



Loving Cohousing

February 19

9am-3pm Pac 12-6pm East

Chat & Links

- 00:12:11 Crystal Byrd Farmer: www.ic.org
- 00:12:15 Crystal Byrd Farmer: www.bipocicc.org
- 00:12:25 Crystal Byrd Farmer: <https://newsociety.com/books/t/the-token?aff=34>
- 00:27:51 Crystal Byrd Farmer: Have you ever talked to someone who identified as neurodivergent?
- 00:28:19 Crystal Byrd Farmer: What was important to them about their identity?
- 00:28:26 Sylvia Worden--Fair Oaks Ecohousing, CA: my daughter is neurodivergent. She is interested in her identity as an Asian woman
- 00:39:00 CR3-Henning Mortensen: Elon Musk has declared himself neurodivernt
- 01:03:09 Crystal Byrd Farmer: Slides:
https://docs.google.com/presentation/d/1hsSgbG94e_fKv20wL6rTw5JHnHKjAln_5Cd6zgAFt84/edit?usp=sharing
- 01:11:06 Leslie Myers (she/her) Prairie Sky, Calgary, Alberta: In our community, for decisions, we have a discussion at a prior meeting, then it is for decision next time.
- 01:13:02 CR3-Henning Mortensen: we are at the end of our time.
- 01:13:56 Leslie Myers (she/her) Prairie Sky, Calgary, Alberta: Is it POP or TOP?
- 01:14:00 Crystal Byrd Farmer: TOP
- 01:14:01 Sharon Rork: Thank you Chrystal.
- 01:14:09 janet lane - Prairie Hill - Iowa City: thank you for your knowledge and pleasant presentation
- 01:14:37 Leslie Myers (she/her) Prairie Sky, Calgary, Alberta: Also I missed the words for more emotional than other people or less emotional
- 01:16:13 Crystal Byrd Farmer: alexithymia

Relating to Neurodivergent People Transcript

00:13:00.000 --> 00:13:07.000

you please activate the captions. i've been sending a request. Oh, all right, Now it's activated.

00:13:07.000 --> 00:13:16.000

Thank you. Wonderful? Okay. Thanks. Yeah. So I have a microphone over here.

00:13:16.000 --> 00:13:26.000

Yeah. And I would just suggest to people that they go to speak or be sorry about that crystal No problem. Thank you for you.

00:13:26.000 --> 00:13:29.000

You can turn off your screen if you want i'm gonna try and have mine.

00:13:29.000 --> 00:13:34.000

I'm gonna on my screen. but i'm gonna be trying to see if you have questions or anything in the chat.

00:13:34.000 --> 00:13:40.000

This microphone is is here, so just let me know if you can't hear me.

00:13:40.000 --> 00:13:49.000

I'm gonna be hearing slide so like some people zoom clients.

00:13:49.000 --> 00:13:54.000

Now will show my face and the sides but if you can't see my face, and don't worry about it.

00:13:54.000 --> 00:14:04.000

I'll try, and take breaks so that we can see each other and talk, and then I went ahead and put these links in the chat, because I know i'm gonna forget.

00:14:04.000 --> 00:14:08.000

So I see, org is the foundation for intention of community which I'm.

00:14:08.000 --> 00:14:13.000

A board member of If you think of cohousing us. Co.

00:14:13.000 --> 00:14:17.000

Housing is like one part of the infrastructure communities. movement.

00:14:17.000 --> 00:14:23.000

Then F, I see, is kind of like over top of that, and that it represents cohousing.

00:14:23.000 --> 00:14:27.000

So up communes all other types of all types of indigenous communities.

00:14:27.000 --> 00:14:40.000

So they have a lot of great workshops and things as well that you should check out, and they also have a directory where you can look up other co housing communities. or if you're not in a community, you can look for communities, that

00:14:40.000 --> 00:14:55.000

are local to you then the next one is the bipot the intentional Community Council, which is a new organization for black, indigenous, and people of color who are creating communities in pinto communities. So i'm really happy to be a part of that and

00:14:55.000 --> 00:15:09.000

we're doing events as well mostly kind of like networking events. There's one tomorrow that's kind of like a a support call where we're also gonna learn about one of the intent of a community you called serenity community

00:15:09.000 --> 00:15:17.000

which is forming up in Virginia near Twin Oaks. that's led by indigenous people, and then I put the link to my book.

00:15:17.000 --> 00:15:22.000

The book is called the Token, and I will show you what the however, looks like.

00:15:22.000 --> 00:15:31.000

Hope and can you turn on screen sharing let's see I I don't know.

00:15:31.000 --> 00:15:38.000

Does that help you? Yes, thank you. all right. So here is the cover of my book.

00:15:38.000 --> 00:15:46.000

I wrote it in 2,019, and it was published in 2020, when everything in the world just kind of went crazy.

00:15:46.000 --> 00:15:59.000

But communities have been finding it helpful. Some people have been doing like a book club around it, because it has a lot of discussion questions, and it's really meant to help you kind of work through diversity issues.

00:15:59.000 --> 00:16:07.000

And things, questions that a lot of people have about you know why aren't certain people joining my community so today?

00:16:07.000 --> 00:16:16.000

Oh, okay. So more about me. i'm autistic so i'm neuro divergent and that's kind of why I'm talking about this.

00:16:16.000 --> 00:16:23.000

But I suspect that there are a lot of other newer original people in cohousing communities, and some of you may be considered neuro divergent.

00:16:23.000 --> 00:16:32.000

So if you don't know what that means we're going to talk about what that means or board member, and I run a school that has a lot of nor divergent kids.

00:16:32.000 --> 00:16:38.000

So kids with autism and adHD and some mental with disabilities. That's my day job.

00:16:38.000 --> 00:16:43.000

So I deal with this kind of on a day-to-day basis, not just being myself autistic, but also working with kids.

00:16:43.000 --> 00:16:53.000

Who are, you know, trying to figure out what their place is in the world, and and why sometimes the interactions with people don't go the way that they want them to go.

00:16:53.000 --> 00:16:59.000

I wrote a book. So Aaron roundy and I presented a form of this presentation at the last Co.

00:16:59.000 --> 00:17:06.000

Housing conference. So i'm doing it today with her arrangement and support.

00:17:06.000 --> 00:17:19.000

And so i'm really grateful for that Okay, so i'm going to do a little bit of talking, and then i'm going to take a break and ask you a question, and have some respect.

00:17:19.000 --> 00:17:33.000

But if you have any questions in the meantime, you can put them in the chat, or do the raise hand feature on zoom, and then i'll try and look for for people maybe trying to ask a question.

00:17:33.000 --> 00:17:39.000

So neurodiversity is a word that is pretty recently invented.

00:17:39.000 --> 00:17:51.000

It means that everybody's brain works differently you know So our brain neurological, you know we have all these circuits and things, but we know that that people you are worn different ways.

00:17:51.000 --> 00:17:58.000

They have some acquired differences that may become because of trauma or the environment.

00:17:58.000 --> 00:18:06.000

Epigenetics is also a big factor. so there are these things that make our brains different. And when we talk about neurodiversity.

00:18:06.000 --> 00:18:17.000

We're talking about sociability. So the way we interact with people learning how we learn things are our attention, our mood and our other mental functions.

00:18:17.000 --> 00:18:27.000

So basically what our brain is telling us about the world that we're perceiving ourselves to be in. So my thought is that there is no object.

00:18:27.000 --> 00:18:35.000

This is this is the random conspiracy theory. There is no objective reality, because we are all like, have this brain that is filtering.

00:18:35.000 --> 00:18:46.000

You know the actual physical world through you know our eyes and our senses, and we can't say that what we see is exactly what somebody else sees.

00:18:46.000 --> 00:19:01.000

And when you're, neuro divergent you definitely realize or understand that what you see is completely out of the norm or what other people do, and and that's kind of how a lot of people figure out that they're neuro divergent is

00:19:01.000 --> 00:19:04.000

that something is not working with the way that they're interacting with the world.

00:19:04.000 --> 00:19:09.000

Or if people are reacting to them in a different way and you're just like what's wrong with me.

00:19:09.000 --> 00:19:15.000

Wow! it's not that something wrong with you it's just that you're bringing developed differently.

00:19:15.000 --> 00:19:30.000

Have these differences it's important to understand how your brain works it's important for people who have more of the typical to understand these differences that we have because that helps us to live better together and kind of communicate across those

00:19:30.000 --> 00:19:41.000

different that the standard categories that are included in like being neuro divergent.

