

AT WORK	BELLEVUE COLLEGE Neurodiversity Navigators
Autistic College Students	

Moving Forward in Unpredictable Times



- Introductions
- Trauma-informed educational practices
- Communication strategies
- Boundary setting

Please ask questions and share information throughout!

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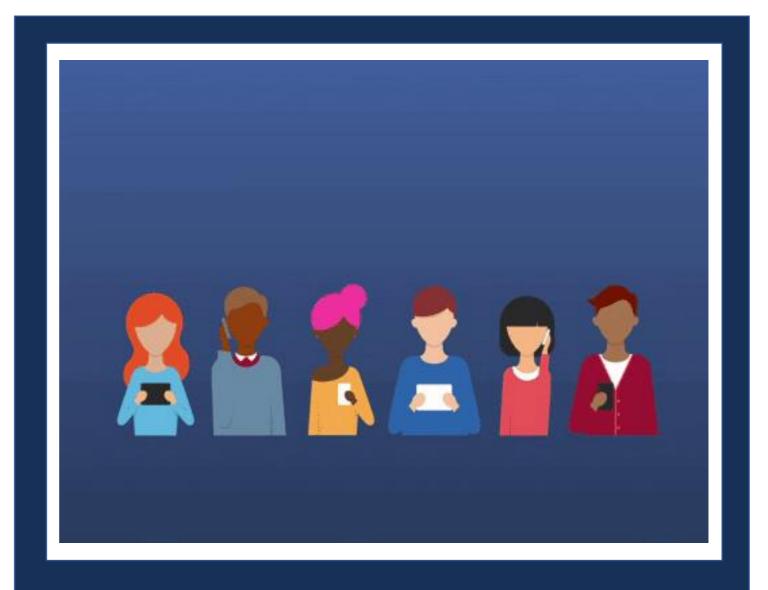
Image by <u>ar130405</u> from <u>Pixabay</u>

Agenda

Introductions

In the chat, please share any or all of the following:

- 1. Your full name
- 2. Your pronouns
- 3. Your role
- 4. Your title and affiliation
- 5. Your biggest concern
- 6. One thing you hope to share



HARVARD Faculty of Arts and Sciences



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Trauma-informed Practices

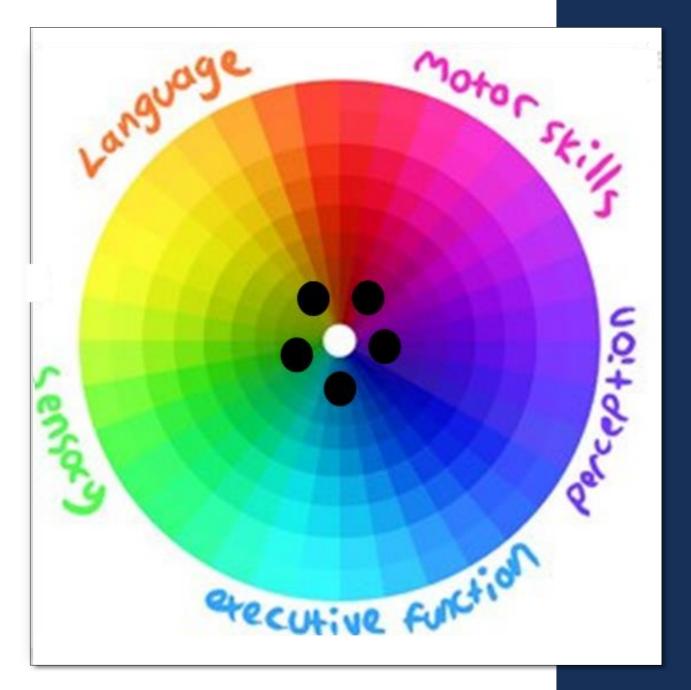
- Our students' experiences
- Breakout activity: share your ideas
- Intersectionality & Cultural Responsiveness

Understanding the Autism Spectrum

The fluctuating levels of capability of autistic people

By Rebecca Burgess

(Theoraah on Tumblr)

