

Learning Disability and ADHD Awareness Month

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National Disability Employment Awareness Month - October

- Events organized by [All Access](#) (Disabled Individuals and Allies ERG)
 - *All Access Trivia! ADHD and Learning Disability Acceptance Month, [Friday, October 20, 2:00 - 3:00 PM](#)*
 - *What's Under Your Iceberg?, [Monday, October 23rd, 11:00 AM - 12:00 PM](#)*
 - *Going Deaf: A Personal Story of Success and Accessibility, [Wednesday, October 25th, 11:00 AM - 12:00 PM](#)*
 - *Workplace Emergency Preparedness for Access and Functional Needs, [Friday, October 27, 10:00 - 11:00 am](#)*
 - *ADHD in Girls and Women: Historic Underrepresentation, Long-term Outcomes, and Stigma (with Dr. Stephen Hinshaw), [Monday, October 30th, 1:00 - 2:00 pm](#)*

Download a [Zoom background!](#)



Get Involved in Service and Outreach This Month!

● K-12 STEM Outreach Opportunities

- Support STEM Day in DeFremery Park
- Support the Pinole Valley Engineering Academy
- Become a job shadow host for high school STEM days
- Support needed in the The Berkeley Lab Director's Apprenticeship Program (BLDAP)
- Facilitate Hands-on STEM activities with Bay Area 6th graders
- Facilitate activities at the Fairmont Elementary Science Festival
- Grade Nuclear Science Day worksheets
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
 - <https://k12education.lbl.gov/home>

● Community Service Opportunities

- Volunteer at the lab booth at the Día de los Muertos Festival
- Volunteer with the Food Bank of Contra Costa and Solano (FBCCS), the UC Berkeley food pantry, or the Alameda County Community Food Bank
- Volunteer with Meals on Wheels
- Garden with Rebuilding Together East Bay North
- Become a tech volunteer for Ashby Village
- Get involved with Homies Empowerment

Sign up to volunteer for these opportunities and more at
<https://service.lbl.gov/agency/>

October is Learning Disability and ADHD Awareness / Acceptance Month!

- According to the National Center for Learning Disabilities, October should be:
 - “... a time to celebrate the achievements of those with learning disabilities, raise awareness of the struggles students face, and fight the stigma that individuals with LD face in society.”
- According to Children and Adults with Hyperactive/Attention Deficit Disorder October is a time for:
 - “... raising awareness about ADHD. With millions of individuals affected by this neurodevelopmental disorder worldwide, ADHD Awareness Month is an annual opportunity to educate, advocate, and support the adults and children who live with ADHD.

<https://ncld.org/lead-with-ld-this-ld-awareness-month/>
<https://chadd.org/awareness-month/>
<https://www.instagram.com/madeformath/?hl=en>
https://www.instagram.com/the_mini_adhd_coach/?hl=en



What are learning disabilities?

- The NIH Institute of Neurological Disorders and Stroke defines “Learning Disabilities” as:

“...disorders that affect the ability to:

- Understand or use spoken or written language
- Do mathematical calculations
- Coordinate movements
- Direct attention”
- The most commonly referred to conditions are:
 - the dys___ias
 - auditory/language/sensory processing disorder
 - non-verbal learning disabilities
 - ADHD

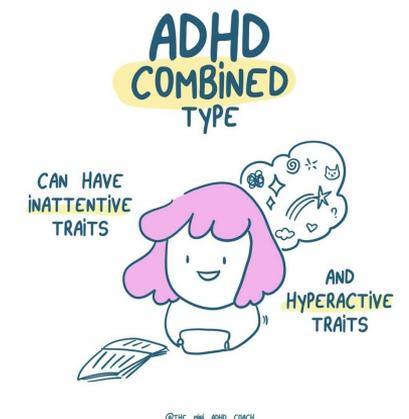
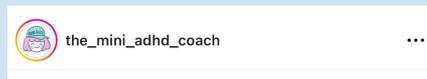
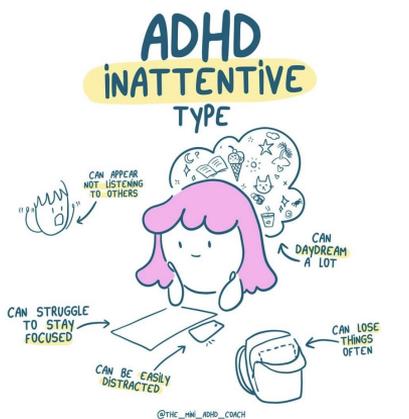
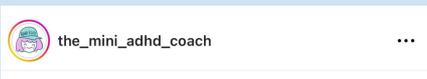
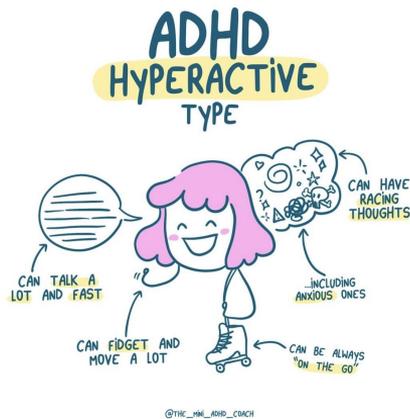
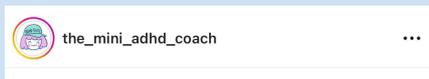
Many of these conditions co-occur with each other and other neurodivergent conditions – including ADHD