00:19:41.000 --> 00:19:46.000

Our autism, adHD dyslexia, turret, and down syndrome.

00:19:46.000 --> 00:19:54.000

So these are what we call disorders. so they disorders in kind of the medical terminology, and they've been identified that way.

00:19:54.000 --> 00:19:57.000

Well, dyslexia is called nonverbal learning disorder.

00:19:57.000 --> 00:20:11.000

So just like, See us a learning thing these other things are measurable differences in your brain function, or the way that you interact with the world, and that's how we know that these are part.

00:20:11.000 --> 00:20:26.000

Of you they're not just a something take on it's not a way of acting there's something that is like hardwired into how you relate to the world some of the other categories that May be part of

00:20:26.000 --> 00:20:30.000

nor divergence, but aren't quite under the umbrella.

00:20:30.000 --> 00:20:41.000

Yet our schizophrenia, and as her other mental illnesses, I just anxiety, depression, and bipolar disorder, and I would also include, like narcissistic parts. Now I disorder, borderline, personality.

00:20:41.000 --> 00:20:47.000

Disorder. Those are disorders, and they are treated differently than autism.

00:20:47.000 --> 00:20:52.000

Adhd and dyslexia because they're seen as mental illnesses.

00:20:52.000 --> 00:21:05.000

So so illness is you know meaning that they don't have like a positive, and to them some people like to think of oddsism like with a positive view of like Oh, it's just a difference in a way that way.

00:21:05.000 --> 00:21:10.000

You interact. But nobody really wants this. Yeah, I have anxiety and it's great.

00:21:10.000 --> 00:21:18.000

So that's why it's kind of like a caveat like they may be in part included as part of newer they version, but they are much more

00:21:18.000 --> 00:21:21.000

They have a different impact on your day-to-day function.

00:21:21.000 --> 00:21:31.000

And these other types of neurodivergence. So the way that the language that we use really important.

00:21:31.000 --> 00:21:46.000

So nowadays, there are people who are called disability advocates, and these are people who are talking from their experience and wanting the rest of the world to understand how they experience the world, and how other people experience the world.

00:21:46.000 --> 00:21:52.000

So these advocates have given us some information about how we talk about neurodivergence.

00:21:52.000 --> 00:22:07.000

And so these are really important points. Do you remember? There will be disagreement among advocates, and then you may have somebody in your life who is, neurodivergent, and may you know, use different language, and I would say respect the language that the people

00:22:07.000 --> 00:22:21.000

could close to see you but also understand that these advocates are doing a lot of emotional labor, and a lot of work to help the rest of the world understand how to relate to didn't know where they've been. So when

00:22:21.000 --> 00:22:27.000

somebody who has one of these conditions we talked about they're called neurodivergence.

00:22:27.000 --> 00:22:38.000

If they don't have these conditions they're called neurotypical. And so we use that language to kind of identify the normal quote unquote normal people versus the not normal people.

00:22:38.000 --> 00:22:45.000

But again, even neurotypical people may have brain differences or they may not have come to a place where they acknowledge their differences.

00:22:45.000 --> 00:22:51.000

So we just say neurotypical, as a way of saying, like the rest of the world, you know.

00:22:51.000 --> 00:22:54.000

So the neuro divergence people are the smaller group, The neurotypical people are the larger group.

00:22:54.000 --> 00:23:04.000

And if you think about in the context of diversity, any kind of larger group is kind of gonna kind of define the world in a way that makes sense to them.

00:23:04.000 --> 00:23:08.000

So things are gonna be easier for them to kind of make their way through.

00:23:08.000 --> 00:23:22.000

So when you're in the minority it's harder to to make your way through, and that's because the the majority is doing things that may not be suitable for the minority and that's that's the main part

00:23:22.000 --> 00:23:27.000

of why these differences in diversity matter that's why neuro divergence matters?

00:23:27.000 --> 00:23:43.000

Why different races matter? Why gender matters is because has we have people who are experiencing oppression, who are experiencing discrimination, and when they experience that that harms them, and that leads to poor life outcomes at least

00:23:43.000 --> 00:23:57.000

unhappiness. This is part of my larger work of this helping us. People understand that there's this whole group of people that are having a bad experience or some bad experiences, and we want to helped them to have better experiences We want

00:23:57.000 --> 00:24:02.000

them to get into co housing or into some kind of infantino community, want them to live their life to their fullest.

00:24:02.000 --> 00:24:05.000

And so we need to understand these differences so that we can do that.

00:24:05.000 --> 00:24:13.000

So neurodiversity itself doesn't mean that you need a cure.

00:24:13.000 --> 00:24:25.000

So. a lot of people, especially autistic people in a people do not think that you need a cure, or whatever disorder, that that they have a lot of parents.

00:24:25.000 --> 00:24:36.000

When a child is diagnosed that's kind of the first thing they they go to like. How do I get my child to be normal, and that's a perfectly reasonable and that's the reaction I had when my daughter was

00:24:36.000 --> 00:24:50.000

diagnosed with autism. but that's not the end goal of autistic people or people with a now yes, a lot of people do function better with medications therapy with accommodation.

00:24:50.000 --> 00:24:56.000

So we should, we should encourage the use of those things to help people live better.

00:24:56.000 --> 00:25:06.000

But having something that makes me new or diverse itself, does not mean that you should be needed, or that you cured of anything.

00:25:06.000 --> 00:25:18.000

So accommodations we're going to talk a little bit about accommodations when it comes to urine to know communities how and it's really important to to think about how you can accommodate these like I

00:25:18.000 --> 00:25:25.000

said, The majority is doing this thing where everything works for them, and they can kind of and convince others that this is what works.

00:25:25.000 --> 00:25:28.000

And this is what we should do, but if you're in that minority.

00:25:28.000 --> 00:25:31.000

First of all, it's really hard to speak up and say hey?

00:25:31.000 --> 00:25:38.000

This is something I need. And then, when a lot of times when we do speak out, the other people are like, Oh, no, that's just problems.

00:25:38.000 --> 00:25:47.000

So we really want to listen to people and apply those accommodations when they ask for them, and we have to do that in a way that is within our resources.

00:25:47.000 --> 00:25:57.000

And this is whatever community we're living the language that we use to talk about people with disabilities is really important.

00:25:57.000 --> 00:26:00.000

So a lot of people kind of dance around the issue.

00:26:00.000 --> 00:26:06.000

But disabled disability. Advocates say that they want us to just call them this season.

00:26:06.000 --> 00:26:12.000

So disabled is not a dirty word. It is an accurate word to describe people, nor divergent people use different words.

00:26:12.000 --> 00:26:25.000

So most people who are autistic say i'm offistic and that i'm a person with us lot of other people with disabilities, say i'm a person with you know x disability so there's a little bit of difference

00:26:25.000 --> 00:26:28.000

there, but it's important to listen to what people want to be called.

00:26:28.000 --> 00:26:34.000

People want to be called autistic, most disabled. He would want to be called disabled, you know.

00:26:34.000 --> 00:26:41.000

Words like cripple they're special needs or you know this why or this?

00:26:41.000 --> 00:26:45.000

This hyphen ability, You know those are things that kind of like.

00:26:45.000 --> 00:26:53.000

Take us away from what's actually happening. and some of those are considered offensive nowadays. so we want to be careful about what words we use.

00:26:53.000 --> 00:27:04.000

I understand. A lot of people want to be sensitive when they talk about disabilities, but it's much better to be upfront and honest about Okay, this is a wheelchair.

00:27:04.000 --> 00:27:11.000

Users in a wheelchair so that that's how we're going to refer to them, you know so instead of instead of kind of dancing around.

00:27:11.000 --> 00:27:22.000

How do we talk to them like somebody? No. So this is the discussion question.

00:27:22.000 --> 00:27:29.000

Everything. Have you ever talked to somebody who identified as new or divergent?

00:27:29.000 --> 00:27:39.000

And if you want to answer, you can just raise your hand or come off mute and start talking.

00:27:39.000 --> 00:28:03.000

Anybody anybody identifying themselves as divergency? Can it?

00:28:03.000 --> 00:28:09.000

I did. I thought I was waiting for someone else to start but i'll just jump in.

