# Supporting Neurodivergence-Positive Organizations

Not all organizations are acceptable to neurodivergent people.

# Why Selectivity Matters

* Organizations may be oriented to cure or prevention of a neurological difference that is inextricable from the experience and identity of the people who are most affected. A goal of eradication of a disability identity group may rise to the level of functioning as a hate group.
* Eugenics, institutionalization, and therapies meant to enforce neurotypical behavior and presentation may be integral to these organizations’ methodologies.
* Organizations **about** a disability may not meet the disability rights mandate of ‘nothing about us without us,’ having few or no board members or leadership-level employees who have the neurodivergence in question.
* Organizations may not provide supports for the people most affected, but instead for parents and families, or only for children and not adults with the same diagnosis.
* Organizations may have troubled histories of abuse that have not been fully addressed.

# How to Select Organizations

* Search online for self-advocacy groups, and ask them who they recommend.
* Where possible, ask people with the most intersections of marginalized identities, because they will tend to understand where effort is most needed for the most-impacted people.
* Check the employment and staff makeup (how many people with that identity are on the board? How many in leadership roles in the organization?)
* Check Charity Navigator for overhead/admin costs and ratings for larger organizations.
* Look closely at where the funding goes. Does it support neurodivergent individuals? How does it intend to improve quality of life for individuals with the disability? Is it oriented to the individuals or only to their families or caregivers? Consider those questions in context of the community and their needs.

# Example Organizations (and why)

* ASAN (Autistic Self-Advocacy Network) <https://autisticadvocacy.org/about-asan/> Read their leadership page and their mission statement to see how they handle self-advocacy and autistic people in leadership. They are not yet rated by Charity Navigator.
* DBSA (Depression and Bipolar Support Alliance) <https://www.dbsalliance.org/about/core-values/> Read their belief statements and mission statement to see how they prioritize peer-led advocacy and lived experience. They have a three-star rating with Charity Navigator.