

⋮ Glossary

Accommodations	Used to describe the adjustments that can reasonably be made to meet the access requirements of a neurodivergent person in the workplace or interview process. Also referred to as reasonable adjustments.
ADHD	Attention Deficit Hyperactivity Disorder: a behavioural condition, with characteristics including a persistent pattern of inattention and/or hyperactivity-impulsivity that interferes with day-to-day functioning and/or development.
Affinity Bias	The unconscious tendency to gravitate towards people who think and behave the same ways as we do.
Autism	A lifelong developmental difference which affects how people communicate with the world around them. Also known as Autism Spectrum Disorder (ASD).
Comorbidity	The overlap of two or more conditions in one individual - many people experience multiple neurodivergence. Also (sometimes more favourably) known as co-occurring or co-existing differences.
DDN	Deaf, Disabled, and/or Neurodivergent
Disability	Defined in The Equality Act 2010 as any 'physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities'.
Dyscalculia	A specific and persistent difficulty in understanding numbers which can lead to a diverse range of difficulties with mathematics. It occurs across all ages and abilities.
Dyslexia	A learning difficulty which primarily affects reading and writing skills, marked by differences in information processing.
Dyspraxia	A common disorder that affects movement and physical coordination, but one that does not affect intelligence. Also known as Developmental Coordination Disorder (DCD)
Executive Function	A set of mental processes and skills that help people plan, focus, and complete tasks.
Intersectionality	Refers to the way in which two or more aspects of someone's identity overlap or interplay with one another, for example their neurodivergence and their age, ethnicity, and socio-economic background.
Masking	A common coping strategy in which neurodivergent people hide or disguise certain traits in order to conform to the expectations of a neurotypical society. Can have a significant detrimental impact resulting in stress, anxiety, and depression.

Medical Model	The historical view of disabilities that characterised them by their deficits.
Neurodivergence	The divergence in cognitive function from what is considered a 'typically' developing brain; includes differences such as autism, ADHD, dyslexia, dyspraxia, and others.
Neurodivergent	Describes people who have a neurodivergent identity, such as those who are autistic, ADHD, dyslexic, dyspraxic, and others.
Neurodiverse	Describes the variation of cognitive function in the human mind.
Neurodiversity	Describes the variation of cognitive function in the human mind. Highlights that we all have unique brains, differences, abilities, skills, and needs.
Neurominority	Any group that differs from the majority of the population in terms of behavioural traits and brain function.
Neurotype	The type of brain a person has.
Neurotypical	Refers to someone whose cognitive function falls within society's standards of what is considered 'typical'.
OCD	Obsessive-Compulsive Disorder: A common, chronic, and long-lasting mental health condition in which a person has uncontrollable, reoccurring thoughts (obsessions) and/or behaviours (compulsions) that they feel the urge to repeat.
Reasonable Adjustments	Used to describe the adjustments that can reasonably be made to meet the access requirements of a neurodivergent person in the workplace or interview process. Also referred to as accommodations .
RSD	Rejection Sensitive Dysphoria: a heightened reaction to rejection, criticism, or negative feedback, common for neurodivergent people.
Sensory Overload	Many neurodivergent people have sensory issues or sensory processing disorders, which can make life overwhelming.
Social Model	A more empathetic, holistic approach to disability that focuses on strengths, and argues that challenges are largely contributed to by societal structures and barriers rather than a disability itself.
Stimming	Repetitive behaviours that reduce anxiety, relieve discomfort, and avoid sensory overload, such as feet tapping, rocking, or hand flapping. More formally known as self-stimulation.
The Equality Act 2010	A UK law that protects people from discrimination.
Tourette's Syndrome	A complex condition, the key features of which are tics, involuntary and uncontrollable sounds and movements.