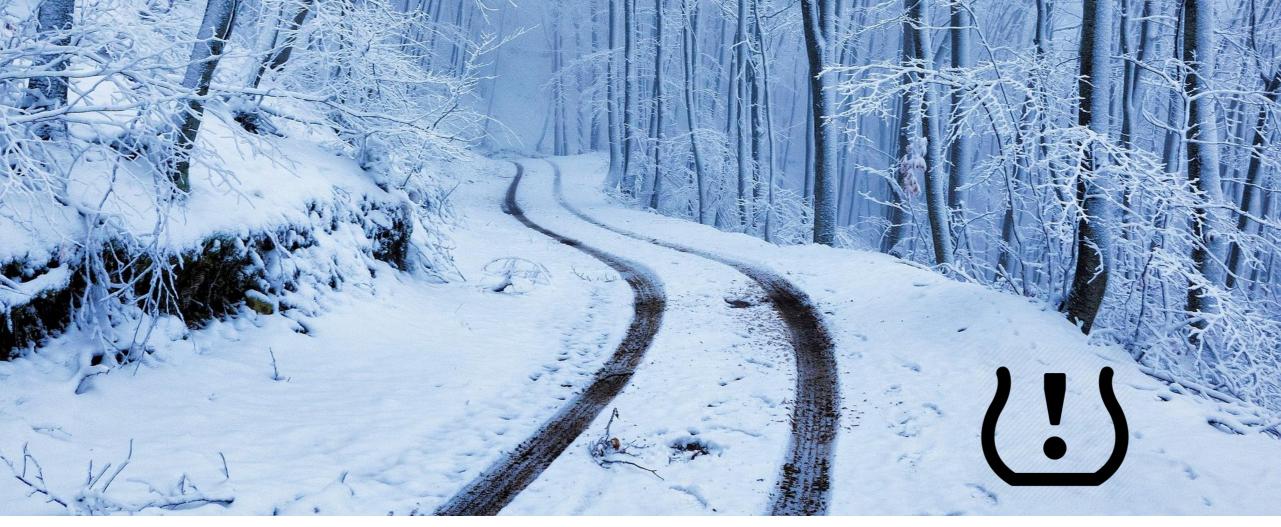


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Co-occurring disabilities

- Non-verbal Learning Disability
- Sensory Processing Sensitivities / Disorder
- Auditory Processing
- Obsessive Compulsive Behaviors
- Dyspraxia
- Dysgraphia
- Executive Functioning variances
- Visual Processing
- Expressive Language
- Prosody
- Anxiety, Depression

Think about how these impact someone on a typical college campus, during a typical college day



Is it Skill or Will? Or something else?

Changeable: How Collaborative Problem Solving Changes Lives at Home, at School, and at Work by J. Stuart Ablon, Ph.D.

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Autonomy

The feeling one has choice and willingly endorsing one's behavior

Competence

The experience of mastery and being effective in one's activity

Relatedness

The need to feel connected and belongingness with others

What <u>Does</u> Foster <u>Sustained Intrinsic Motivation</u>?



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The experience of mastery and being effective in one's activity.

Humans need to deal effectively with their environment.

> Photo by <u>Kampus</u> <u>Production</u> from <u>Pexels</u>

Competence

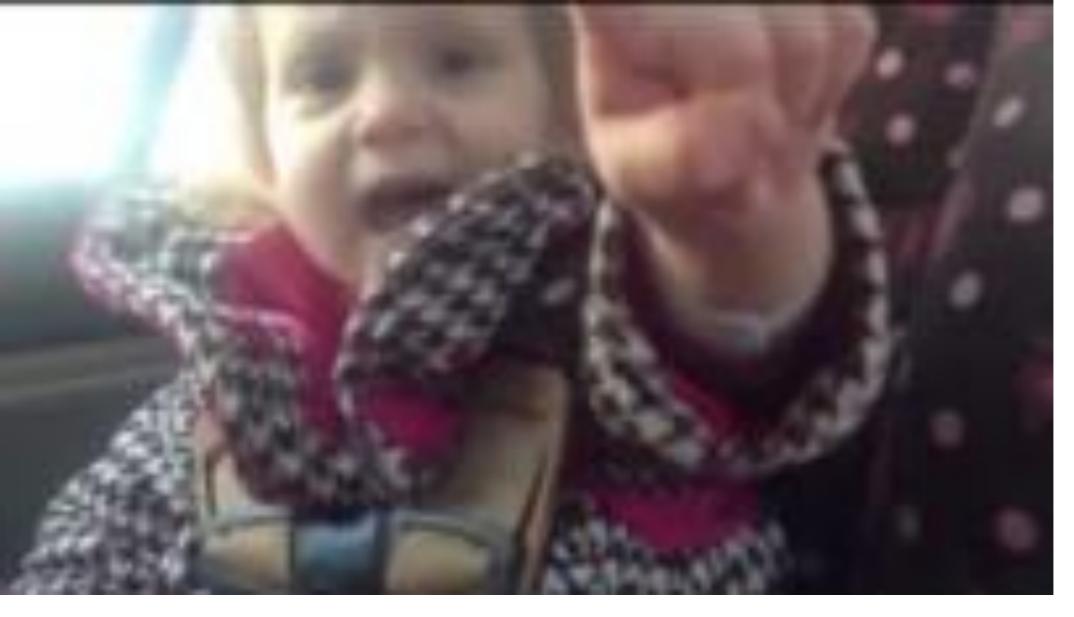
The feeling one has choice and willingly endorsing one's behavior.

