



# NEURODIVERSE

## Employee Resource Group

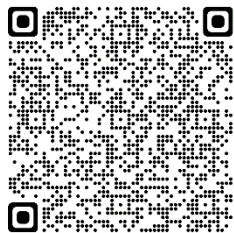
The mission of the neurodiverse employee Resource Group (ERG) is to provide a supportive community for neurodivergent employees and allies, increase representation of neurodivergence, and elevate experiences and perspectives of neurodivergent students and employees.

### INTERESTED IN JOINING OR LEARNING MORE?

- Contact ERG Chair, Vice Chair, or the Office of Equity and Inclusion
- Submit interest via online form by scanning the QR Code below



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# NEURODIVERSE ERG FAQ'S

## WHAT DOES "NEURODIVERGENT" MEAN?

- The term "neurodivergent" refers to the idea that differences in the human brain are natural and normal and, in many cases, can lead to meaningful and positive insights and abilities.
- People are described as neurodivergent when their thought patterns, behaviors, or learning styles fall outside of what is considered *normal*, or *neurotypical*.

## WHO IS NEURODIVERGENT?\*

Definitions related to neurodiversity and who is considered neurodivergent vary. The neurodiverse population, or those considered *neurodivergent*, **includes but is not limited to**, individuals with the following:

- Autism
- Attention deficit hyperactivity disorder (ADHD)
- Dyslexia
- Dyscalculia
- Tourette's syndrome

\*The above noted conditions are some of the most commonly cited diagnoses under the umbrella of neurodivergence, but they are not all-encompassing of the neurodivergent community.

## WHO CAN PARTICIPATE IN THE NEURODIVERSE ERG?

The Neurodiverse ERG is open to all employees. We welcome neurodivergent employees with a formal or self- diagnosis, allies of neurodivergent individuals, and those interested in learning more about neurodiversity.

## WHAT ARE THE GOALS OF THE ERG?

1. **Support: Provide a supportive and understanding community where neurodivergent employees and students are valued for who they are and feel like they belong.**
  - a. Partner with Human Resources to provide comprehensive support to neurodivergent employees to aid in their success and growth.
  - b. Partner with Accessibility Services to provide training/resources to support the success of neurodivergent students.
  - c. Provide opportunities for neurodivergent employees to build camaraderie and share success strategies with other neurodivergent employees.
2. **Represent: Increase awareness, understanding, and full inclusion of neurodivergent individuals in our campus community.**
  - a. Partner with Office of Equity & Inclusion, Human Resources, Accessibility Services, and others to consistently provide education on current neurodiversity research and trends to our campus community.
  - b. Collaborate with constituents to cultivate a campus environment that recognizes and utilizes the strengths neurodivergent employees bring to the workplace.
3. **Uplift: Elevate the voices and support the needs of Neurodivergent individuals through ongoing engagement with the campus community.**
  - a. Advocate for [universally designed](#) processes, policies, and practices that are equitable to and inclusive of neurodivergent individuals, including, but not limited to clear communication, clear expectations, and structured and organized meetings.
  - b. Provide a judgement free and comfortable space for Neurodivergent individuals and allies to share questions and concerns in an environment that is designed specifically for their needs.