

**Plus Value
Awareness**

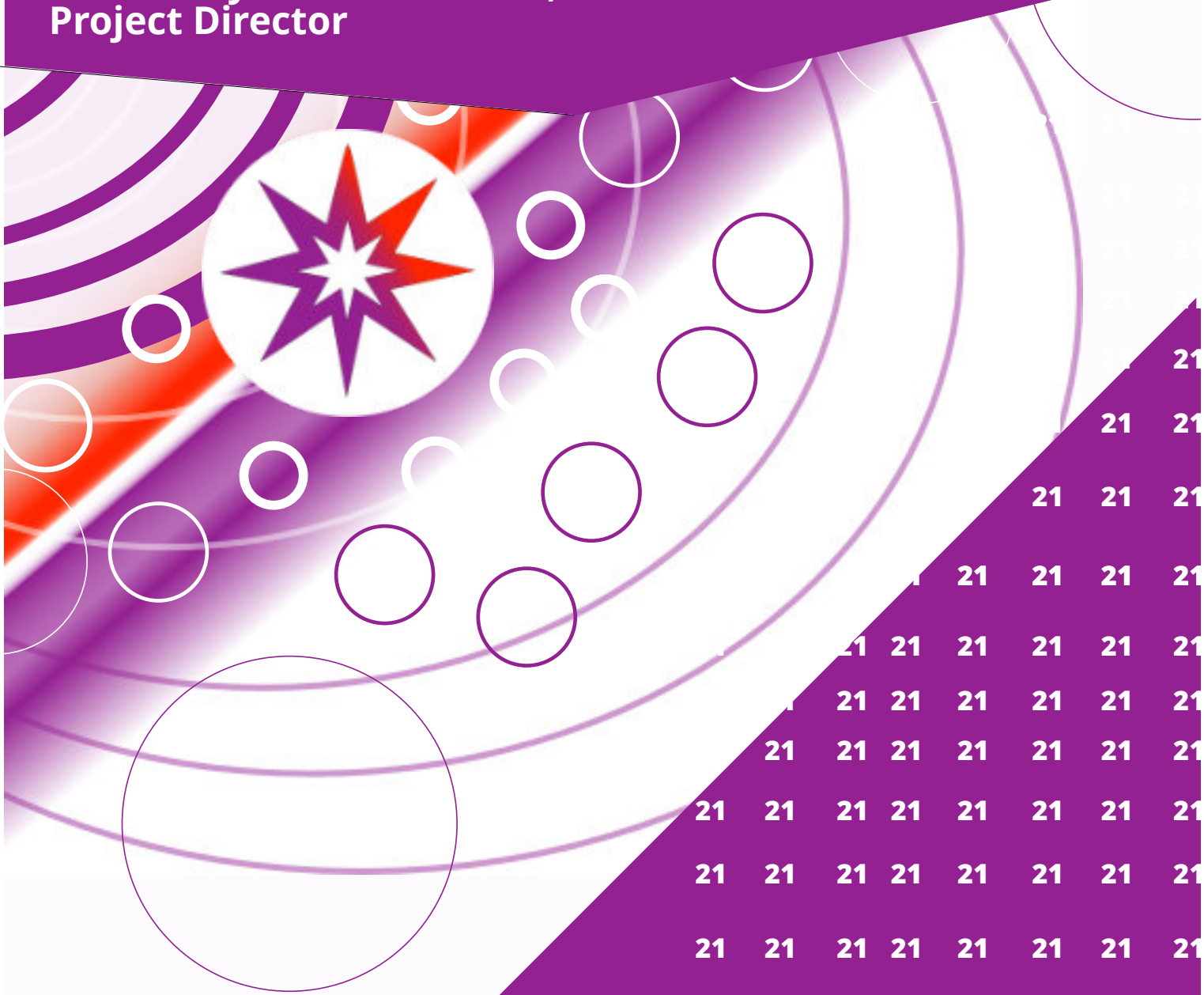


Twenty-one Analysis

Providing analysis and conclusions to the insight document to mark twenty-one years of the project director in providing awareness projects

Autism, ADHD, Dyslexia, Dyspraxia
and Social Anxiety

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Project Director





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Introduction

This document marks twenty-one years since the project director started a variety of awareness projects, activities and activities.

This includes Differences Originals projects (formally Differences & Autism Challenge) with Plus Value Awareness since 2015.

The purpose of this document is to provide objective analysis and observations over two decades from the project director Keith Mckenzie. It covers the progress of understanding, examples of valuing the setbacks and suggestions of positive ways forward.

Please note the project doesn't cover every single issue but only matters through the project director's observation. Also, the projects mainly cover issues related to independent and intelligent adults with hidden differences associated with autism (mild & moderate level), ADHD, Dyslexia (short term memory), Dyspraxia and Social Anxiety. However, the document does not apply to the classic or severe symptoms of the conditions mentioned.

This document covers a family of different topics with analysis in different scenarios & situations.

This includes:

How differences are presented

Differences & society, Analysis & conclusions

The method of this document is through observations of ground-level expressions from hidden differences from social media, blogs and other places online. Also the project director observations through society along with articles and research materials.

P3 Twenty-one analysis

Analysis from Chapter 2 of the Twenty-one insight

Topics & issues

Summary awareness & understanding

To enable any hidden differences and in particular an autistic person to be fully understood, we must move away from generalisations as it can cause derogatory presumptions against the level of a person with differences have. Distinctions of ability and intelligence levels are important stops demonising articulate and intelligent people with differences. This could make understanding better and stop making generalise associations that can mistreat a person with differences against their dignity and human rights. However, the awareness and information need to be more representative and much less generalisation.