Humans need to control the course of their lives.

> Photo by <u>Emma</u> <u>Bauso</u> from <u>Pexels</u>



Autonomy



Autonomy – "Worry about yourself"

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Relatedness

The need to feel connected and belongingness with others.

Humans need to have close, affectionate relationships.

Photo by <u>August de Richelieu</u> from <u>Pexels</u>



Group Discussion

What are you **already doing** that supports student motivation?

What could you **stop** doing to better support students with this?

What would you like to learn more about?



Addressing Intersectionality & Power

- Age
- Disability
- Religion
- Ethnicity
- Social Class
- Sexual Orientation
- Indigenous Backgrounds
- National Origin
- Gender



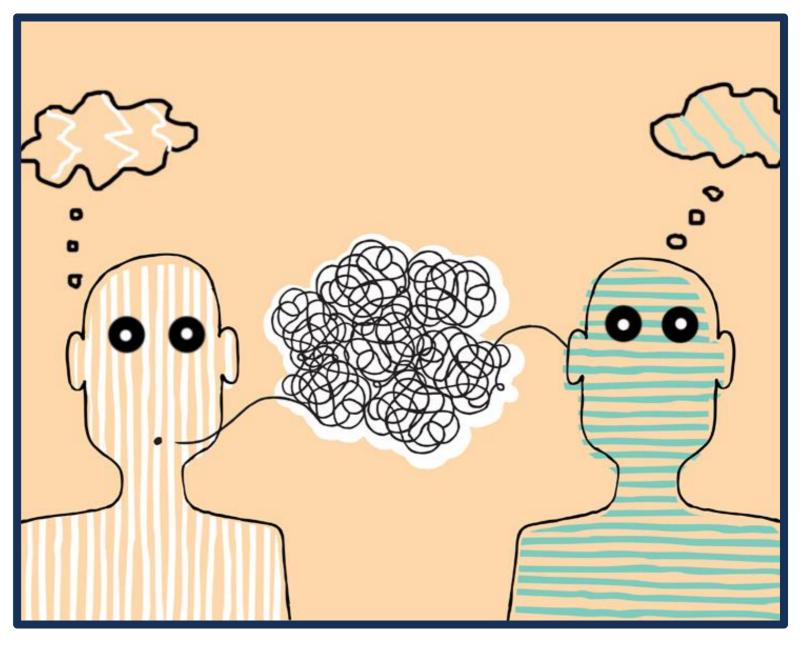


Communication Strategies

- Common barriers
- Nonverbal Communication
- Plain Language
- Collaborative Problem Solving

Group Brainstorm

Common Communication Barriers



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Cultural Expectations

Sara Sanders Gardner 2022. Use only with permission.

THE CULTURAL ICEBERG



Edward T. Hall, Cultural Anthropologist

Sara Sanders Gardner 2021. Use only with permission.

Cultural Iceberg <u>Deep</u> <u>Culture</u>

Sara Sanders Gardner 2022. Use only with permission.

Communications Styles and Rules:

Facial Expressions Gestures Eye Contact Personal Space Touching Body Language Conversational Patterns in Different Social Situations Handling and Displaying of Emotion Tone of Voice

Notions of:

Courtesy and Manners Frendship Leadership Cleanliness Modesty Beauty

Concepts of:

Self Time Past and Future Fairness and Justice Roles related to Age, Sex, Class, Family, etc.