~5% of children aged 3-21 had a specific learning disability and were enrolled in special education in 2021 (US)



What is ADHD?

- Attention-deficit/hyperactivity disorder (ADHD) is a neurodevelopmental disorder affecting 11 percent of school-age children. Symptoms continue into adulthood in more than three-quarters of cases. ADHD is characterized by developmentally inappropriate levels of inattention, impulsivity and hyperactivity.
- There are three types



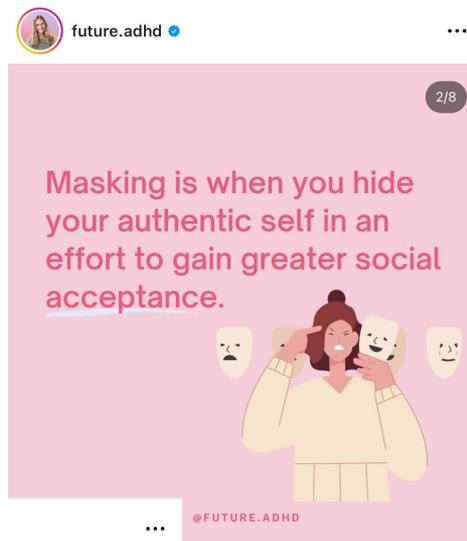
How might colleagues with Learning Disabilities (LDs) and/or ADHD struggle in the workplace?

- LD/ADHD traits related to executive functioning, communication, sensory differences, and differences in processing might make an person with an LD/ADHD feel disadvantaged or uncomfortable in a workplace that doesn't aim to accommodate them.
 - These traits and subsequent issues with others or their workload can negatively impact individuals' work or mental wellbeing
- The stigma surrounding LDs/ADHD may make colleagues feel unable to ask for or utilize accommodations that would help them



Things to recognize and respect

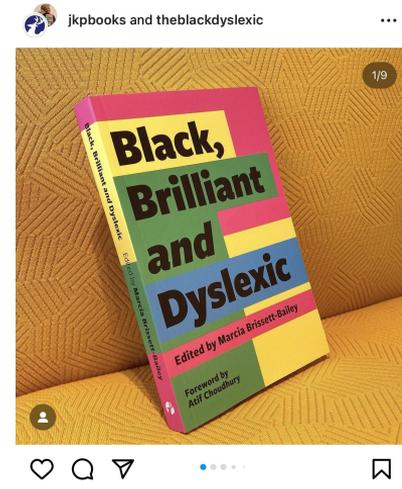
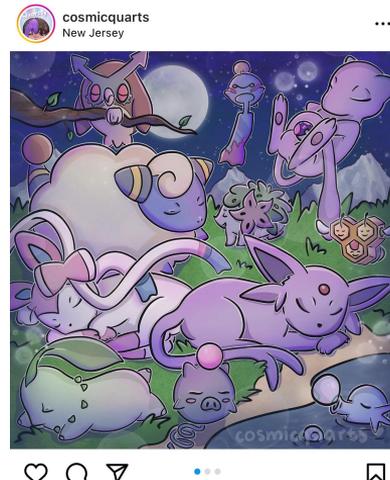
- Many people have LDs and/or ADHD and may be not disclosing it
 - One should never assume that someone does or doesn't have a condition
 - One should never judge someone with LDs and/or ADHD for utilizing the tools and accommodations that help them
- Many people with female/non-binary gender identities and people who belong to racial/ethnic minority groups are underdiagnosed and/or undersupported
- Masking can allow some neurodivergent people to seemingly “fit in” but it is highly taxing and should never be expected
- Communication differences should be accepted and accommodated and communication aides should be understood and respected
- Stimming is a way that many neurodivergent people regulate
 - Stimming should be accepted and understood