Public attitudes

Despite freedom of speech is important for everyone, we must not use this at the expense of hidden differences who don't have any insight and context of how a person with differences live at ground level. They have been too much emphasis on perceptions and stereotypes. To reduce discrimination and hatred towards hidden differences, everybody has a responsibility to speak up, challenge and to sometimes become tolerant against stigmatising communication which do not have any ground-level insight & context. Perceptions and stereotypes alone are never acceptable excuses to make prejudiced people make derogatory and stigmatising offences against anyone with hidden differences. Beyond stigma and generalisation, we must discourage unrealistic expectations and intrusive perceptions against a person with differences. They face enough pressures without undermining their ability to function and to exist in society.

Legibility and user-friendly information

The approach to making general information clearer need to evolve on how it is presented and where it is visually available. If there is important information then we should go beyond downloaded documents on websites. There should be wider types legibility information, especially when using social media posts using digital posters or status templates.

Analysis from Chapter 2 of the Twenty-one insight

Topics & issues

Communicating appropriately

On chapter two of the main insight document, it features some very negative examples of how professionals and awareness experts can cause major problems if they communicate or present issues to hidden differences inappropriately. Any presentations and information towards hidden differences they need the first knee to analyse if the information they prepare would be appropriate and think of the outcomes on if the information prepared with beneficial or it's going to cause more problems than intended. Also, the professionals and awareness experts needs to think carefully they plan & present in the eyes of hidden differences and how they might feel. Unless ground-level insight on context is taken into consideration then your presentation and talks could become a liability against hidden differences. It is never acceptable impose specific information insensitively which can be divisive and could undervalue a person with differences from the rest of society. Also imposing understanding information using the medical context is derogatory and demeaning against a person with differences as a human. So greater responsibility must be taken to prevent harm towards a person with differences self-worth.

Perceptive awareness

We must move away from perceptive, dehumanising and judgemental language difficulties a person live with. For example and keep away from using "behaviour" and focus with description on how a person with differences struggle to cope or situations that are caused by circumstances against them. Also, avoid describing difficulties as problems or bad skills and change the language towards a person who is struggling or a lack with particular skills or abilities.

If we require to see the best at hidden differences, then we must change the language how we communicate and we stop talking down at hidden differences.

Analysis from Chapter 2 of the Twenty-one insight

Topics & issues

Diverse awareness

Find a way to level the inconsistency from a variety of backgrounds. This includes improving understanding information of insight women with hidden differences along with the LGBT community. This is important to combat and barriers and prejudice and abuse they face.

Specific information needs to improve on how life affects men and women from an ethnic background with hidden differences including representative voices. Examples of topics to consider include the pressures and the effects against any expectations. This is on top of any racism and inaccurate perceptions they may face. However, we must be less reactive based on perceptions. To reduce resentment we must modify how awareness information is presented including provide representative insight from men differences without making negative comparative analysis. This is important as men can be generalised negatively.

Generalised approaches

We must move away from the conventional approaches for hidden differences related to support, care and intervention. These examples should not be the ultimate way forward. Some people with differences find these examples as patronising backwards and deliberating. It is also helpful to respect and embrace individuals who are ambitious or passionate. To enable concise understanding to evolve from communication away from the medical aspect and improve the human aspect of understanding. However, this must include ground-level voices from a person with differences. To enable to respect their place in society the voices cannot just address their difficulties but also as a representative in society such as a consumer, a community participant and a voter during political elections. Improving the representation of hidden differences beyond addressing their difficulties will reduce prejudice a lot of misperceptions and stigma.

This means involving the process including resources to help differences fill the gap they may find challenging also encouraging more life coaches and mentoring.

To make sure a person with differences is at their best the longer we must approach with valuing their place in society. This needs to include at least the key principle areas of the plus value awareness initiative. This includes dignity, integration, inclusion, well represented, participation, responsibility and adjustments.

Analysis from Chapter 2 of the Twenty-one insight

Topics & issues

Disability access

We must improve attitudes when a person with hidden differences access disability-related facilities. This means not only educating the difficulties and obstacles a person with differences live with but also to be resilient against any kind of disrespectful or hostile attitude a person with differences may face when accessing facilities. This doesn't just apply to the front line teams will also staff and management who provides disability facilities. It is very important to find a variety of ways of approaching the differences than being perceptive.

Easy read information

We must evolve how we present legible and easy read versions of information available to the general public. This including creating intelligent style layouts and not present materials with which looks like it is aimed at children including the use of colour, layout and use of typography. In addition not simplifying the images and avoid excessive use of cut-out images. It must not be derogatory to the intelligence & ability levels a person with differences have. Also, the information must be presented better to make it easier for more people including formatting images on the right-hand side of information. This makes it easier for dyslexic people to digest.

Adjustments and allowance

It is never appropriate for front line staff or management to make inappropriate suggestions towards a person with differences to limit their presence towards specific gatherings & activities specifically for certain disabilities. An example of inappropriate suggestions is irrelevant for an independent and articulate autistic person being told to access safe time slots which are mainly end families and those with limited abilities.

Analysis from Chapter 3 of the Twenty-one insight Representation

Misrepresentation

We must discourage generalisations of hidden differences with which implies limited or low intelligence levels. Also, it is essential to discourage characteristic presumptions about hidden difficulties a person lives with. To combat the stigma we need to make intelligent distinctions between the majority of law-abiding citizens with differences compared to minority criminal offenders.