00:28:09.000 --> 00:28:22.000

I have 3 grandchildren, that are on the spectrum, and i'm glad to see this neurodivergent term, because I've heard it, but not heard it often and i'm glad to see I like

00:28:22.000 --> 00:28:24.000

it a lot better, and I would think that they would, too.

00:28:24.000 --> 00:28:28.000

I would have to ask them i'm also a Montessori, teacher.

00:28:28.000 --> 00:28:32.000

So I have students in my room that would identify as that.

00:28:32.000 --> 00:28:37.000

Thank you for having this this session. Yeah, Thank you.

00:28:37.000 --> 00:28:47.000

Anybody else want to share. I felt that Tyler: Okay, right?

00:28:47.000 --> 00:29:05.000

Okay, So we have a couple people in our community one is about 20 years old and is autistic, and another is 8 years old, and I don't know how to describe his neurodiversity.

00:29:05.000 --> 00:29:11.000

But but he is neuro diverse, and I would consider myself to be.

00:29:11.000 --> 00:29:21.000

I have an extreme access to emotions. it's it shows up with me along the lines of depression and mood.

00:29:21.000 --> 00:29:29.000

I manage it, but it is there and it sometimes means I don't participate in in things.

00:29:29.000 --> 00:29:42.000

I had planned to do to participating. I am thank you for sharing. We'll talk about the spoon theory and a little bit, and so that might be relevant if you want to.

00:29:42.000 --> 00:29:46.000

Are you willing to answer what is important to you about your identity?

00:29:46.000 --> 00:29:54.000

Me. Yep, what's important about my identity in terms of neuro diverse.

00:29:54.000 --> 00:30:00.000

Yeah, I I want to be respected for the the range of emotion that I have.

00:30:00.000 --> 00:30:09.000

Instead of feeling like I need to cut it down to what's acceptable in our society. I talk about things differently.

00:30:09.000 --> 00:30:20.000

I talk about things much more directly. emotions, and any you know, I try to limit those conversations to myself.

00:30:20.000 --> 00:30:24.000

Talk about my own experience, but it can be hard for people.

00:30:24.000 --> 00:30:33.000

Sometimes it can be triggering for them so I just want to be, you know, like everybody.

00:30:33.000 --> 00:30:38.000

I'm no different. I just want to be respected for who I am, and how I am.

00:30:38.000 --> 00:30:47.000

Can't control everything about that, thank you for sharing excitement bylaws and carol, and then Susan.

00:30:47.000 --> 00:31:10.000

Well, I found it interesting that on the description of the talk you refer to, the person who wants rules followed to the letter, and you put that down as node divergency, and as far as how to cope with that you

00:31:10.000 --> 00:31:17.000

know cohousing sets rules in my opinion if the basic rule is, Yeah.

00:31:17.000 --> 00:31:25.000

Sometimes a rule doesn't apply to every situation? and the underlying thing.

00:31:25.000 --> 00:31:36.000

Is anybody hurt by this, you know, if they require you have somebody was a member of the community present.

00:31:36.000 --> 00:31:45.000

Anytime there's a gathering and you have a situation that doesn't fit that is anyone gonna be heard

00:31:45.000 --> 00:31:52.000

And there's somebody who just every rule absolutely you have to follow to the letter.

00:31:52.000 --> 00:31:58.000

How do you deal with that? Yeah, we'll cover that a little bit.

00:31:58.000 --> 00:32:04.000

Wait a minute your your sound says it's on but it's stopped.

00:32:04.000 --> 00:32:09.000

Oh, dear, this happens every now and then. Okay, Can you hear me now? Yeah.

00:32:09.000 --> 00:32:20.000

But now yes, all right, yeah So we're going to cover that a little bit later how to deal with rigid thinking, and that's kind of the the medical term, for it.

00:32:20.000 --> 00:32:25.000

Okay, Sometimes it is like having an addendum to it like is anybody gonna get hurt. That's a good way.

00:32:25.000 --> 00:32:29.000

It's like Blain it to somebody else. so Then you can say, Oh, okay.

00:32:29.000 --> 00:32:35.000

Now I understand what's behind that and i'm not just gonna stick to like what I see on the page.

00:32:35.000 --> 00:32:49.000

All right, Fila. Well, I have had this dyslexia all my life, and and in grade school, and that was, you know, way before they even knew the term.

00:32:49.000 --> 00:33:03.000

But it was just, you know, and when it came to reading I had to read things, maybe 4 or 5 times to get via you know it was just ways that I learned to deal with it, and really nobody even knew my one son.

00:33:03.000 --> 00:33:08.000

You. I realized when he was an eighth grade habit, and he annoys in grade school.

00:33:08.000 --> 00:33:13.000

Been put in special reading because he had a hard time reading so, and that was again before there was much of a term.

00:33:13.000 --> 00:33:25.000

And then I finally did some research and and realize that once I told him that because being in special reading made him feel as if he were dumb, he said so.

00:33:25.000 --> 00:33:30.000

Once I told him, and explain this the way I understood it.

00:33:30.000 --> 00:33:36.000

He really felt good about himself Then he was not dumb for being in those classes, even though some other kids you know.

00:33:36.000 --> 00:33:40.000

That's kind of the way they treated they were treated but

00:33:40.000 --> 00:33:43.000

So that was just some ways that we dealt with that.

00:33:43.000 --> 00:33:48.000

So nowadays it might be a little bit easier if he is in, you know.

00:33:48.000 --> 00:33:54.000

Started kindergarten, and we knew that to start with, to figure out how to deal with things like that.

00:33:54.000 --> 00:34:03.000

And then, as far as emotions to what one of the others was saying, I had brain surgery about 10 years ago, and that changed things for me as far as emotion.

00:34:03.000 --> 00:34:07.000

I'm just much more emotional than I ever was before.

00:34:07.000 --> 00:34:11.000

So. and there again, like you know, you just kind of learn to deal with it.

00:34:11.000 --> 00:34:16.000

I guess so. thank you for sharing yeah so new whatever can be acquired.

00:34:16.000 --> 00:34:25.000

Like, for instance, that there surgery or traumatic brainman injury, or that that can change the way that you, your brain work.

00:34:25.000 --> 00:34:30.000

I, Susan, did you want to say something? Yes, thank you.

00:34:30.000 --> 00:34:40.000

I was a little thrown off by the question about whether i'd ever talked with anyone who claimed neurodiversity.

00:34:40.000 --> 00:34:55.000

No, but not exactly that way. but we I do know that there somebody else used the term on the spectrum which I would use for my grandchild for a couple of people in our Co.

00:34:55.000 --> 00:35:05.000

Housing community. And so, yeah, i've talked with at least I mean, not the child, but the others in the community.

00:35:05.000 --> 00:35:21.000

But not about that. Yeah, thanks for sharing so i'm gonna give a few tips later about if you want to talk to people about this, because sometimes people are not at a place where they're open to kind of hearing that

00:35:21.000 --> 00:35:25.000

they're more divergent, more of that rigid thinking.

00:35:25.000 --> 00:35:29.000

But having this knowledge will help you to kind of adjust.

00:35:29.000 --> 00:35:37.000

Maybe some of your interactions with but it like like a Tyler was saying, like sometimes, you just don't learn about this.

00:35:37.000 --> 00:35:44.000

And so later in life and the tragedies, There are millions of people who have gone through life without these diagnosis.

00:35:44.000 --> 00:35:50.000

Without this knowledge and It's really kind of like you have to kind of grieve that cuz he's like, you know.

00:35:50.000 --> 00:36:00.000

If I had known there's so much war that I could done in my life, or I could have had better relationships. and you know, just knowing that having that knowledge is really important I think so.

00:36:00.000 --> 00:36:06.000

That's kind of why, it's the dead people are talking about it. This is why i'm gonna talk to you about it.

00:36:06.000 --> 00:36:22.000

So that's that's. kind of my hope it's on the spectrum accepted language in general no a lot of parents use on the spectrum. but autistic people try to avoid kind of like categorizing autistic

00:36:22.000 --> 00:36:37.000

people, because in the medical terms, there's level one level 2 levels 3 and level one is what used to be that it asperger's or high functioning, and so it's when people say on the spectrum it's kind of seen as

00:36:37.000 --> 00:36:47.000

like distancing from like the autism you know the whole autism diagnosis is like, Oh, just they're just a little quirky, and we want to recognize that even if your so-called high functioning you might

00:36:47.000 --> 00:36:51.000

still have a lot of challenges where it's been 3 challenges communication difficulties.