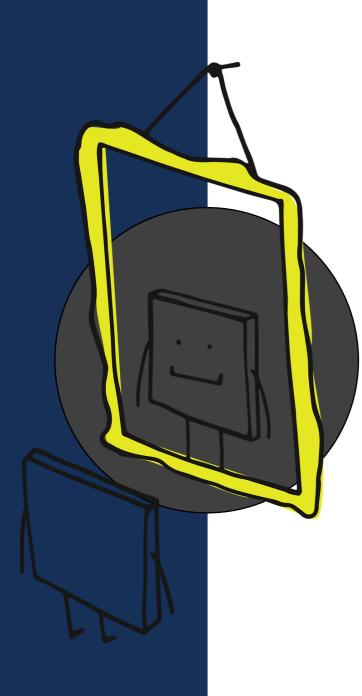
Attitudes toward: Elders Adolescents Dependents Rule Expectations Work Authority Cooperation vs. Competition Relationships with Animals Age Sin Death

Approaches to: Religion Courtship Marriage Raising Children Decision-Making Problem Solving

Communication Styles and Rules

Facial Expressions, Eye Contact Conversational Patterns in Different Situations Handling / Displaying Emotions Tone of Voice

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Notions of: Courtesy and Manners

Concepts of: Self, Time, Fairness

Attitudes toward: Work, Authority

Approaches to: Religion, Decision-making, problem-solving Cultural Iceberg Potential Conflicts

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Communications Styles and Rules:

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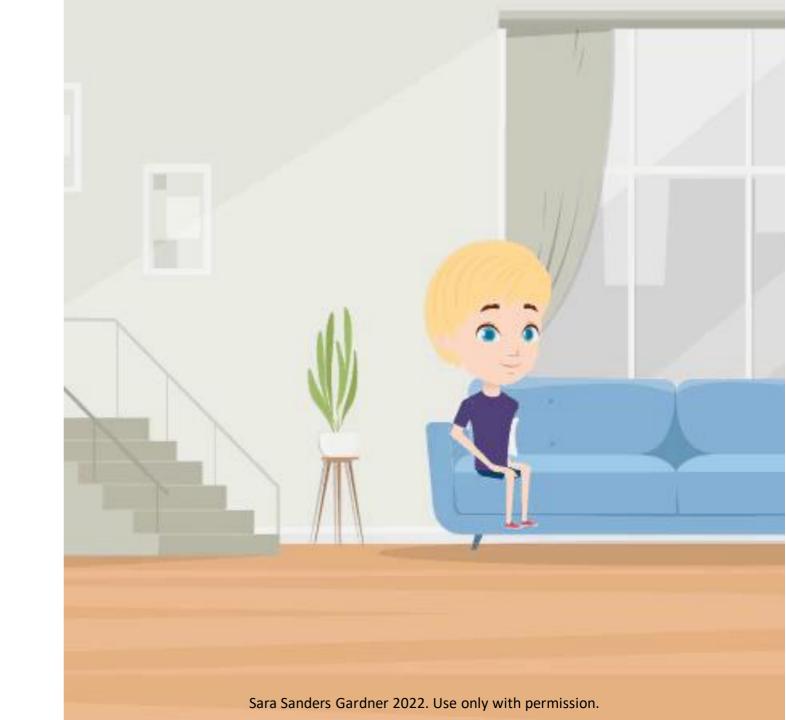
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Approaches to: Religion Courtship Marriage Raising Children Decision-Making Problem Solving

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Life Example <u>Deep</u> <u>Culture</u>







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"That quote, 'the only disability in life is a bad attitude', the reason that's bullshit is ... No amount of smiling at a flight of stairs has ever made it turn into a ramp. No amount of standing in the middle of a bookshelf and radiating a positive attitude is going to turn all those books into braille." — Stella Young





And no amount of "social skills training" will turn a neurodivergent brain neurotypical. Cultural Iceberg Tools

Most Respectful Interpretation

Manage Your Stories

- Ask clarifying questions
- Repeat and re-word your statements





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Non-Verbal Communication

- Facial expressions
- Gestures
- Paralinguistics (tone)
- Body Language & Posture
- Proxemics (space)

- Eye Gaze
- Haptics (touch)
- Appearance
- Artifacts (objects)
- Humor
- Unspoken, implied, or hidden meaning within spoken communication.
- Needing to "read between the lines."
- This varies across cultures and within cultures.

Language & Stress



What is Plain Language?

"A communication is in plain language if its wording, structure, and design are so clear that the intended readers can readily find what they need, understand it, and use it."



Example

Before

The student applicant should be sure to be on time, and submit an official copy of his or her transcript, two letters of recommendation from professors, a statement of financial need, and a short biographical statement to our grants' office by April 15

After

To apply, submit the following items to our grants office by April 15:

- An official copy of your transcript
- Two letters of recommendation from professors;
- A statement of financial need; and
- A short biographical statement.

Email to: grants@office.us OR Fax to: 555.555.5555

Students do well if they can...