If an event that an individual with particular hidden differences who have committed a criminal offence, we must be careful not to use a particular incident to stigmatise everyone else with hidden differences. If one of the conditions of hidden differences is mentioned it is very important to remind that the majority of people with a specific condition as law-abiding citizens. High profile figures should not use the particular incident to promote stigma with generalisation opinions without ground-level context and insight. If anyone causes any high profile stigma should be challenged and if necessary have complaint actions taken against them. People with hidden differences has an important role to combat stigma including using their voice to speak against these offenders on the stigma caused and sharing their experiences when stigmatised.

Support and care recipient

We must see a person with hidden differences beyond awareness related to a recipient to support and social care. This includes discouraging misrepresentation towards independent and article people with differences and can be wrongly disbelieved when being seen in public places.

Perceived characteristics

Everyone needs to be much smarter in how we judge hidden differences especially those living with ADHD and Autism. This means stop causing misrepresentation and preventing distorted characteristic judgement. As mentioned elsewhere we must not make a sweeping generalisation against law-abiding people with differences due to the minority of criminal offenders. Making negative characteristics and identity should never be used against a person's difficulties in situations when they are making adjustments and when exercising their dignity and human rights.

Analysis from Chapter 3 of the Twenty-one insight Representation

Lack of accepting differences with particular intelligence

We must change our attitude towards people with hidden differences. This is especially when they are addressing issues in an articulate and objective matter. We must discourage remarks that underestimate and undermine the language of derogatory perceptions and is unacceptable. We must discourage comparative disrespect towards people with differences against a neurotypical person.

Attitudes within the same or similar difficulties

There must be an improvement between two people or a group who live with hidden differences in the same condition or not. This includes becoming more patience and having an open mind beyond perceptions or may have knowledge of. This includes discouraging resentment attitudes against different kinds of difficulties or ability levels. Intolerant or jealous should be challenged and be made to change their attitude and not used to cause disruption at any level.

Lack of accepting distinctions within specific conditions

Everyone needs to be very careful of ignoring and underestimating the distinctions within conditions. This can be seen as inconsiderate and disrespectful. At the same time, a balance is needed between the distinctions of abilities within specific conditions that have ADHD, Autism, Dyspraxia and Dyslexia.

Analysis from Chapter 3 of the Twenty-one insight Representation

Achievers

We need to encourage and embrace more variety of the achievers with differences from all different backgrounds. This includes advocates and role models. Having more achievers with differences will lead to a reduction of stigma and discouraging discriminatory attitudes. Nobody should use any hidden differences excuses to make derogatory or discriminatory offences. This kind of attitude happens too frequently towards the environmentalist Greta Thunberg and this type of attitude not only should be discouraged and stop promoting discrimination against hidden differences. There must be a change of attitudes from high profile figures, journalists and influential people towards high profile individuals with hidden differences. A suggestion with developing a family of education (from ground-level experiences), guidelines and other information. The aim is to educate and inform the human aspects of hidden differences and to encourage to think carefully of the damaging implications which stigmatising language can cause. Also to discourage preceptive generalisations and not to impose stereotypes inappropriately. This should be shared to distributed to all media organisations, managers or personal assistance of influential figures along with agencies of high profile figures.

Empowerment and showcase

As mentioned elsewhere we need to move beyond the conventional approach of awareness including care, support and intervention. Also, we need to go beyond acceptance and to empower and showcase differences as inclusive and representative members of society. As mentioned elsewhere in this document there is an imbalance of empowering hidden differences and this must be levelled equally specifically for ADHD, Autism, dyspraxia and social anxiety. This cannot just be regarding employment and education opportunities. It needs to expand to areas as a community participant and a representative in local communities.

Limited voice

As mentioned elsewhere the process of local communities and the system of local authorities is not inclusive and would not pay attention to unique voices and experiences. However, if we need to improve equality and diversity then we must balance local community voices and be more representative. This makes sure that unique voices including those with hidden differences will never become a disadvantage in local communities.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Local authorities

The procedures on any services provided for the general public needs to be more flexible and evolve, to make sure hidden differences are not compromised with situations when are they struggling or feel penalised with the difficulties they live with. This includes not rejecting assistance when a person with differences require it. Despite there is a legal requirement to present information about specific conditions of hidden differences with particular languages, we must be careful not to create a situation making it difficult for hidden differences to follow rules and guidelines effectively. Because the language and technical information, it can make digesting or when communicated at very impossible. If online forms are the only requirement to apply for housing benefits or council tax benefits, then the system must not make it difficult for seeking help. Because the online application can be overbearing it can be even harder for some people with differences if they are very stressful as it does affect their reading ability.

In addition, we must not make the system harder if a person with differences is struggling to articulate their point when making enquiries and should not be misjudged or mistreated as a nuisance or wasting time. To prevent stigma or typecasting, some people with differences will not be comfortable disclosing their condition or difficulties. This is especially if they becoming stressed and struggling with a lot of technical languages which can make it harder to make sense of.

Despite many of the services from local authorities along with other publicly owned services & organisations need to operate efficiently, it must not mean that person with differences should be left to struggle.

We must move away from the outdated approach when a person with differences receiving an assessment to access specific services such as supported living. We must not treat adults with differences as if they are children, so we must give people with differences choices when it comes to providers and never make any decision making without their involvement at any stage.

Listening services

When a person with differences is accessing their services, it is essential to understand their context and circumstances before making a judgement. This includes if they have anyone to talk on a particular situation they are either struggling with or not coping with. Without this approach then the organisation is at high risk to make inaccurate judgements, which means they are not able to make the most of a person with differences expressions. These services must discourage quick judgements or make critical opinions with implying that the person with differences isn't doing enough for themselves or haven't taken action over what they are going through. Because a person with differences faces many challenges and many obstacles they need to understand these factors and not use this against them.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Healthcare

As mentioned in the document have been a lot of many examples of negative practices which have damage some lives of hidden differences. Improvements have been made to prevent similar mistreatments. However, this cannot be simply focusing on understanding the condition and their difficulties. To enable an effective level of service and good standards of healthcare, it must include the human aspect of hidden differences and a representative voice with their ground-level experiences and insights. Also respecting a person's with differences dignity and human rights when accessing healthcare is vital.

