



Nothing About Us Without Us Webinar

This resource is designed to support your engagement with the webinar **Nothing About Us Without Us: Supporting Autistic Accommodation and Inclusion in Autism-Related Services**. It provides a high-level summary along with prompts and reflection questions to help you identify key points and explore important themes. Using this resource can enhance your understanding of how to support autistic accommodation and inclusion in autism-related services.

Introduction



Presenter: Peter Jung

Topic: Nothing About Us Without Us: Supporting Autistic Accommodation and Inclusion in Autism-Related Services.

Peter shares his experiences as an autistic self-advocate, emphasizing the importance of including autistic voices in both care and professional environments.

Key Takeaway: Autistic individuals should have representation and agency in areas that affect them.

The Concept of “Nothing About Us Without Us”

Summary:

- This movement is rooted in the social model of disability, which recognizes lived experience as a form of expertise.
- Representation matters. Autistics often face underrepresentation and hostile work environments.
- Including the most impacted individuals leads to clearer insights and better solutions.

Application: How can your organization ensure that autistic voices are included in decisions that affect them?



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Reflection: Imagine being in a care setting where no one understands your experience. How would this impact your ability to trust and participate in services?

Social Model vs. Medical Model of Disability

Summary:

- The medical model views disability as a problem to be cured or fixed.
- The social model sees disability as a valid form of human diversity and emphasizes the need for accommodations.
- Organizations must adopt the social model to foster more inclusive environments.

Key Takeaway: Support should be person-centered, acknowledging strengths and promoting agency.

Application: What changes can you make in your practice to move from a deficit-based approach to a strengths-based approach?



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Workplace Inclusion and Accommodations

Summary:

- Autistic employees benefit from deep accommodations that go beyond surface-level fixes.
- Examples of effective accommodations include:
 - Flexible scheduling
 - Providing clear communication and task expectations
 - Allowing for sensory-friendly work environments
- Professionalism standards often need to be re-evaluated for ableism.

Application: Create a list of accommodations that might help autistic employees thrive in your organization.

Building Autistic Community

Summary:

- Autistic employees often feel tokenized when they are the only autistic in the workplace.
- Building a community of multiple autistic employees helps normalize their experiences.
- Community support can reduce isolation and increase engagement and productivity.

Key Takeaway: Inclusion isn't just about hiring—it's about fostering belonging and support networks.



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Accommodations in Practice

Summary:

- Easy fixes (e.g., allowing stim toys) are not enough on their own.
- Organizations need to continually assess and adapt accommodations as needs change.
- Strengths-based duties can help autistic employees feel valued and reduce internalized ableism.

Application: Identify tasks or roles in your workplace that could be adjusted to match employees' strengths and needs.

Intersectionality and Diversity

Summary

- Inclusive workplaces benefit from hiring across various marginalized groups.
- Research shows that diverse teams create stronger, more innovative solutions.

Key Takeaway: Intersectional inclusion enhances both individual well-being and organizational success.

Application: How does your workplace currently support diversity? What steps could be taken to improve intersectional inclusion?



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Trauma-Informed Support

Summary:

- Many autistic individuals have experienced trauma related to exclusion and rejection.
- Managers must create safe environments where employees feel comfortable requesting accommodations.

Key Takeaway: Accommodation requests are an act of vulnerability. Responding with empathy and support is crucial.

Reflection: How can you create a safe space for team members to share their accommodation needs?

Closing Thoughts

Summary:

- Autistic representation in leadership roles can serve as powerful role models for others.
- Organizations that support unmasking and neurodivergent authenticity foster healthier, more productive work cultures.

Key Takeaway: Supporting autistic inclusion and accommodation is not just ethical—it's essential for organizational growth and success.

Reflection: What is one immediate action you can take to promote autistic inclusion in your role?



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Resources

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