00:36:51.000 --> 00:36:56.000

So I autism is just out to the doesn't have to be kind of like it.

00:36:56.000 --> 00:37:04.000

Doesn't have to have a gradient to it thank you all right, i'm gonna jump back into this.

00:37:04.000 --> 00:37:17.000

But right. And so this is when i'm going to talk about the so-called benefits and then the downside of neurodivergence.

00:37:17.000 --> 00:37:25.000

So I put benefits in quotation marks because Wow! a lot of newer divergent people are proud of their neurodiversion.

00:37:25.000 --> 00:37:32.000

We don't want to see them. as a commodity you don't want to look at somebody and say, Oh, these are your strengths and witnesses.

00:37:32.000 --> 00:37:34.000

So this is why you should be applied right of our community.

00:37:34.000 --> 00:37:43.000

I think that that reasoning comes in a lot when we think about people, but we don't want to judge people just based on what they could do.

00:37:43.000 --> 00:37:51.000

Well. so I put benefits here, because these are things that are seen as positive traits and things that can.

00:37:51.000 --> 00:37:54.000

Can help that, that help. Autistic people are no divergent.

00:37:54.000 --> 00:38:00.000

People feel good about the work that they do, or where they live in community, or how they interact with the world.

00:38:00.000 --> 00:38:08.000

So these are things that people 100 like about themselves but some of these, as you'll see, are also downsides.

00:38:08.000 --> 00:38:24.000

Some of the benefits thinking outside the box. So a lot of neurodivergent people are creative, not in the artistic way, like withdrawing and stuff, but are creative, and that they see problems from a different angle.

00:38:24.000 --> 00:38:31.000

They may have like a 50,000 foot view, whereas everybody else in the room is the twenty-foot view.

00:38:31.000 --> 00:38:44.000

And so they may surprise you with having these different kind of viewpoints, and may help a group come to understanding about an issue better because they're they're looking at creativity with problem solving.

00:38:44.000 --> 00:38:54.000

So they may they a lot of neurodiversity. People go into like technical careers, computer programming in engineering, and some of them are artists.

00:38:54.000 --> 00:38:58.000

And so that shows that there would ever be people can invent.

00:38:58.000 --> 00:39:10.000

They can imagine different ways of approaching. That people who are typical may have trouble, you know, getting around or seeing So that's kind of one of the benefits.

00:39:10.000 --> 00:39:16.000

Is that? a lot of them often. A lot of them often come at things differently.

00:39:16.000 --> 00:39:30.000

So somebody put in a chat that elon musk does consider himself autistic, and a lot of disability advocates hate you on the left, so they don't want him to, because he has like some of those like

00:39:30.000 --> 00:39:35.000

stereotypical behaviors where he's very rude.

00:39:35.000 --> 00:39:48.000

He's a little bit arrogant and considered thinks a lot of himself, and he may be really smart, but he doesn't treat people, and we don't want you to think that all autistic are definitely so that's

00:39:48.000 --> 00:39:52.000

kind of funny, but that's why I laugh because yeah people can consider themselves autistic.

00:39:52.000 --> 00:39:59.000

But other people are like Oh, wow! we don't want that those traits and be associated with that.

00:39:59.000 --> 00:40:03.000

So Yeah. And I went to school for mechanical engineering.

00:40:03.000 --> 00:40:07.000

So I love building things, and I was always like fascinated by blueprints and stuff like that.

00:40:07.000 --> 00:40:15.000

So that's part of how my autism shows up is that I I love looking at things i'm not so good with with people.

00:40:15.000 --> 00:40:27.000

Logic and a desire for order so there's this means of a kid that's a picture of a kid like in Walmart, and there's a big box of candy and there's like the before picture where it's all

00:40:27.000 --> 00:40:31.000

jumbled up, and the after picture, where he like sorted and organized each box of candy.

00:40:31.000 --> 00:40:35.000

By what type it was, and all that stuff autistic people.

00:40:35.000 --> 00:40:47.000

And there are different people. Okay, so not 88 people but autistic people are very logical, and they kind of can follow steps step by step and kind of get to something really easily.

00:40:47.000 --> 00:40:49.000

If it's written down, and it just kind of has a clear order.

00:40:49.000 --> 00:40:55.000

Adhd. people are a little bit more disorganized, so they you can't always do that.

00:40:55.000 --> 00:41:02.000

But no. Remember that people generally have like this desire to put things in a certain place.

00:41:02.000 --> 00:41:09.000

One of the one of the diagnostic criteria is, you know, does an autistic house. They lining things up.

00:41:09.000 --> 00:41:22.000

So if you have kids who are autistic, you may see that they like put their toys in line, and that's like an early sign of like, Okay, just kids really like order. And that's really typical of artistic kids moral

00:41:22.000 --> 00:41:25.000

clarity. So this goes to some of the rigid thinking.

00:41:25.000 --> 00:41:34.000

Is that a lot of people who are neuro divergent have a strong sense of right and wrong, and they don't see Gray, you know.

00:41:34.000 --> 00:41:37.000

So they're black and white. this is right this is wrong this is what we should do.

00:41:37.000 --> 00:41:43.000

This is what we shouldn't do and they may struggle with kind of those gray areas, but it really helps when you do.

00:41:43.000 --> 00:41:52.000

When you are thinking about like, Okay, we're maybe something that has an impact on the environment, or that you know may harm other people near.

00:41:52.000 --> 00:42:00.000

Divergent people are going to say you know this is what's right, and i'm gonna kind of firm in that, whereas some typical people can kind of like fly.

00:42:00.000 --> 00:42:07.000

Between. Oh, I can see it on this side. I can see it on that side, and they may be more easily able to move through those different.

00:42:07.000 --> 00:42:18.000

The gray area ability to focus so adHD is often considered kind of a disorder where people can't focus and are distracted.

00:42:18.000 --> 00:42:31.000

But actually a lot of people with adHD can hyper focus when they're interested in something or when there's something that really is a part of their that pools their assumptions and they can stay so focused on it that they forget

00:42:31.000 --> 00:42:34.000

to eat and forget to go to the bathroom. They forget this, you know.

00:42:34.000 --> 00:42:46.000

So a lot of neuro divergent people can just like zoom in on something, and just kind of go deep and learn all that they need to learn or complete a project in a regular amount of time.

00:42:46.000 --> 00:42:55.000

Or you know, just kind of not not get distracted by things. So that's one way that no other virgin people can.

00:42:55.000 --> 00:43:03.000

A benefit is that they can kind of keep people on track, or a project, or, you know, group setting, or something like that.

00:43:03.000 --> 00:43:19.000

The direct communication. So somebody missed the but anyway. a lot of neur divergent people. have a different culture of speaking. That means that they're saying things more bluntly.

00:43:19.000 --> 00:43:26.000

They're kind of avoiding some of the euphemisms or kind of the ways that we didn't feel that we that we soften language.

00:43:26.000 --> 00:43:34.000

So an example would be Somebody sees that the trash can is full, and they say, Wow!

00:43:34.000 --> 00:43:42.000

That trash can is starting to overflow a typical person could say that. and another typical person could hear it and say, Okay, i'll go take out the test.

00:43:42.000 --> 00:43:50.000

An autistic person may hear that. and say yeah it's pretty cool, you know they're not picking up any kind of context or any suggestion in that.

00:43:50.000 --> 00:43:57.000

And so similarly they may say your hair looks like a mess today, and they're saying that as a fact you know like, hey?

00:43:57.000 --> 00:44:01.000

I think you need to come you're here, they're not saying it as you're ugly and you're a terrible person.

00:44:01.000 --> 00:44:07.000

They're just saying, Hey, you're here is out of place and that that is different from how it usually is

00:44:07.000 --> 00:44:23.000

But often in this communication, when neurotypical people talk to their divergent people, there's kind of this like Cross communication, and people get misunderstood, difficult people are inferring a lot more emotions and

00:44:23.000 --> 00:44:35.000

ulterior motive or at least like kind of like context behind what somebody may be saying whereas neuro diversion, people are often just fading a fact, and they're not saying anything behind it.

00:44:35.000 --> 00:44:41.000

You know they may if they they're mad they can say i'm mad, you know they're not going to like across their arms and stomp around.

00:44:41.000 --> 00:44:52.000

I mean they may do that. But they're not going to pretend that they're mad. so that somebody picks up this in that they're gonna say i'm mad literally they may not recognize that you you know being in a bad mood

00:44:52.000 --> 00:44:54.000

is, you, you know, like slamming things on the ground.

