

Policy Proposal: Neurodiversity

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The current landscape of neurodiversity is systematically excluding certain demographics. We must recognise the gender and racial basis in how people are getting access to be diagnosed and the basis within the diagnostic tools itself. We must also recognise how these identifies of woman , neurodiversity, Black intersect. Being neurodiverse is being differently abled and it is not any less.

For Autism and dyslexia, men are often identified much earlier. Men tend to be identified at primary school age where woman are identified in late teens around 16-18 and in adulthood. Black students are over represented in those with an identified Special Educational Need. However, overall there is also a lack of black representation in the field of neurodiversity.

There are barriers in accessing information on neurodiversity and financial barriers to get a diagnosis. We must recognise it.

We need to raise awareness of neurodiversity and make extra effort in Black and Women spaces. We need to address the financial barriers that might come . Those who have a diagnosis and are comfortable sharing their lived experience please raise awareness of their condition to combat stigma.

We must recognise that a undiagnosed neurodiverse person might be facing significant mental health difficulties. They should not be stigmatised but supported.

What could be the solutions?

A solution would be mandatory screening at the entrance of university. University to ensure all students receive information about all neurodiversity conditions and how to access support in this area with a realistic timeframe. University should have compulsory training on intersecting issues of woman, black and disabled/neurodiverse. They also need to recognised the emotional repercussions of undiagnosed neurodiversity in students and provide mental health and wellbeing support for students in such position. A University who fails to support their students should compensate them through obtaining support for their disabilities and cost arising from such negligence.