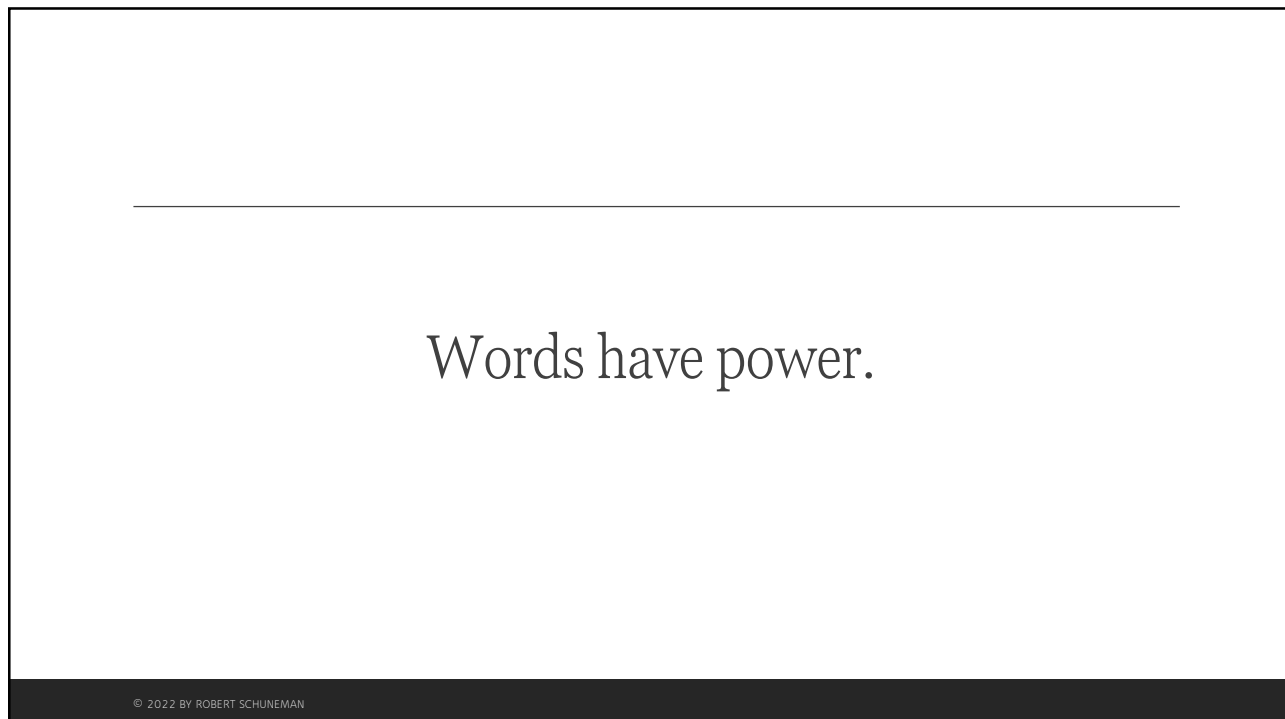
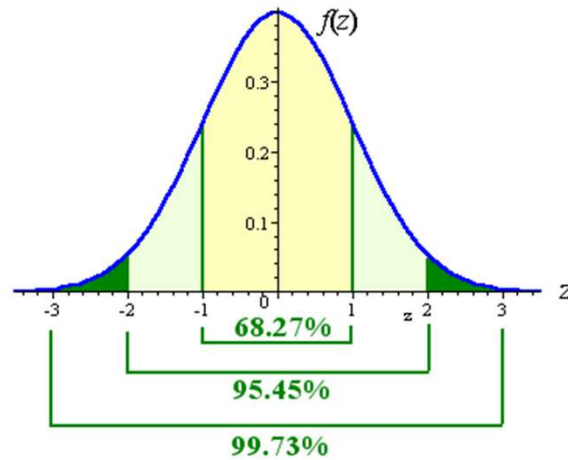


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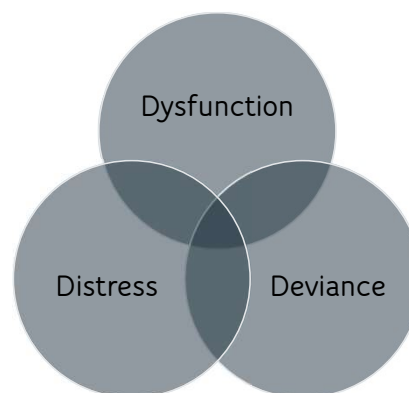
What is Normal?