00:44:54.000 --> 00:44:57.000

They may just be like Oh, that person's being left today, you know.

00:44:57.000 --> 00:45:02.000

So they're not picking up kind of like what the context of what has happened.

00:45:02.000 --> 00:45:10.000

But that means that when something needs to be said a lot of your divergent people can just say it without a lot of fear.

00:45:10.000 --> 00:45:22.000

And that's kind of what I do. is I I can I be really clear with people about things that need to change. And hopefully, that that helps people to to realize. Okay, this is the truth.

00:45:22.000 --> 00:45:25.000

This is something that I should, or at least think about

00:45:25.000 --> 00:45:29.000

And a lot of times. neurotypical people kind of get distracted by.

00:45:29.000 --> 00:45:32.000

Well, did they? Do they mean this? or Dad? did they think about?

00:45:32.000 --> 00:45:36.000

And no, they say if they okay, no. whatever do people say what they mean?

00:45:36.000 --> 00:45:38.000

If they meant something else, and they would have said something else.

00:45:38.000 --> 00:45:52.000

The role there attention to detail. So again, with that focus comes this ability to see when minor things are out of place, and you know you can have them reading.

00:45:52.000 --> 00:45:58.000

You know, community documents and finding all the typos, so that may be something that I knew what I ever did.

00:45:58.000 --> 00:46:07.000

People near a divergent person that another thing is they can help you kind of like with the really tedious task.

00:46:07.000 --> 00:46:20.000

So you know, some people really just like doing the same thing over and over and over, and they can do it, you know, for hours, and just because they they like, you know, putting one thing in one place and next thing the next plate and it just feels good to

00:46:20.000 --> 00:46:33.000

them. the capacity to remember facts. So another thing about your divergent people is that sometimes they have these special interests, and they focus on those, and they can tell you all about those things.

00:46:33.000 --> 00:46:42.000

And they may have a deeper knowledge of it. after just like a few days than a typical person was because typical people like Oh, that's interesting.

00:46:42.000 --> 00:46:54.000

Or they may read it with the Pdf page and then move on to the next thing, and i'll test this person or personal Adhc may start on one Wikipedia page, and then, like hours later, you know, be on a completely different subject

00:46:54.000 --> 00:46:59.000

or may have started reading studies about that particular thing you're watching all these Youtube videos.

00:46:59.000 --> 00:47:14.000

Part of it is that there's this way that interest can like caster our passion and kind of go deep into it, and it's hard to explain how you can get set the depth of knowledge for something after a short amount of

00:47:14.000 --> 00:47:19.000

time, so that's something that I see a lot of typical people seem like Oh, well, you can't know all of that.

00:47:19.000 --> 00:47:23.000

But actually they could know, because they have that ability to focus on it.

00:47:23.000 --> 00:47:34.000

And really and really understand it without a lot of the So one thing I forgot to put on here is the emotional aspect of it.

00:47:34.000 --> 00:47:43.000

So some neurodiversion people have what's called electricityia, which means they are not in touch with their emotions, and they can't recognize the emotions of a others.

00:47:43.000 --> 00:47:52.000

And so that's where you get the stereotype of autistic people being emotionless and kind of robotic because they may not be in type with their motion.

00:47:52.000 --> 00:48:06.000

Some neurodiversion. People are a lot more in touch with their so they're much able, they're more able to feel what their body is feeling, to to talk about them and to share those emotions the empathize with other

00:48:06.000 --> 00:48:20.000

people, and so sometimes that can be a drawback because it means that you're being triggered by somebody else's, you know output, or whatever else that other person is because you're so sensitive to other people

00:48:20.000 --> 00:48:26.000

That's a drawback is that a lot of what comes with Nora Divergent is an increased sensitivity.

00:48:26.000 --> 00:48:37.000

Whether it's 2 emotions or to sound or to temperature or to touched, and that means that their brain can get overwhelmed really, really quickly.

00:48:37.000 --> 00:48:47.000

So that's Another drawback is that sometimes it's just too much. And you kind of have to go and And so we talked about rigidity.

00:48:47.000 --> 00:48:55.000

What happens is that, you know, then, neurodivergent people and a lot of people with intellectual disabilities.

00:48:55.000 --> 00:49:07.000

Often, you know, have a sense of comfort from having a checklist or knowing what's going to happen like having a schedule and saying we're going to do assistance and if some goes off that schedule it causes discomfort and

00:49:07.000 --> 00:49:15.000

that discomfort can be really extreme. It can cause an extreme reaction, like a typical person may say, Oh, yeah, we're all scheduled a little bit. it's fine.

00:49:15.000 --> 00:49:23.000

But for a neuro. diversion person it's like Oh, my God, the world is ending because we're all scheduled.

00:49:23.000 --> 00:49:30.000

So that's why you may see that rigidity kind of having an outside of what you consider an outsized reaction, because it's like suddenly something is out of control.

00:49:30.000 --> 00:49:33.000

And there's a tendency like when something is out of control.

00:49:33.000 --> 00:49:37.000

It can get really, really big and just kind of like overwhelmed people.

00:49:37.000 --> 00:49:46.000

So a lot of neurodiversion people are rigid because they they need to kind of like stay in a lane of control so that they can have. they can.

00:49:46.000 --> 00:49:55.000

They can have a sense of comfort in their environment so we'll talk about a little bit of how to make those a lot of neurodiversity.

00:49:55.000 --> 00:50:07.000

People have a slower processing time, so that means you can say something, and they may need a couple minutes to hear it, to comprehend it, and then to respond to it.

00:50:07.000 --> 00:50:14.000

So you know right now, i'm talking and there's closed captioning, and y'all are listening. but you know there may be people who are processing.

00:50:14.000 --> 00:50:20.000

You know this the previous slide, and they may have a question about that but I've already moved on.

00:50:20.000 --> 00:50:27.000

You know, and so that's some of the drawbacks is that if you're having a meeting and things are moving fast, you know a divergent people may not be able to keep.

00:50:27.000 --> 00:50:32.000

That that's why? okay, trying i'm trying not to get into like the solutions to all of this.

00:50:32.000 --> 00:50:45.000

But part of it is that you want to be able to have meetings where you have good notetakers, people who can be follow up because a lot of neur divergent people may kind of have to go away from the crowd go away from the

00:50:45.000 --> 00:50:49.000

group think about something and say, Oh, wait! I have an idea, and then, you know they can.

00:50:49.000 --> 00:50:58.000

Do you know, a lot of people cannot contribute like in the moment when people are talking and when things are happening, so just give people more time to do things.

00:50:58.000 --> 00:51:12.000

Think about different ways of communicating things. So talking, writing, you know, interacting one-on-one or texting, you know, have those different ways that people can kind of react and respond in a way that works for them.

00:51:12.000 --> 00:51:22.000

So that goes into the communication. Some people really like talking, and can interpret verbal information really well, like those people are the ones who are on zoom with.

00:51:22.000 --> 00:51:30.000

Us. Some people really do well with reading them. you know they can read a book or read a report, and they say, Okay, I get it. I understand it now.

00:51:30.000 --> 00:51:45.000

I'm dead some people can't do either of those things, and you know they they struggle really with with getting information inside them, because we reliable society so heavily on kind of like this kind of teacher standing at the front of the

00:51:45.000 --> 00:51:48.000

room, or you have to read something, you know, in a book.

00:51:48.000 --> 00:51:54.000

There verbal is nonverbal and then there's written communication.

00:51:54.000 --> 00:51:58.000

There are some neuro divergent people who don't speak so.

00:51:58.000 --> 00:52:01.000

They're typically calling nonverbal or non-speaking.

00:52:01.000 --> 00:52:07.000

And that means that you know the you have to have a different way of communicating with them, just like a deaf person.

00:52:07.000 --> 00:52:10.000

Use the sign language to communicate some nonverbal people.

00:52:10.000 --> 00:52:16.000

You sign language to communicate or they use what's called an aac, a device that has like words that they can.

00:52:16.000 --> 00:52:22.000

That's how that's how i bring neuro divergence.

00:52:22.000 --> 00:52:33.000

You can kind of like disable parts. of your brain but even people who do speak like me may have difficulty in using words and using them in the appropriate content.