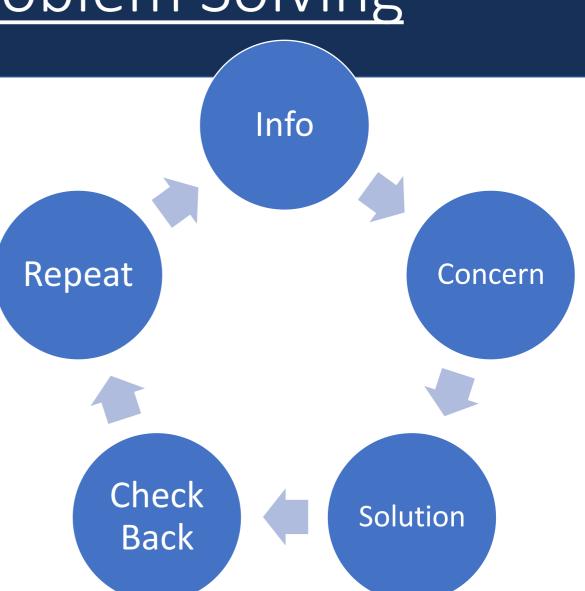
... if they can't, something is getting in the way. We need to figure out what so we can help.

Collaborative Problem Solving

Three Steps

- 1. Gather Information
- 2. State Concern
- 3. Brainstorm Solutions
- 4. Circle back to follow up





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Boundary Setting for Self-Care

- Your mask first
- Burnout and Demoralization
- Taking breaks

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Image by <u>Gordon Johnson</u> from <u>Pixabay</u>



Your Mask First

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Burnout vs Demoralization with thanks to

Margaret Camp, Clemson university



Burnout

• implies that personal issues are impacting or impairing their professionalism



Demoralization

 professional issues are impacting or impairing their ability to do good work and thus affect them personally as well



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Burnout Messages

Possible unintentional messages around burnout

- "Too bad you couldn't be more resilient."
- "If only you had more stamina."
- "If only you had conserved your personal resources sufficiently."
- "I guess you aren't as tough as your colleagues."
- "Maybe if you set better boundaries for yourself."
- "Are you using your time wisely? Work smarter, not harder."
- "Have you tried deep breathing and yoga? Maybe a massage?"
- "You should take better care of yourself."
- "Perhaps therapy would help."



Burnout

- Localizes the source of the problem (burnout) within the individual
- Individual is lacking or is doing something incorrectly
- Onus for fixing the problem is on the individual
- Perhaps well-intentioned but flawed approach of asking stressed workers to save themselves
- Implies that personal issues are impairing the person's professionalism

"You can't deep-breathe your way out of a pandemic; you cannot stretch your way out of terrible class sizes; you cannot 'individual behavior' your way out of structural problems."

CHELSEA PRAX, AMERICAN FEDERATION OF TEACHERS



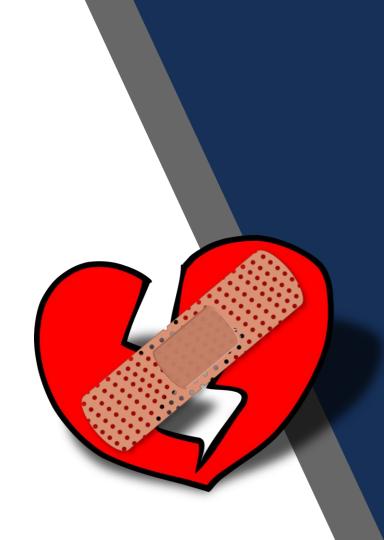
Demoralization

- Landscape of privilege around accommodations
- Spending time responding to complaints instead of being proactive
- Scams and scandals letter mills, watch lists, Operation Varsity Blues
- Trying to tease out preference and comfort from need and disability
- Hiring freezes with high turnover and attrition rates
- Budget and staff cuts
- Parents, therapists, lawyers joining student meetings
- Managing parent and student expectations

To "re-" anything is to remind yourself of why you do what you do and for whom. It feels like there is an "again" coming.

DORIS SANTORO

Re-moralization



Re-Moralization

- Return to your "why".
- Reconnect with your authentic professional community.
- Revisit what it means to do good work in difficult and uncertain times.
- Recommit to your purpose and to standing in your integrity.
- Resilience: In what areas do I need to practice acceptance, flexibility, and perseverance? Mindsets vs skillsets
- **Resistance:** In what areas do I need to stand firm on professional and personal boundaries? Access my moral center and maintain my integrity

With thanks to Margaret Camp



Check our websites for more information!

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