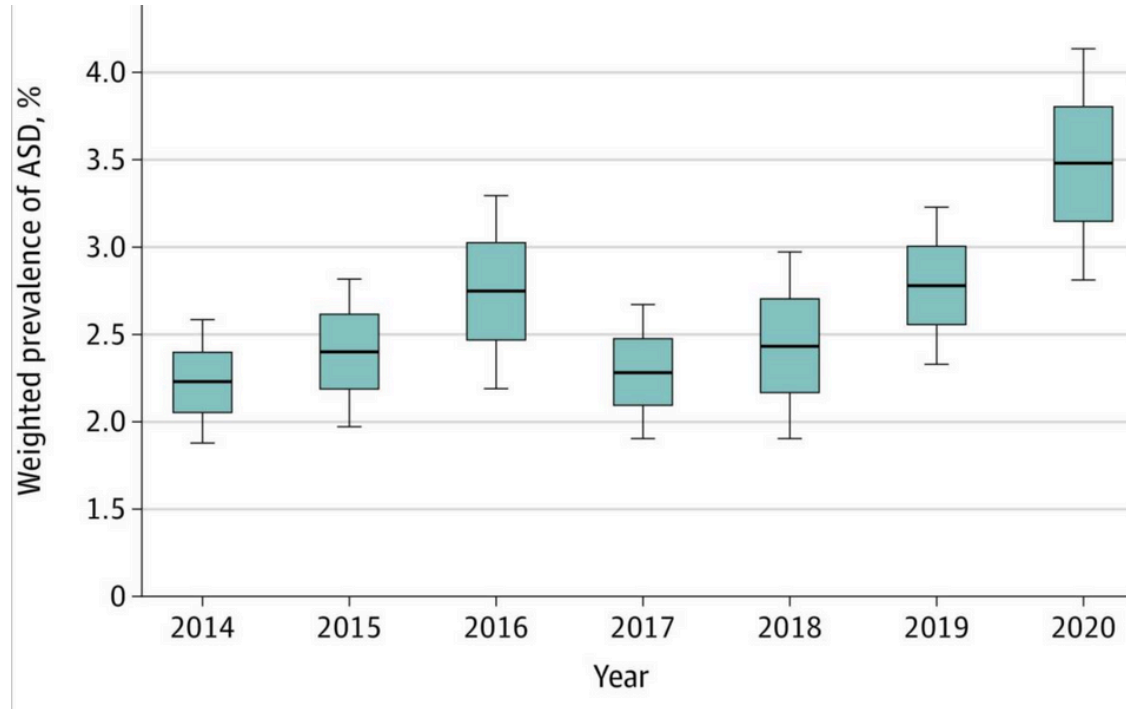


**EMOTIONAL SIGNALS ARE MORE IMPORTANT THAN FEEDBACK CONTENT
TO PREDICT HOW FEEDBACK RECEIVER WILL FEEL**

SOCIAL CONNECTION – THE NEURAL BASIS OF EMOTIONAL CONTAGION

| |  MEETING ROOM |  ZOOM/SKYPE |  PHONE |  EMAIL/SMS/CHAT |
|---|---|---|--|---|
| PERCEPTION | | | | |
|  <ul style="list-style-type: none">• Facial expressions• Body language | ✓ | ✓ / ✗ | ✗ | ✗ |
|  <ul style="list-style-type: none">• Tone of voice | ✓ | ✓ | ✓ | ✗ |
|  <ul style="list-style-type: none">• Pheromones | ✓ | ✗ | ✗ | ✗ |

Prevalence of Autism Spectrum Disorder Among Children and Adolescents in the United States



Li, Qian et al. "Prevalence of Autism Spectrum Disorder. JAMA pediatrics 2022.1846



LATINO

Autism now more common in Black, Latino children than white in the U.S.

Experts attributed the change to improved screening and autism services for all kids, and to increased awareness and advocacy for Black and Hispanic families.



SAVE

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March 24, 2023, 10:10 AM CDT / Source: [The Associated Press](#)

By Associated Press

For the first time, [autism is being diagnosed](#) more frequently in Black and Hispanic children than in white kids in the U.S., the Centers for Disease Control and Prevention said Thursday.