00:52:33.000 --> 00:52:43.000

I don't think this is one of my deficits specifically because i'm talking can see you now, but other people do have this deficit where they're they're not able to say what they want to say and

00:52:43.000 --> 00:52:49.000

then you never really hear what they're thoughts are because they're not saying it in a way that kind of makes sense to you.

00:52:49.000 --> 00:53:01.000

So that's why we have a c because we want to help people find ways to so lack of common sense is another stereotype for autistic people.

00:53:01.000 --> 00:53:09.000

So common sense is not common at all. Common sense is really about like our cultural norms, and how we were raised.

00:53:09.000 --> 00:53:16.000

So I I don't i've never understood common sense but obviously I don't have common sense that's just one of those things.

00:53:16.000 --> 00:53:20.000

So if you if you're frustrated with people because they're like this is so easy.

00:53:20.000 --> 00:53:23.000

Why don't they understand that it's because it hasn't been explained?

00:53:23.000 --> 00:53:29.000

It's just been assumed part of your culture and those assumptions when they're not made clinton, and they're not made to playing.

00:53:29.000 --> 00:53:33.000

They just kind of like exist there, and and they're a divergent people.

00:53:33.000 --> 00:53:38.000

Person may not pick up. You know that whatever exists, they might have to have it explained to them.

00:53:38.000 --> 00:53:48.000

So a need for clear instruction. So another thing is that, you know divergent people may not be able to, you know, do like a like.

00:53:48.000 --> 00:53:52.000

If you say, though, weed the garden, a typical person may understand.

00:53:52.000 --> 00:53:56.000

Okay, I need to go. I need to get some tools. I need to wear some glove.

00:53:56.000 --> 00:54:07.000

I need to pull the weeds out I need to put them in the compost pile your divergent person may hear weed the garden, and they're like I don't know what that means I don't know

00:54:07.000 --> 00:54:13.000

what step one is, and so sometimes it's really helpful to have that by step guide for people.

00:54:13.000 --> 00:54:24.000

And this make it all clear like, Okay, you need to Go get the space, and the State is in the tool shed on the top shelf hanging, you know, and it's green, you know.

00:54:24.000 --> 00:54:33.000

But those are things that make it easier for people because a lot of times. typical people assume that you just you've seen the tool shed before. So you know where it is.

00:54:33.000 --> 00:54:39.000

Okay, maybe they you. they might have seen it but they haven't seen it with your eyes where you kind of like, realize that you can.

00:54:39.000 --> 00:54:42.000

Okay, you can scan and that's the important stuff and then move on.

00:54:42.000 --> 00:54:47.000

They may see a tool shed and they're like okay There's a one more here. there's a shovel.

00:54:47.000 --> 00:54:57.000

There there's a state there and that's all information is just like, Okay, I saw the tool shed, but I don't know what I need to get out of it. So that's why we need clear instructions and along with

00:54:57.000 --> 00:55:05.000

that comes this organization right? So if they're seeing everything all at once, instead of figuring out what's important their desktop.

00:55:05.000 --> 00:55:10.000

Maybe just their room may be disorganized. They may be thisorized.

00:55:10.000 --> 00:55:20.000

They may not come to meetings on time because they're just like I can't find my shoes, you know, because I took them off, and I thrown over here, you know, some people, have like a really strong sense of order and like a family,

00:55:20.000 --> 00:55:25.000

and something like you hearing here here. but as soon as like like for me, I have a routine where I wake up.

00:55:25.000 --> 00:55:39.000

I take them medicine, and I feed the fish if something happens in the middle of that like. If my phone rings before I take my medicine, I may forget to take my medicine and then forget to feed the fish, because i'm so used to that

00:55:39.000 --> 00:55:43.000

like structure. this that structure is broken then, it's like everything's off. Nothing can happen.

00:55:43.000 --> 00:55:51.000

The right way. Impulse control happens a lot for people with ADHD and with intellectual disabilities.

00:55:51.000 --> 00:56:01.000

And so you can consider that kind of like their prefrontal cortex, not doing its job having a deficit there, so they may do things impulsively.

00:56:01.000 --> 00:56:14.000

They may yell at people they may hit they may you know get up in a meeting and walk away, and that's because of a different say they don't have the ability to control those impulses, and that can be the and in special

00:56:14.000 --> 00:56:19.000

interest. So I talked about special interest in how you can really go defund things.

00:56:19.000 --> 00:56:30.000

The downside of that, is if they're not interested in it a person just may just never like want to do it or pick up on it or care at all, and it's really hard to get a neurodivergent person to care

00:56:30.000 --> 00:56:40.000

about something they don't care about. so I work with autistic kids. and you know, if they don't want to do it, they're not going to do it. And that can be difficult, especially when you have like a shared community and you

00:56:40.000 --> 00:56:46.000

have agreements that everybody kind of particular time for the next break.

00:56:46.000 --> 00:56:52.000

Oh, no, not the next break, and we do a spoon theory and then we'll take a break.

00:56:52.000 --> 00:57:02.000

So the spoon theory was created by disability, advocates to explain what happens and how the world works when you have with disability.

00:57:02.000 --> 00:57:06.000

And this is not just a neurological disability. just had this applause to be with.

00:57:06.000 --> 00:57:14.000

So the theory is that you start the day with a certain number of each time you have to do something.

00:57:14.000 --> 00:57:17.000

One of those food is taking I don't know why it's soon.

00:57:17.000 --> 00:57:25.000

But when those spoons are gone you are exhausted, maybe physically exhausted.

00:57:25.000 --> 00:57:31.000

Psychologically exhausted and you don't have the ability to to interact in.

00:57:31.000 --> 00:57:35.000

Maybe a pleasant way, or a socially acceptable way, or interact at all, you know.

00:57:35.000 --> 00:57:46.000

You just may shut down, and just be like i'm done So the examples of foods and things that take soon for neuro divergent people, Martha.

00:57:46.000 --> 00:57:54.000

So having these little inconsequential conversations makes energy because divergent people, they have that direct communication.

00:57:54.000 --> 00:58:01.000

So they're used to like sharing the important information Well, small talk is not important information, you know.

00:58:01.000 --> 00:58:07.000

It's about the weather or you know giving compliments and that's that takes work for people to come gonna come up with.

00:58:07.000 --> 00:58:14.000

So the So that is one of those things that takes us soon taking a shower can be difficult for people.

00:58:14.000 --> 00:58:27.000

You know this applies for physical disability as Well, but a lot of neurodivergent people have sensory issues or executive functioning where they can't figure in how to take a shower You know you have to take your clothes

00:58:27.000 --> 00:58:30.000

off. you have to turn on the water. You have to get the water a certain temperature you have to get in this hour.

00:58:30.000 --> 00:58:36.000

You have to get the water on you that's a lot of steps and that can be psychologically demanding for people.

00:58:36.000 --> 00:58:42.000

So, even just getting up in the morning and taking a shower to just like making tired for the rest of the day.

00:58:42.000 --> 00:58:53.000

Another thing that happens is a phone call. so depending on your preferred way of communicating a phone call can be really demanding in that you have to listen.

00:58:53.000 --> 00:58:57.000

So your auditory processing has to be on, you know, in the right working.

00:58:57.000 --> 00:59:07.000

Well, you have to you know watch for like if there's a bad connection, or if there's you know something over the line that's distracting you, you have to do the small talk.

00:59:07.000 --> 00:59:19.000

And say, Hello, How are you i'm so and so you know Some people have to use a script that I didn't know they can get through the phone call a lot of times a lot of neurological people have to plan like what's going

00:59:19.000 --> 00:59:29.000

to happen in this phone call. you know what are they going to say if they say, Hey, I say this if they do they be, I say that they say, see, I have no idea i'm just going to hang out you know so that's another example

00:59:29.000 --> 00:59:34.000

of a soon traffic can be demanding in that you have

00:59:34.000 --> 00:59:46.000

Now you have to kind of deal with the stress of driving your car and being able to navigate or go an alternate route, and that's taking you out of like your expected plan for today, because now you have to deal with paying

00:59:46.000 --> 00:59:51.000

a bell just the getting your finances organized, you know.

00:59:51.000 --> 01:00:00.000

A lot of people with adHD may have difficulty with their finances, because this is like That's another thing like It's probably not interesting also is very hard.

01:00:00.000 --> 01:00:07.000

Also, I have all these things that I I would love to buy instead of paying a bill and a typical person.

01:00:07.000 --> 01:00:10.000

Maybe it would say, Okay, i'm responsible i'm gonna pay this bill.

