

# CHILDREN & FAMILIES FIRST KALEIDOSCOPE

THE VIEWS, VOICES, & VISION OF OUR CFF FAMILY

## AWARENESS

To have a truly holistic conversation around equity, diversity, and inclusion we must embrace a truly comprehensive definition of inclusion. To do this, we must recognize that one in five individuals are navigating life with a learning or thinking difference - neurodiversities like ADHD, ASD, dyslexia, dyscalculia, and more.

There is a great deal of misunderstanding - that neurodivergence can be "fixed" with medication, that individuals "grow out of it", or worse yet, that it "doesn't really exist" and the individual's neurodivergent traits are thus viewed as character, moral, or work-ethic deficits, all of which negatively impact an individual's ability to thrive to their full potential. This has profound ramifications on our society as research proves high school dropout rates as 3x higher; unemployment and poverty rates are 2x higher, and risks of homeless and jail are significantly increased amongst the neurodivergent.

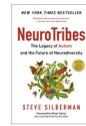
While recent years have seen progress in diagnosing school-aged children, research continues to prove racial, income, and gender disparities exist in screening, early detection, and support. Furthermore, the aforementioned biases continue to heavily influence the ways and means of inclusion - meaning it rarely carries forward to post-secondary education and even less so within workplaces.

People's neurological differences are as much a part of our humanity as differences in race, ethnicity, culture, gender, shape, and size. An equitable, diverse, and inclusive society is one where those with "invisible diagnoses" are visibly seen and not left to implement coping strategies on their own; where understanding of cognitive differences is destigmatized, and where every individual is allowed to contribute, be appreciated, and belong as who they are.

## UNDERSTANDING

*Here are some resources to better your understanding.*

### Autism Awareness Month



**Book:**  
[NeuroTribes: The Legacy of Autism and the Future of Neurodiversity](#)



**Book:**  
[We're Not Broken: Changing the Autism Conversation](#)



**Children's Book:**  
[Uniquely Wired: A Story about Autism and Its Gifts](#)



**Article**  
[How to Talk and Write about Autism](#)



**Online Book**  
[Welcome to the Autistic Community](#)



**Documentary**  
[Life, Animated](#)

## ACTION

CFF's EDI Committee invites you to take action, learn more information, and continue to identify ways to advance EDI within our communities, country, and world.

- \* Read a book on autism - children and/or adult books
- \* Recommend your favorite autism books to someone else who wants to learn
- \* Wear blue on April 2 for World Autism Awareness Day and discuss why with others
- \* Join in on a webinar discussing autism
- \* Discuss Autism Spectrum Disorder with your children through a lens of inclusion
- \* Print and share [Friendship Fact Autism Awareness Bookmarks](#) by the [Learning Curve](#)
- \* Use #CelebrateDifferences on your social media posts, etc.

## TERMS & FAQs

### What does EDI stand for?

EDI stands for Equity, Diversity, & Inclusion

### What is the purpose of this newsletter?

To bring awareness on EDI practices and efforts within and outside of CFF and to allow readers to explore EDI topics and values that may sometimes be overlooked or unknown. A great guide that connects you the reader to more in-depth resources.

## HOLIDAYS & OBSERVANCES

4/2 - 5/2  
Ramadan

4/17  
Easter

4/25 - 4/29  
Every Kid Healthy Week

Celebrate Diversity Month

Autism Awareness Month

Arab-American Heritage Month

Tartan (Scottish-American)  
Heritage Month