Police and emergency

Just like any other services with a lot of pressures being made with the police and emergency services to be efficient and to be quicker when it comes to generating services and procedures. However, this can cause a conflict against those with hidden differences especially they struggle with communication, memory and anxiety. However, we must not make unrealistic expectation when a person with differences contact the police or other emergency services. We must not let procedures or efficiency targets penalise any person who has a different level of abilities to the average.

Any solutions need to involve a person with differences and not be intolerant against them when contacting the police. Need to find alternative ways to advise specialised information when a person with differences contact the police without breaching data protection rules.

An improvement of joined-up thinking with all public services needs to happen between the police, local authorities social services along support providers to prevent many people with differences especially those with autism be unfairly be locked away in prisons at a police station because there's no alternative help or support available.

In particular, we must stop treating autistic people as a form of rejection.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Support providers: Listening services and counselling

This kind of service need to access an added layer of information of understanding and it cannot be limited to an understanding of difficulties and well-being. In addition, the understanding information needs to include ground-level insight and context on the life challenges and barriers that a person with differences is likely to face. Not everyone with differences has a solid support network which means they are likely to struggle when contacting listening services. So when they are getting in touch, the team members of staff must not make presumptive reactions and have an open mind. This includes showing more interest in what is being spoken by asking several questions and not criticise them if they are struggling but not facing extreme negative situations.

Many people with differences may feel discouraged to access particular listening services service because of their bad experience. So it is up to these services to find ways to be more encouraging for hidden differences to access their services and not to create situations that compromise their stability and well-being.

Transport

Transport operators, contractors and authorities needs to understand better the challenges and boundaries a person with differences face when using public transport. However, it is important not to impose unrealistic expectations to cause unnecessary pressures. This means front-line staff should avoid pressurising a person with differences to be quicker if there are other complicated risks of clumsiness and other aspects which and cause potential accidents and other disruptions against them. The staff & management need to also have understanding of potential situations that can occur against a person with differences including physical intimidation, physical abuse, discrimination, bullying, trivialising pranks and hatred. However if a person with differences is experiencing an uneasy level of emotions based on mistreatment, we must not mistreat them or punish them for a situation caused by prejudiced persons or groups of people nearby. The importance of listening and pay greater attention if a person is sharing and reporting to staff on particular mistreatments. Please be aware a person with differences might not respond very well if the staff disrespects or disbelieves them.

Just like the staff does not wish to be mistreated so does a person with hidden differences so the staff have a duty of care to support them when needed and not punish them for the distress caused by others. Additionally, we must find additional ways to discourage discriminatory and hateful behaviour. For example, there are many campaigns and information on public transport against general discrimination (e.g Racism, sexual harassment and the LGBT community). However, we must equally have specific campaigns and information against discriminatory behaviour against hidden differences including bullying, physical mistreatment, discrimination and hatred. Please note using this would be inappropriate under the general disability banner. As a as a person with differences wouldn't be recognised as they are physically able and appear very independent.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Accessing services: Retail

Staff and management need to be aware of certain factors when a person with differences is accessing particular services at their offices or branches. If a person with differences is struggling with received information needs to be reassured and not pressurised. It is very important to be prepared to challenge any nearby customers to become impatient and hostile and cause confrontational if ignored, the prejudiced person can be persistent and disrespectful.

The language of particular facilities or products changes all the time and it may be harder for some people with differences to realise what has changed. So if anyone communicating seeking to access something with had changed in the past, we should never respond with hostility and impatience. Generally, if the environment is busier than expected quicker it may be helpful to ask a specific person and differences to return at less busy times and explains the staff's workload expectations at busier times. However, never use this to be making shameful or liability accusations.

We must not let a performance-related environment be an excuse to mistreat a person with hidden differences when they are struggling to comprehend or understand the information received from the particular product or service. This is especially when accessing the services on the phone.

Despite supermarkets have a policy that they are not responsible for how customers treat each other, they do have a duty of care to make sure particular customers are safe. The staff are not expected to supervise a person with differences however, there are occasions when they need to be supported against mistreatments. If it is visually clear that a person with differences is facing bullying, discrimination, abuse and hatred then some sort of interventions should take place. Either a member of staff should intervene or inform the incident to the security staff and the police. A reminder a person with differences have a right to exist and function at retail safe without abuse discrimination or hatred and it is everyone's responsibility.

Because there is an expectation for the consumer to use online facilities like comparison websites before choosing items and services. However, this will be impossible for some people with differences. So additional assistance is needed to make sure that a person with differences doesn't become a disadvantage to access any consumer-related goods or services. This includes electronic goods and utility services.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Accessing services: Seeking help on life issues

Because of the variations of support levels, we must not use this excuse to reject a person with differences when reporting issues that affect their safety such as bullying, discrimination and hatred. A reminder that a person with hidden differences is part of society, so no one should use their insight to marginalise them. Because how police forces are focusing more on specific reports or cases, it should not mean a person with differences should not be rejected and be made to suffer on misogyny, discrimination, harassment, abuse or hate crimes. So there should be a supporting structure enabling communities to be aware of these matters and to take whatever steps to improve the safety of hidden differences.