01:00:10.000 --> 01:00:13.000

Somebody with neuroscience or impulse into issues may say no.

01:00:13.000 --> 01:00:16.000

I'm gonna go ahead and buy this and then they don't have money.

01:00:16.000 --> 01:00:24.000

So that can be another thing that takes away. And then group dinners or a lot of people, social interactions can be very tiring.

01:00:24.000 --> 01:00:33.000

So. just imagine this is what happens in one single day. So by the end of that day somebody can just be like really exhausted.

01:00:33.000 --> 01:00:43.000

And if something happens that's negative they may not be able to respond in a socially way thing they may not be the nicest, you know, or they may not say anything at all.

01:00:43.000 --> 01:00:48.000

They may just get up and walk away they may ignore you and you're gonna be like what's wrong with them.

01:00:48.000 --> 01:00:53.000

Why can't they be? you know why aren't they being themselves is because their foods are gone.

01:00:53.000 --> 01:01:00.000

But this is a way to think about what happens when people have near divergences or disabilities in general.

01:01:00.000 --> 01:01:10.000

They have to use these throughout the day. Ideally, you would minimize all these students like I try to avoid phone calls and Bill paying as much as possible.

01:01:10.000 --> 01:01:22.000

But you know we have to do those things as part of life as adult. and I haven't even gotten to the part where there are adults who don't have enough skills or aren't able to function independence.

01:01:22.000 --> 01:01:35.000

There's this whole world of people who are taking care of their adult children, their adult relatives, or just random adults, because those people need support. and and co housing is really not set up for those people.

01:01:35.000 --> 01:01:43.000

Unfortunately there are a couple of models and can't tell and Marsh, but in general adults with disabilities are not.

01:01:43.000 --> 01:01:52.000

Oh, are not well received and intentional and that because it's just me kind of has the same of you do your part.

01:01:52.000 --> 01:02:01.000

Everybody does their part Where? Well, some people can't function independently need you to do your part, and also my part, or some of my parties.

01:02:01.000 --> 01:02:14.000

All right so. and then, once your students are gone, if you continue having all these things done is called burnout, and that can that can kind of be extended and leads to a loss of function. All right.

01:02:14.000 --> 01:02:30.000

So questions, comment, I want to do it out I don't know I see final.

01:02:30.000 --> 01:02:39.000

All right, Iowa: Yeah. And then, Henry. And so someone nowadays the term OCD.

01:02:39.000 --> 01:02:45.000

Would that actually be someone who maybe is neuro divergent?

01:02:45.000 --> 01:02:54.000

I mean my mom was very organized. Everything was in its place, and you know she managed the house, and we didn't want things out of order.

01:02:54.000 --> 01:03:05.000

But back then, of course, nobody knew. They just thought she was so but from what you're saying, I mean I think that she probably would be neurodivergent thing.

01:03:05.000 --> 01:03:08.000

Check. Yes, OCD is a neuron divergence.

01:03:08.000 --> 01:03:12.000

But we have to be careful because people we'll throw out the word OCD.

01:03:12.000 --> 01:03:22.000

Really when it's just the money can be a disabling condition, and that they can't function without all right.

01:03:22.000 --> 01:03:30.000

Betty. Oh, thank you very much, crystal and everyone who's here.

01:03:30.000 --> 01:03:35.000

But thank you, Crystal, for a great, just, really helpful.

01:03:35.000 --> 01:03:50.000

I guess I have a more on the ADHD so i've put a thumbs up on a bunch of things that you were mentioning and it was enormously helpful about 10 years ago, when I was in a really

01:03:50.000 --> 01:03:58.000

really really low place that I that I learned from a neighbor who was suffering.

01:03:58.000 --> 01:04:05.000

And she told her story, and I realized, oh, this this is what's going on in me.

01:04:05.000 --> 01:04:14.000

And so I take medication for that which helps me not start the day with a fight with my husband.

01:04:14.000 --> 01:04:21.000

Who so there's many things I want to say but I do want to say, that's my brain.

01:04:21.000 --> 01:04:33.000

It fires on multiple fronts and it's very hard for other people and myself to I can track I can track all the pieces eventually, but I talk too long.

01:04:33.000 --> 01:04:48.000

So I just i'm what i'm perceiving and experiencing is that learning about other people's other ways of communicating and my way of communicating this is the valuable thing i'm learning in co

01:04:48.000 --> 01:04:55.000

housing, and also that, some of my needs and predilections.

01:04:55.000 --> 01:05:03.000

Are I I don't I Don't have the deep meaningful relationships with people in Co.

01:05:03.000 --> 01:05:11.000

Housing, and honestly I I but and i've been here for 20 years, and I lived in a co-op before this.

01:05:11.000 --> 01:05:23.000

So i'm very drawn to collective group living, and you know I realize this particular group of people who I respect and honor in most ways.

01:05:23.000 --> 01:05:34.000

Some of them are just they're just not working on themselves so I I will just say I would love to follow up on this conversation, because I don't see it.

01:05:34.000 --> 01:05:50.000

As for me, at least about a category of people who are now labeled neur divergent, and I but it's good to have that attention drawn to people with exceptional you know again tendencies that make it.

01:05:50.000 --> 01:05:57.000

Hard for them to be with others, but honestly many of us are hard to be with others.

01:05:57.000 --> 01:06:02.000

We just don't know it so I I even question the word typical.

01:06:02.000 --> 01:06:09.000

But just to question it and say I think we're all somebody else's problem somewhere in there.

01:06:09.000 --> 01:06:16.000

You know so, but I really appreciated the the slides and your honesty, and thank you all for.

01:06:16.000 --> 01:06:21.000

Bring this up to the surface. Thanks, Betsy. Okay, hitting.

01:06:21.000 --> 01:06:33.000

And then, Becky, yeah, I just wanted to say that a lot of the things that you were talking about really went true to me.

01:06:33.000 --> 01:06:42.000

And so you've got me interested in pursuing this further, because obviously there's some tie in there.

01:06:42.000 --> 01:06:55.000

I thank you. What you said welcome to the community. So self diagnosis is valid is another thing that a lot of neurodivergent people say.

01:06:55.000 --> 01:06:57.000

So that's only look up you know let's up the symptoms.

01:06:57.000 --> 01:07:03.000

Adhd look up autism because there are adults who are discovering this.

01:07:03.000 --> 01:07:16.000

I was diagnosed with adhd 2 days ago. 4 years ago, and so I've been on this journey as an as an but I also work with kids, and I think they're earlier the better not so that you can get them

01:07:16.000 --> 01:07:23.000

into treatment, but that I can understand themselves, and and why the world needs to be crazy.

01:07:23.000 --> 01:07:36.000

Thank you krishna thank you so much for this information it's just very, very, very wonderful and informative.

01:07:36.000 --> 01:07:50.000

I'm i'm So, hungry for this information working with in cohousing with groups, and I I am very curious on on ways to deal with the situations.

01:07:50.000 --> 01:07:57.000

When, for example, in our Co. housing group right now, we're so busy just in, you know, getting ready for construction, and we've got our whole group together.

01:07:57.000 --> 01:08:06.000

And so there's so much going on we work with sociocracy, and we work in grounds, and

01:08:06.000 --> 01:08:14.000

Most people working in the rounds can, you know, put out an idea, and and then hear the other people, and then change their ideas.

01:08:14.000 --> 01:08:19.000

Oh, okay, I didn't think about that and okay i'll adjust what I'm talking about.

01:08:19.000 --> 01:08:36.000

But there's a couple of people that really have a hard time with that, and I'm just seeing I just have such empathy, because it's so difficult for some people to do that

01:08:36.000 --> 01:08:49.000

I'm, seeing so many of these characteristics in particular in that person, and I just want to be able to ignite that person and work with that person.

01:08:49.000 --> 01:09:08.000

But it almost right now. It seems like a conflict in working with rounds and coming up with the solutions for the group, and being able to address and hear the needs of someone who's very thinking way outside the box with all kinds of

01:09:08.000 --> 01:09:16.000

ideas, and then is very emotional if their ideas are not the right ones. and you have a different opinion.

01:09:16.000 --> 01:09:19.000

And then. Okay, I'm never going to participate again.

01:09:19.000 --> 01:09:25.000

I've got to you know and so we love our we love our members.

01:09:25.000 --> 01:09:29.000

We just want the skills to be able to deal with it and so you're so helpful.

