

Celebrating NEURODIVERSITY MONTH:

Not every brain is the same. We think differently. We experience life differently. We interact with the world differently. This is called neurodiversity. Neurodiversity covers a wide spectrum of categories such as autism, dyspraxia, dyslexia, ADHD (attention deficit hyperactivity disorder), social anxiety disorder, and other differences. Within each of these categories, there is a spectrum of affected behaviors:

- ▶ According to the CDC (Centers for Disease Control), in the US, one in every 42 boys, and one in every 189 girls born are neurodiverse. Between 2000 and 2018, in the US, the percentage of 8-year-olds diagnosed with autism increased 150 percent.
- ▶ By the age of 25, many neurodiverse children age out of the system that provides them with the therapies they need to adjust to our neurotypical world.

At Providence, we want to not just create space for neurodiversity acceptance, but rather, create space

for neurodiversity CELEBRATION! Studies show that having a neurodiverse staff benefits the organization and staff. According to Harvard Health Publishing, we can define neurodiversity as “the idea that people experience and interact with the world around them in many different ways; there is no one ‘right’ way of thinking, learning, and behaving, and differences are not viewed as deficits.”

“A neurodiverse employee might also be known as a ‘sensitive striver.’ Typical characteristics can include a highly attuned central nervous system; people are often both highly sensitive and high achieving, with great potential. All they need is an employer who can see and embrace this potential and make the necessary adjustments. Not only is this in the interest of inclusivity and diversity; hiring neurodiverse employees could bring significant benefits to your organization. More information [HERE](#).”

Events this Month:

1-30 NEURODIVERSITY MONTH

LEARN MORE:

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1-2 RAMADAN FOOD CELEBRATION

LEARN MORE:

Ramadan celebrates the date in 610 CE when, according to Islamic tradition, the Quran was first revealed to the Prophet Muhammad. Join us for a food celebration that recognizes the culture and tradition.



15-16 PASSOVER FOOD CELEBRATION

LEARN MORE:

Celebrated between sunset April 15 through nightfall April 23, Passover commemorates the emancipation of the Israelites from slavery in ancient Egypt. Join us on for a celebratory meal that represents the culture and tradition.



22 EARTH DAY FOOD CELEBRATION

LEARN MORE:

Earth Day is an annual event to raise awareness about environmental issues. Join us in the Colby Cafeteria for a celebration meal representing sustainability and earth friendly food options.



[Download the Annual Calendar](#)

DIVERSITY, EQUITY AND INCLUSION CALENDAR

APRIL 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 Ramadan Food Celebration	2 World Autism Awareness Day Ramadan Begins
3	4	5	6	7	8	9
10	11	12	13 Songkran Begins	14	15 Passover Food Celebration	16 National Deaf History Month Ends Passover Begins
17 Easter	18	19	20	21 Festival of Ridvan Begins	22 Earth Day Food Celebration	23 Passover Ends
24	25	26	27	28	29	30

RECOMMENDED READS:

- [The Power of Neurodiversity: Unleashing the Advantages of Your Differently Wired Brain](#)
- [A Radical Guide for Women with ADHD: Embrace Neurodiversity, Live Boldly, and Break Through Barriers](#)
- [Elijah McClain and the invisibility of 'different' Black and brown boys](#)
- [Neurodiversity at Work: Drive Innovation, Performance and Productivity with a Neurodiverse Workforce](#)
- [On the Spectrum: Autism, Faith, and the Gifts of Neurodiversity](#)
- [NeuroTribes: The Legacy of Autism and the Future of Neurodiversity](#)
- [Nobody's Normal: How Culture Created the Stigma of Mental Illness](#)