Multitasking expectations

There might be ever-changing expectations evolved by the younger generation including multitasking. However, this does not mean we can use this to discriminate and to demonise adults with hidden differences who may be struggling. So it's so anyone need to be mindful that everyone has different abilities and we should not be demonising or disrespecting those who have differing abilities from the average.

Also, we must not use how we consume to intrude against a person with hidden differences. This means we need to discourage intrusive behaviour and scrutinising how a person with differences exist in detail. We must pay more attention to examples of how a person with differences can face unfair scrutinisation, disrespectful and hateful attitudes their face. This not only applies to the general public but also frontline workers, staff and officials where a person with differences is being mistreated. This is the only way this sort of prejudice would be discouraged and reduced.

Rejection from assistance

Following on from the character judgements we must not use this to undermine a person with differences shares when they are struggling with certain skills, abilities or qualities. This means to discourage suggestions which be unrealistic for people with differences to go to other access. Instead, show greater interest ask and some questions but most of all do not use their saying to discredit them.

In addition, we must discourage backwards and inappropriate attitudes with suggesting hidden differences should downgrade their social status (such as disability social groups and disability community hubs) just because they are seeking help with their struggling on. As mentioned already about the stigma caused by a minority of criminal affect offenders who live with specific in differences. However, we must find ways to discourage fear or suspicion towards law-abiding citizens with hidden differences in communities and other inclusive environments.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Social attitudes

Everyone needs to pay greater attention to the social attitudes and how it affects a person with differences to maintain their place in society and achieve any life objectives. This must be done with a combination of ground-level insight and experiences, this is the missing jigsaw that is often ignored. We must discourage high profile figures with making politicising comments which disrespect against a person's hidden differences for the wrong reasons. This is especially when there is not having any knowledge of insight & the circumstances which they are going through. Not only this kind of attitude needs to be discouraged but also needs to be challenged and corrected.

A reminder when the high-profile voices spread disrespectful attitudes, it can encourage the general public to discriminate and to provoking hatred against differences in local communities. So high-profile figures have greater responsibility in what they say and how it could insight harm against a person with differences. So we need to widen how a person with hidden difficulties are identified. This means we must stop disbelieving and demonising independent and articulate adults with hidden differences.

A person with differences should never be made to lower their intelligence and abilities to be accepted in society. In addition, we need to stop being lazy with inappropriate communications on how a person appears against the difficulties they have disclosed. This including discouraging languages such as "you don't look autistic" or "you're not thick". Reminder there is not one single perception of a person with the autistic spectrum that he has the condition has multiple levels of abilities.

To combat a distorted perception of hidden differences we must have a level balance to not just include mental health and medical aspects from experts and scientists and parents but also the human aspect of ground-level experiences from hidden differences. However, the voices from hidden differences need to be heard more frequently as a representative of society and not just be used based on specific research or surveys. This means not just speaking about their difficulties but the challenges and obstacles they face such as voting in a general election, accessing a service from the utility energy company, along with life opportunities which most people take for granted. (Such as employment, inclusivity, education and dating).

When reporting hidden differences, we need to expand how this is approached. In particular to move away from causing irresponsible stigma when reporting minority of criminal offenders with particular hidden differences. This is important as high profile figures have used this to promote negative stigma which means a person with differences face discrimination and hatred. Because of this, we need to balance this kind of news story with the majority of people with differences are highly likely to be law-abiding citizens and victims. In addition, representative voices of similar hidden differences need to have their say in speaking out against particular minority criminal offenders. These examples will help reduce any stigma or any sort of discriminatory side effects.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Social attitudes

In inclusive environments such as employment, education and leisure activities, we must pay greater attention to any potential resentment against hidden differences, especially if they are struggling to follow particular learning paths and abilities compare to others. If ignored, it can lead to deep and damaging discrimination and hatred. This can force that person with differences to remove and exclude themselves. This will paint a bad picture when we address equality and diversity

Social attitudes: Negative misconceptions

Society must not be lazy in how we interpret hidden differences. This includes making a negative characteristic judgement against hidden differences. Also, we must pay greater attention when research is used to divide perceptions by characteristics this is extremely discriminatory and can harm a person with hidden differences to access many life opportunities.

For example, we must discourage penalising hidden differences by associating them as highly neurotic or Nero-narcissist. This must not be used to make it easy to reject hidden differences applying for employment opportunities or dating for example.

In addition, particular inclusive groups such as meetups and similar activity groups need to improve inclusivity and develop special measures to make it harder to exclude hidden differences simply based on perceptions and vanity. We must also not use these examples to discriminate against hearing differences when they are attempted to be adjustable and adaptable.

Social attitudes: Simplistic assumptions

Some people are poorly informed and have one-sided perceptions patronising a person with hidden differences live simplistic and inappropriate suggestions, which assumes going to the gym will make difficulties disappear. These people need to be challenged corrected and silenced. If a person not has any contact and insight at ground level then they are not entitled to have their say about hidden differences at all.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Challenges Towards a positive Sense of Value: Dignity

When a person with differences is exercising their dignity and human society we need to change our attitudes. We must not use this to make perceptive disrespect such as a form of characteristics or deceptive behaviour. Just like every member of society, they have a right to exercise their prerogative, to have their preference and to choose what they say and how they feel. With that in mind, we must stop over-controlling differences in how they feel, they are allowed to be human like everyone else. A reminder that suppressing their feelings is dangerous against their soft worth, health and well being.

We must discourage attitudes that disapproves articulate and intelligent people with differences who don't define themselves by the generalised perceptions and stereotypes. This is especially those living with the autistic spectrum and certain people with ADHD. Society must find ways to stop creating a culture of marginalising & alienating hidden differences. Especially, if their unique voices and experiences are undervalued and dismissed (because it does not fit into the majority of society). These include local authorities, other publicly funded services, community partnerships organisations and politicians.