01:09:29.000 --> 01:09:38.000

Thank you. Yeah. So I didn't get to talk about this last slide which was the actual community. One but part of that, you know.

01:09:38.000 --> 01:09:49.000

A lot of that is going on is the rigid Thinking is the slow processing speed it's the ability to communicate and kind of keep up, keep track of what everybody else is saying.

01:09:49.000 --> 01:09:53.000

And so what you need to do is think about how you can make accommodations.

01:09:53.000 --> 01:10:00.000

Part of that would be making accommodation in the societies, format in rounds like, can you like?

01:10:00.000 --> 01:10:10.000

Maybe go backwards in it around sometimes have Somebody facilitate and say time out. let's focus on here, you know, so you can do a little bit of a adjustment. that way.

01:10:10.000 --> 01:10:14.000

Another thing that you can do. you can really like face out the decision.

01:10:14.000 --> 01:10:21.000

So if you have a round going on you can say okay we're gonna do around, and that's gonna be it for the meeting, we're gonna talk about something else.

01:10:21.000 --> 01:10:30.000

And then we're gonna come back to that decision later so that people can like think about their ideas and maybe have somebody talk to talk to and talk through it.

01:10:30.000 --> 01:10:36.000

And then they can make that decision face in between. Another thing.

01:10:36.000 --> 01:10:45.000

And you have to be really careful about. This is an accommodation of having a companion, or a buddy, or whatever you want to call it.

01:10:45.000 --> 01:10:50.000

Somebody who can interpret the screen. You know the neuro divergent person and the rest of the kidney.

01:10:50.000 --> 01:10:55.000

And so this really wouldn't work well in in a in a circle format.

01:10:55.000 --> 01:11:07.000

But I think what would help is if somebody can say okay this person that has some really great ideas here's a couple of things that I heard that are really applying to what we're talking about Now, and we're you know we

01:11:07.000 --> 01:11:17.000

can store these other ones later somewhere else, or they can talk to that person and say, Hey, Okay, you have good ideas, but you're a little all over the place, and you have to do this in a way that treats them with respect as a person right and not

01:11:17.000 --> 01:11:22.000

like infantilizing them, and saying, Oh, you're just you're not really good in the meeting.

01:11:22.000 --> 01:11:26.000

We're gonna really put you together kids clubs and like tell you to sit down.

01:11:26.000 --> 01:11:31.000

No, we really want your opinion. We just need to kind of panel it a little bit.

01:11:31.000 --> 01:11:35.000

My recommendation. think the easiest way to do that is to have

01:11:35.000 --> 01:11:44.000

Somebody else helped that thing. I wanted to follow up on that.

01:11:44.000 --> 01:11:54.000

And because there is a wonderful world of participatory planning, participatory technology of participation.

01:11:54.000 --> 01:12:02.000

The top network, and they are deeply involved in in public communications where it's.

01:12:02.000 --> 01:12:09.000

You don't take for granted that you know everyone there, and they all agree with you, which is one of our blind spots. Think?

01:12:09.000 --> 01:12:23.000

Oh, I was a Oh, we're all we all think like I I really want to speak up for 2 things that have been enormously helpful for me, and I think our community and scribing, and that is not a tool used in

01:12:23.000 --> 01:12:29.000

sociocracy. I see I see crystals nodding, so she probably knows this.

01:12:29.000 --> 01:12:35.000

So learning how to scribe where you're actually taking the key phrases from what the person is saying.

01:12:35.000 --> 01:12:51.000

So they feel heard and putting it up there it's like the memory lives because one thing that makes me crazy is is, I say something, and it's like ignored right so scribing plus it really disciplines everybody not to

01:12:51.000 --> 01:12:54.000

get repetitive if you facilitate to that.

01:12:54.000 --> 01:13:11.000

And the other piece is small groups, but like two-person breakouts, because, 10 or 12 people can't get the the nests or the care for the the deep.

01:13:11.000 --> 01:13:19.000

The the ideas that might need to surface. So just want to invite you all to explore the top network T.

01:13:19.000 --> 01:13:31.000

O. P. tools of participation, technology participation comes out of a Well, I won't go well into it because I could i've sometimes get to write and share about it.

01:13:31.000 --> 01:13:36.000

And okay, my workshop. So this is the end of my workshop, and you can all go and take your book.

01:13:36.000 --> 01:13:44.000

I can say, for I can stay into the next section. Thank you, Crystal.

01:13:44.000 --> 01:13:54.000

Thank you it's now time to end this session if you're planning to attend the next session in this room on how to regulate our nervous system to improve connection in clousing with Joanne

01:13:54.000 --> 01:14:00.000

let's. Then please feel free to stay and we'll continue This conversation with Crystal.

01:14:00.000 --> 01:14:07.000

If you plan to attend a different session, refer to your program for the link to that and enjoy your break.

01:14:07.000 --> 01:14:15.000

And I will stay here. Okay, yeah, we'll just try and do a few more like in a few more minutes, and then give whoever's next.

01:14:15.000 --> 01:14:23.000

But Becky, and then, count. Thank you, gross all. I just one more question.

01:14:23.000 --> 01:14:36.000

The the particular person that i'm very concerned. about right now has not identified as being neurod divergent, but is, I mean, very clearly exaggerated characteristics.

01:14:36.000 --> 01:14:45.000

That you're describing Is there a suggestion of discussing that issue with that person?

01:14:45.000 --> 01:14:53.000

Yes, so they like the right communication. so I think it would be fine to say, Hey, I think you're no divergent.

01:14:53.000 --> 01:14:56.000

You. You want to look into it, and they may say, know.

01:14:56.000 --> 01:14:59.000

And then at the end of it, or they may say okay i'll take it down.

01:14:59.000 --> 01:15:05.000

But that's their own during to kind of go through so yeah, you can to suggest in, hey?

01:15:05.000 --> 01:15:07.000

You don't want to tiptoe around it though.

01:15:07.000 --> 01:15:20.000

Just say, look, I think you're autistic or whatever So check it out, and they will appreciate that, or even just to acknowledge that this is, we need to work with this these care.

01:15:20.000 --> 01:15:25.000

These behaviors. Yeah, right you are you're making our meeting 15 min longer.

01:15:25.000 --> 01:15:33.000

So let's let's not do that okay okay thank you and Leslie asked about the words for more emotional than other people are less emotional.

01:15:33.000 --> 01:15:42.000

So there's no diagnosis that says you know this person has more emotions or less So there's there's no it can be categories like only different things.

01:15:42.000 --> 01:15:45.000

A lot of women are diagnosed with borderline personality.

01:15:45.000 --> 01:15:52.000

Disorder just because they have. I could just say I think you used a word or 2 that I just missed.

01:15:52.000 --> 01:16:13.000

Oh, no, , Okay, let's design the yet. so Yeah, can you write that in the chat? Yes, I will Okay, go ahead, Carol. Thank you. Well, you gave me the term rigid for somebody who says the rules must be followed Exactly.

01:16:13.000 --> 01:16:17.000

But I mean my question is sort of like the previous one.

01:16:17.000 --> 01:16:25.000

How do you deal with it? How do you talk with this person I'm? Not gonna tell them you know you've got nerd diversion personality.

01:16:25.000 --> 01:16:42.000

What do you gonna do about it? i'm mean How do I try to get some kind of compromise on there, where he will understand that rules don't have to be followed to the letter.

01:16:42.000 --> 01:16:52.000

But typical people really are trying to spare other people's feeling, and I'm not saying that there are that virgin people don't have feelings.

01:16:52.000 --> 01:16:57.000

I'm saying that they may process those feelings differently so they may perceive feedback.

01:16:57.000 --> 01:17:09.000

So there's a thing called rejection sensitive area that some people have, which means, if you say, like something about their personality, they may really get.

01:17:09.000 --> 01:17:15.000

But in general, if you say, okay, I know you're trying to follow the rules.

01:17:15.000 --> 01:17:21.000

But this is too much. This is thing I think that's something that somebody is like.

01:17:21.000 --> 01:17:25.000

Okay, Well, what do you want to do about it? I think you should say, Hey, look!

01:17:25.000 --> 01:17:29.000

There is a gray area here. we're in the gray area.

01:17:29.000 --> 01:17:59.000

We can't fix it you know it's just how it is and sometimes that's what you have to say to me, or whatever is people because they're like but it's right there and you're like no it's not