How to celebrate LD/ADHD Awareness Month

- Learn from people with LDs and/or ADHD about their experiences:
 - In person
 - On social media
 - Through literature
 - Through documentaries and tv shows/movies that are well-liked by the community
- Support the work of people with LDs and/or ADHD
 - Frequent their businesses and buy their goods
 - Consume the media they create and support their art/literature/music/etc.
 - #adhdartist, #audhdartist, #dyslexicartist, #neurodivergentbooks
 - Recognize their contributions to all of the things you interact with

https://www.instagram.com/future_adhd/
<https://www.instagram.com/theblackdyslexic/?hl=en>
<https://www.instagram.com/phillippawalterart/>
<https://www.instagram.com/cosmicquarts/>



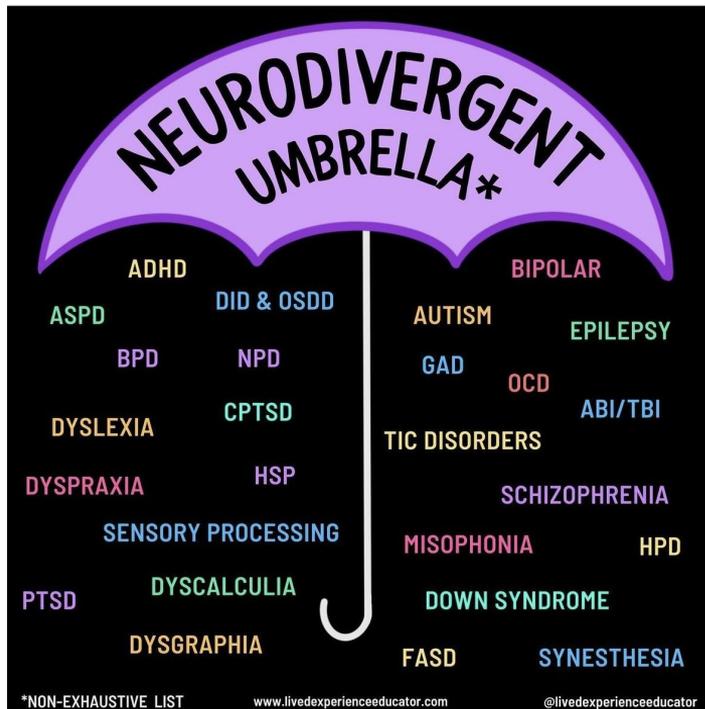
How to support individuals with LDs and/or ADHD year-round

- **Communicate** with the individuals with LDs and/or ADHD that you know
 - Let them describe their preferences
 - Do they prefer person first or identity first language?
 - Do they have communication preferences or differences you should understand?
 - Is there any way you can help them be more comfortable with you?
 - Eat elsewhere, keep noise down, minimize disruptions?
 - What are some boundaries you should respect or situations they might want you to be prepared for?
- **Don't other or minimize**
 - Don't point out differences and/or exclude
 - Don't bring negative attention to accommodations or try to have them removed
 - Don't assume anyone does or doesn't have a LD and/or ADHD
- Continue to **support neurodivergent creators**
- **Educate yourself**
 - This can take a lifetime – research is always being conducted and changing the way we understand neurodivergence!

LDs/ADHD and Neurodivergence



livedexperienceeducator



- People with LDs and/or ADHD fall under the neurodivergent umbrella
- The neurodivergent community has been advocating for neurodiversity celebration and accommodation
 - Every neurodivergent person is unique
 - If you've met one neurodivergent person you have met **one** neurodivergent person
 - Every neurodivergent person should feel able to use their tools and accommodations to be their healthiest selves
 - It is up to the neurodivergent person if they prefer "person-first" or "identity-first" language
 - Neurodivergent people can decide for themselves if they self-disclose
 - Neurodivergent people may enjoy educating others on their neurodivergence, but that shouldn't be expected



Neurodiversity Working Group

The Neurodiversity Working Group of the All Access ERG aims to *bring together members of the Berkeley Lab neurodiverse community, as well as allies and partners interested in creating a more inclusive and equitable workplace*. The group will be *a place to discuss general challenges and opportunities, highlight resources, hear from neurodivergent speakers, and bring about more visibility for neurodiversity @ Berkeley Lab*. In addition, like other ERG committees, *we hope to consider and inform the future hiring and retention of an even broader neurodiverse population at the lab*.

- Newly formed working group in the Mental Health Initiative which is within the All Access ERG
- Hosting our first two event this month:
 - *All Access Trivia! ADHD and Learning Disability Acceptance Month, [Friday, October 20, 2:00 - 3:00 PM](#)*
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- Future events will include talks, coffee hours, more trivia, watch parties, and more
- **Join the mailing list by emailing AllAccessNeurodiversity+subscribe@lbl.gov**