A person with differences should be entitled to the same dignity and human rights as in other diverse members of society. We must not use perception or inaccurate profiling to violate or abuse their rights at any level. There is no justification and no excuses for this.

Challenges towards a positive sense of value: Inclusion and integration

There also needs to have a cultural change when a person with hidden differences are seen in society. This means showing respect when the person with differences is intended to be trying to be inclusive. This means challenging and correcting attitudes that harm a person with differences attempt to be integrated and inclusive. One example that must be challenged is perceptive attitudes including perceptions based on outdated stereotypes. If a person with differences is sharing their experiences & feeling on something may not be obvious to the eye we must be less judgemental and have an open mind and show greater interest without wrong judgements. This means old fashioned attitudes must be stopped including be a dismissive underestimation and blaming their difficulties such as "you brought it out for yourself"

If a person who differences are facing discrimination and hatred which harms their place in society we must use their unique experience as an insignificant. We cannot have an equal and diverse society if we wrongly alienating one voice from the majority. Also, society must stop trivialising their experience with lazy and insulting responses such as "get a grip" & "ignore it". A reminder the experiences from hidden differences are not in the school playground and society so we must stop making inappropriate responses more suited at a school playground.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Challenges towards a positive sense of value: Participation

Despite there is some positive progress for people with hidden differences in various surveys, consultations and research improve needs to include their voices in an unfiltered way. We must just provide a variety of participation which improves a representative voice. Includes a person with differences have a greater say in detail over specific issues that affect their lives stop only on where you like to be employment or education inclusive but also issues and challenges they face.

We also need to improve representative voices from hidden differences over the different issues that affect society such as crime, transport, consumer matters and social attitudes. Unless a person with different images is better involved then they cannot be well represented in society.

Challenges towards a positive sense of value: Well represented

Society needs to find imaginative and innovative ways to resolve the imbalance representations with specific conditions of hidden differences. Is it very important to combat stereotypes, stigma and old-fashioned myths. The autistic spectrum is less likely to be well represented when it comes to making related how we shape society in the short-term or the future must find alternative approaches where autistic voices are heard much brighter.

For example, it is less likely that an autistic person is to be represented in the houses of parliament. So we need to find an alternative system to make sure representative voices from the autistic spectrum and other hidden differences who are not well represented in parliament have detailed voices on different matters linked with different government departments and committees. One of the strongest examples of a particular government department is with work and pensions. This is because there is a low percentage of the autistic spectrum in employment and is highly likely to be a welfare recipient. So representative voices must be needed and considered related to their insight and experiences. Any type of representative voice must not be filtered on their context and insight. Also, the approach must widen beyond general surveys and consultations and follow practices similar to public authorities does including focus groups using video conferencing to address different subjects and issues. This is important as some people with autism find conventional surveys are overbearing and forms very overwhelming, leading them to stop taking part further. This approach needs to be also developed in businesses and industries which serves the general public. Another strong example is with banking to find ways how to make consumers with hidden differences make full use of the banking services and facilities without being misguided, compromised or penalised.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Challenges towards a positive sense of value: Adjustment & consideration

Every member of society needs to be aware that unless a person with hidden differences has a space to make adjustments otherwise they cannot manage any expectations, standards or manage changes made when accessing any types of service from supermarkets, transport, public authority offices. Also to pay attention to a person with hidden differences could be compromised when they were not able to manage any expectation of abilities. This can lead to a person with differences having their difficulties exposed & be discriminated against. Everyone needs to change their attitudes towards hidden differences who attempted to be considerate to others and not use the difficulties to make disrespectful characteristics against them.

Life Opportunities: Education

As mentioned already in this document number of conflicting expectations and demands which is not only compromising hidden differences in education but achieve the expected levels of education. We must find solutions that prevent hidden differences to be into situations where they can be psychologically mentally and emotionally compromised. Not only it affects their ability to manage the situation but unable to follow the required expectations. Any solutions must including giving a person with hidden differences a space to develop their ability without excessive pressure. Also, several resources need to be developed to help a person with differences manage realistically against education and learning expectations Also, we must stop penalising a person with the difficulties received they with live and must not punish a person with differences if they are going through mentally and emotional compromising pressures against their emotions and mental health.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Life Opportunities: Employment

There must be a balanced approach with the skills a person with differences have and the expected qualifications and people skills. For example, if a person with hidden differences specific skills and qualifications on the appropriate occupation subject they are applying but have specific gaps of academic qualifications due to the short-term memory we must not use this to exclude and reject. We must find ways to prevent the stigma but those who are very skilled in and a lot of subjects and occupations but struggle with specific academic qualifications because of their short term memory. This means we must develop reasonable allowances to look at the strength of qualities to compensate for the lack of specific required qualifications.

This means that businesses and organisations need to be flexible against the expectations of skills and qualifications which enables more people with differences to access and maintain employment. Also need to reduce the stigma and the culture of ignored talent on specific people of the autistic spectrum of all adult ages. Especially those who have high amounts of skills and abilities but would struggle with expected people skills.

Also, we need to stop talking down at hidden differences including the autistic spectrum who have gaps in employment and instead look at the strengths and positive attributes to support, encourage and not patronise them. There must be a change of attitudes in politics and stop politicising a person's difficulties with unrealistic demands. Suggestion remarks such as not disclosing their condition or difficulties when applying for employment and education can have very damaging consequences against them in the long term. Unless they have ground-level insight and context politicians and other high profile figures must stop making out of touch and inappropriate suggestions towards hidden differences.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Life Opportunities: Embracing

We need to balance with embracing hidden differences aspirations towards employment and career prospects including starting their businesses and social enterprises. This means having a high profile embracing projects for young people and adults with the Autistic spectrum, ADHD and Dyspraxia. Similar to what has been achieved with the organisation "Made By Dyslexia". This must be developed beyond the neurodiversity campaigning to prevent toxic discrimination which can occur against the neurodiversity label.