Among all U.S. 8-year-olds, 1 in 36 had autism in 2020, the CDC estimated. That's up from 1 in 44 two years earlier.

But the rate rose faster for children of color than for white kids. The new estimates suggest that about 3% of Black, Hispanic and Asian or

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Amazon Hates When You Do This, But They Can't Stop You (Try it Tonight)



Liu BM, Paskov K, Kent J, et al. Racial and Ethnic Disparities in Geographic Access to Autism Resources Across the US. JAMA Netw Open. 2023

1 IN 36



8-YEAR-OLDS WERE IDENTIFIED WITH AUTISM IN 2020*

*Based on data collected in 2020 on 8-year-old children living in TI communities across the U.S.

bit.ly/ss7202a1

MARCH 24, 2023

MMWR

Up from 1 in 44 in 2018

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Neurodiversity

April 25, 2022, by DCEG Staff

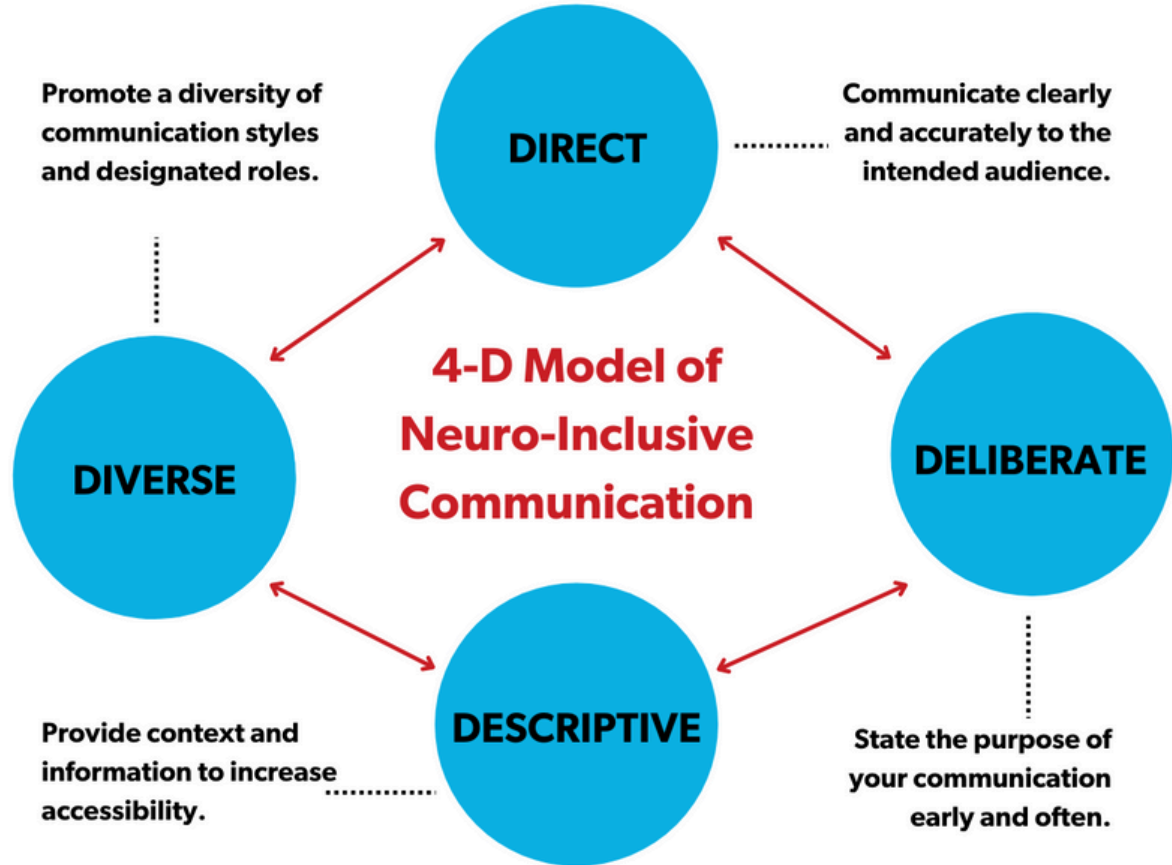
Neurodiversity describes the variation in the human experience of the world, in school, at work, and through social relationships. Driven by both genetic and environmental factors, an estimated 15-20 percent of the world's population exhibits some form of neurodivergence.¹⁻

³ Neurodivergent conditions, including attention deficit hyperactivity disorder (ADHD) and autism spectrum disorder (ASD)⁴ are overrepresented in STEM fields.