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Medical/Psychological Model



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Explaining "Abnormality" as Disorders or Diseases

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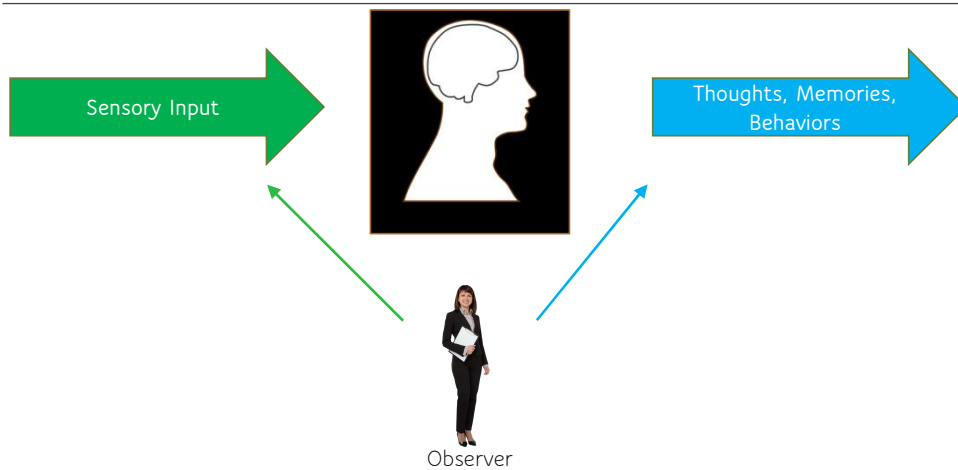
Forcing a Square Peg into a Round Hole

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Thinking. Inside the Box.



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The Black Box Model of Information Processing

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Neurodiversity 101 for Lawyers

Neurological + Diversity = Neurodiversity

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Neurodiversity 101 for Lawyers

Neurotypical

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Neurodiversity 101 for Lawyers

Neurodivergent

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Neurodiversity 101 for Lawyers

Person-first vs. Identity-first

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Self-regulatory behavior

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Masking

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Neurodiversity 101 for Lawyers

Dyscalculia

Dysgraphia

Dyslexia

Dyspraxia

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	Purported Difficulty	Attributed Strengths
ADHD	<ul style="list-style-type: none"> • Time management • Concentration, attention, and self-regulation difficulties • Insomnia, depression, injury, and absence • Maintaining employment • Difficulty with teamwork 	<ul style="list-style-type: none"> • Creative thinking • Visual-spatial reasoning ability • Hyper-focus, passion, and courage

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	Purported Difficulty	Attributed Strengths
AUTISM	<ul style="list-style-type: none"> • Time management • Concentration and coping with more than one task • Social and communication difficulties • Need for routine 	<ul style="list-style-type: none"> • Memory ability, and other 'specialist individual skills' including reading, drawing, music, and computation • Innovative thinking and detailed observation

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	Purported Difficulty	Attributed Strengths
DCD (Dyspraxia)	<ul style="list-style-type: none"> • Difficulties with driving, self-care, organization, communication, and self-esteem • Processing speed and working memory • Persistence of motor difficulties in operating equipment 	<ul style="list-style-type: none"> • High verbal comprehension ability

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	Purported Difficulty	Attributed Strengths
Dyslexia	<ul style="list-style-type: none"> • Literacy, memory, organization, communication, and self-esteem • Memory, organization skills, time management, stress management, literacy • Workplace participation in terms of mental functions and social interactions • Cognitive functioning and social self-esteem • Higher incidence of worklessness and incarceration 	<ul style="list-style-type: none"> • Entrepreneurialism • Creativity and cognitive control • Visual reasoning • Practical skills, visual-spatial skills and story-telling ability

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Are we asking the wrong question?

Instead of asking "how should we deal with neurodiversity and its issues"

A better question is "how can we better support our neurodivergent clients and colleagues?"

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Neurodiversity and Stigma

Where do the stereotypes come from?

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Comic Relief

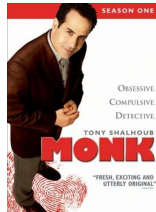


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Neurodivergent People Often Remain the Butt of the Jokes

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Everybody Loves a Hero



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Even when Neurodivergent Characters are the Hero

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From Boo Radley to Jerry Espenson



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Theatrical Depictions of Neurodivergent People have Evolved

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The Neurodivergent Client

How can we better support our neurodivergent clients?

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Lawyers are People Too!

How can we better support our neurodivergent colleagues?

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An Even Better Question

How can we create an environment where everyone can do their best work?

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