We must particularly balance and bridge the gap of managers and entrepreneurs with ADHD, Dyspraxia and the Autistic Spectrum. Because of the major gap of opportunities for autistic spectrum awareness experts and professionals need to stop patronising people on the spectrum on what type of applications they should consider and instead focus on the strengths and positive attributes they have to build this to access any opportunities. We must make sure that any ongoing or changing issues that affect the workplace must not create a situation where a person with differences is a disadvantage. This includes changing policies, increasing demands, efficiency and competitive and demanding expectations.

Volunteering

We must make the volunteering application process more flexible and more adaptable and not disadvantage hidden difficulties if they are applying. This includes not imposing a flexible expectation against hidden differences. This means not to demand hidden differences into roles and duties skills beyond the skills and abilities they have. For example, is related to an example of a volunteering vacancy for marketing. The information on the application has an unrealistic requirement would be to serve the general public. This would be discouraging for some people with differences if they have difficulties with social abilities and soft skills.

When a person with differences is volunteering at a particular organisation or environment, a pack of information needs to be developed for team members and management and associated team members. The guidelines must be restricted to information of the specific differences but also to encourage realistic mindset and not use their difficulties to discriminate, exploit and impose unrealistic demands.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Life Opportunities: Participation & involvement

Organisers and management of community groups and forums need to be aware of potential situations and challenges which can create circumstances that could wrongly discredit a person with differences for the wrong reasons. If these matters are ignored, it the more likely a particular person with differences not participate and would exclude from participating any further. This is especially when situations and climate cause stress, anxiety and mental health challenges. So to maintain their self worth we must support and value a person with differences if they are a participant.

Life Opportunities: Intimate relationships

We must have flexible requirements to make sure hidden differences are not a disadvantage when applying for dating.

Whenever the location of online or in social groups we must not be limited to perceptions incomes and lifestyles. We also need to look at the positive qualities, strengths, attributes, along with ambitions and passions to compensate for a difficulty a person with differences have. We must eliminate practices that make it easy to exclude hidden differences. This includes perceptive characteristics which make it easy to reject people hidden differences express those who experience anxiety any difficulties which easily makes inaccurate perceptive judgements.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Well-being & Stability: The compromising pressures

Some factors must be taking consideration to make sure a person with differences are not psychologically and emotionally compromised with disruptive side effects

Well-being & Stability: Intolerance

We need to discourage intolerant attitudes towards hidden differences as an easy response. A reminder of their difficulties is not a form of characteristics, choice or lack of discipline so there is no excuse to punish or penalise the difficulties a person lives with. Pushing a person with differences unrealistically beyond the ability limitation is never an unacceptable way of treating. Also pressuring to mask and hide their difficulties is not a sustainable suggestion as it has damaging side effects to a person with differences in stability and well being. Instead, focus more on their strengths and attributes and build on what they have without taking advantage. It is never acceptable to use a person hidden differences to automatically dismiss their voices, expression and insight.

Everyone needs to be careful on how perceptive we are consuming against the entertainment and information we consume and not use inappropriately to misjudge and to mistreat hidden differences. If this occurs the perceptive person must be challenged and corrected. This is not only for their difficulties a person with hidden differences but when are emotionally and physically compromised.

Well-being & Stability: Mental health

We must not use perceptive ignorance to underestimate how mental health affects hidden differences. It means stop making unfair comparisons to neurotypicals who have greater abilities who have challenging circumstances. Not grasping a person with differences to saying is not an excuse to not take them seriously at ground level. It is never acceptable to use a person to make any insult the intelligence or to make judgements that automatically assume they are wrong. The person with hidden differences has a right to share how they feel. They may be struggling if they are not coping we must undervalue them if they experiencing mental health and stressed.

We must stop the discrimination that prevents certain differences from access free mental health services by the NHS or local governments. Any services which provide mental health support should not only have a general understanding of the kind of difficulties ground-level human experiences. Without this in the service is more likely to discriminate and can cause greater problems to their lives.

Analysis from Chapter 4 of the Twenty-one insight Differences and Society

Well-being & Stability: Anxiety

There is a lot of ignorance that must be challenged and to stop treating people who face anxiety as either weak and shy. These kinds of lazy comments can make the situation worse for person differences especially during a situation that is excessive or impossible to manage.

If a person is going through an uncompromising situation with faces side effects such as mental burnout and physical weakness side effects. A person with differences should not face pressurising responses or disrespect them as the anxiety is not a choice or a fault of their own. We need to not be automatic responses such as medical treatments or intervention and this can cause escalating consequences. A person with differences should always have space to work out a solution that causes them to face anxiety and stress in the first place.

Well-being & Stability: The expectation pressures

Society must stop imposing unrealistic expectations when a person with differences is displaying their difficulties. This includes pressures, discouraging attitudes and threatening demands. There must be also discouragement of discrimination on causing shame and discrediting when hidden differences are facing anxiety and stress. A person with differences should not be a target to test their strengths and weaknesses and then to are their difficulties or any abilities they struggle with. This can happen to any environment such as social gatherings or business-related networking events. Overall we must stop punishing a person with hidden differences for existing.