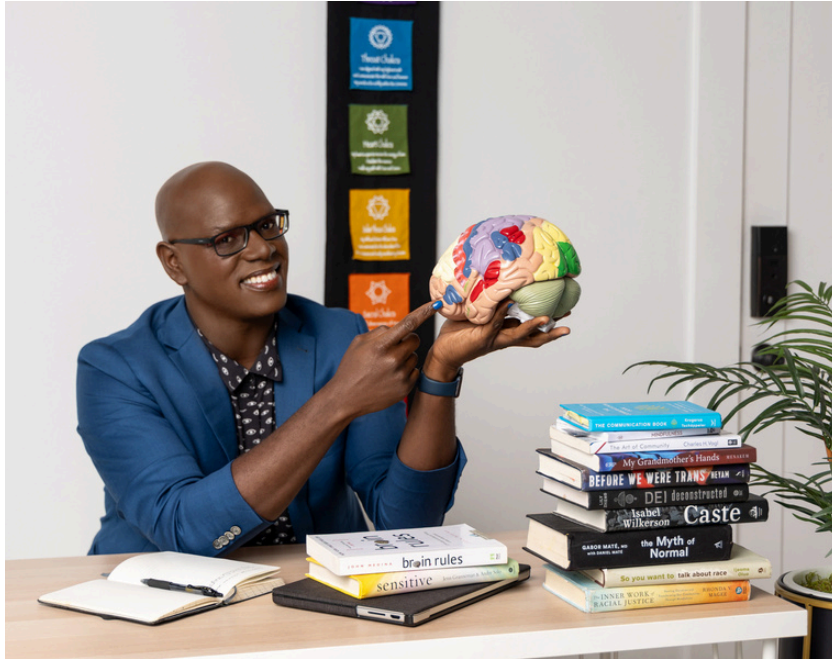
While some neurodivergent characteristics (e.g., difficulty with organization, sensory issues) present challenges in traditional work or educational settings, neurodiverse individuals possess unique strengths that can improve productivity, quality, innovation, and engagement.⁵

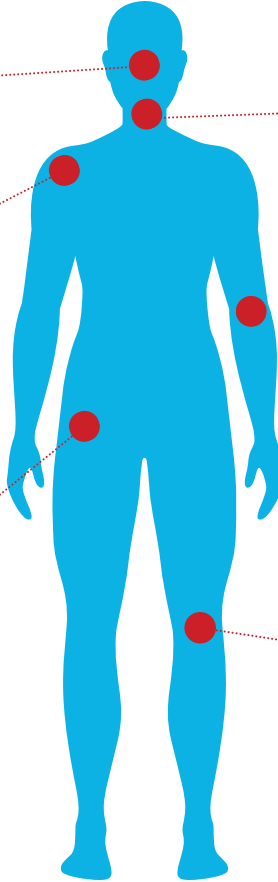
Supervisors and mentors can promote neurodivergent-friendly environments by proactively offering:

- Telework, work from home, and remote work flexibility.
- Flexible work hours and modified workspaces (e.g., noise-cancelling headsets; alternative lighting, full-spectrum, or natural lighting products; written forms, prompts, and instructions; recorded directives, messages, materials).



Non-verbal Communication Best Practices





EYES

A relaxed, forward-facing gaze can create a sense of ease, trust, and care

CHIN

Keeping your chin up and parallel with your feet improves balance and opens airways

SHOULDERS

Keeping shoulders back and down improves posture and can convey confidence

ARMS

Keep arms at sides when not in use to appear approachable and relaxed

PELVIS

Pushing the pelvis forward instead of leaning back or bending can improve posture by projecting confidence and making it easier to stand up straight

KNEES

To look open and flexible, avoid locking your joints and stand with your knees shoulder-width apart for a comfortable and confident stance

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