Further details of the twenty-one analysis and about the author

Twenty-one insight

A family of two bitesize insight documents with insightful analysis of Hidden Differences During the twenty-one year of the project director in providing awareness projects

Twenty-one Supplement

In addition an examples of person experiences from the project director Keith Mckenzie are available as part of a talk presentation in for awareness events, conferences and webinars. An insight supplement is to be also presented as a document

To receive a copy of the insight document and to access the personal supplement for awareness events, conferences and webinars get in touch via the Plus Value Awareness Website

Also get in touch via Keith Mckenzie profile on Linked-in via the website keithmckenzie.weebly.com

About the Author

This document is written by Keith Mckenzie project director of Plus Value Awareness.

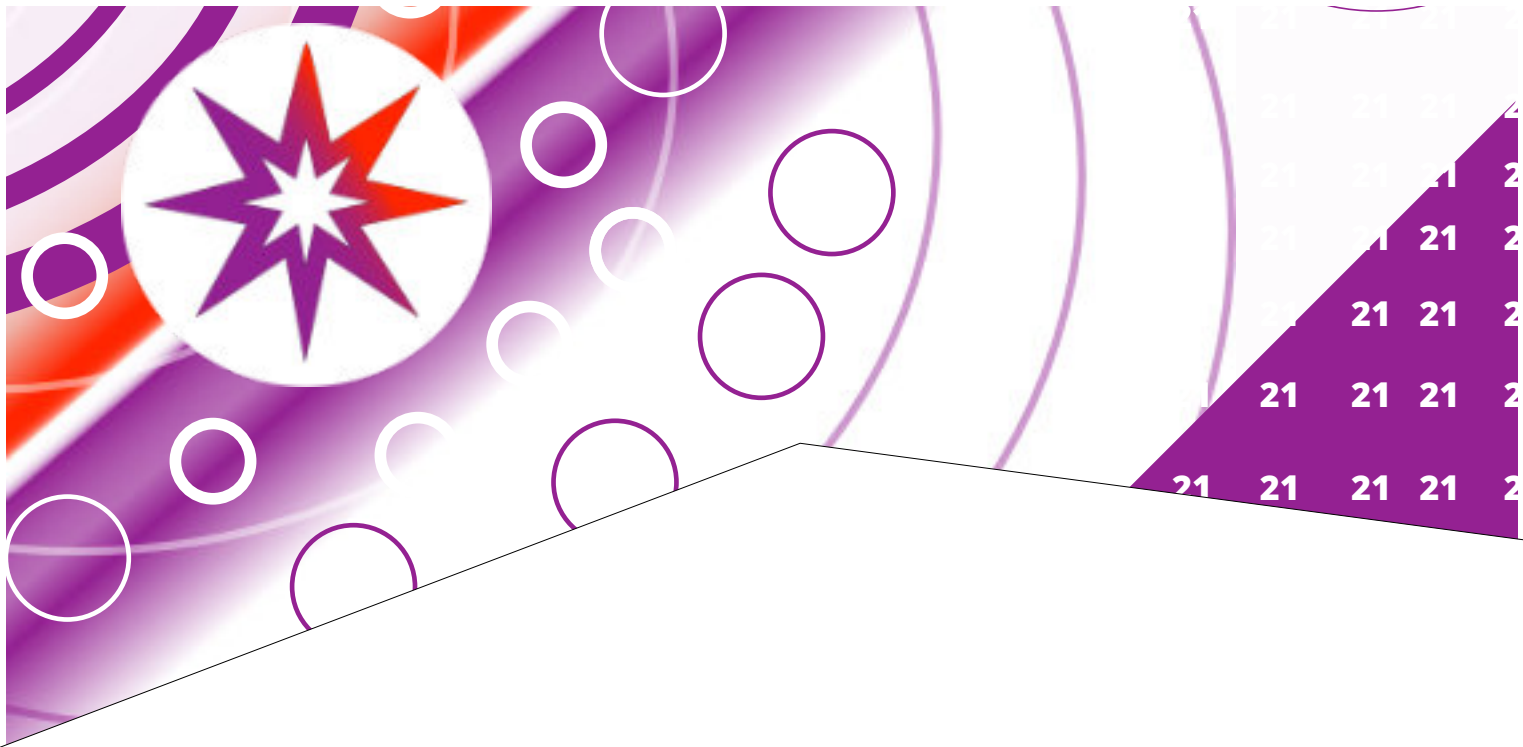
For over the past two decades Keith has developed a variety of awareness projects, campaigns and activities. His projects have been involved with different awareness and support organisations across the UK and have participated in several presentation talks different events around two decades.

Outside awareness, Keith has been involved in behind-the-scenes we've and music project with involved filming and behind-the-scenes assistance with developing video documentaries and music events that involves music artists DJs and producers.

Also, Keith is a participant in salsa dancing classes in the community as a helper along with volunteering and a participant for a major salsa dancing conventions based at Birmingham's NEC.

Keith has a background of art & design and has been involved and number of projects related to Graphic design, selected photography and visual art.

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The project director would welcome any organisations, media or support groups who would like to feature extracts from this insight document and the online feature as part of a presentation talk, interview report or article.

If you are interested to feature “Twenty-one Analysis”, please get in touch.

**You can fill the online contact form via the website plusvalue.dudaone.com
Follow on social media**

Also follow the links to Keith Mckenzie profile on Linked-in via the website keithmckenzie.weebly.com



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The contents of this document provide a series of observations and insights. So you are advised to be cautious before adopting any information. Therefore the initiative cannot accept responsibility if any errors which may occur.

Designed & published by Keith McKenzie for “Plus Value Awareness” in conjunction with Aware+Vision, a social enterprise proposal

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