

## P5 Town Hall at SLAC



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# Unveiling the Hidden Sector of Diversity and Inclusion: Neurodiversity and Invisible Disabilities

*Thursday, 4 May 2023 14:35 (5 minutes)*

Historically, neurodiversity and invisible disabilities are the hidden aspects of DEI that are often overlooked in the efforts in our community, resulting in low to non-existent open representations and discrimination affecting excellent researchers at all levels. We will review limited but relevant studies and current efforts to increase representation [1,2,3], awareness, and support from the perspective of early-career researchers. We will also talk about the nationwide shortage of ADHD medication as well as the activities of National Autism Awareness Month.

[1] 30% of people with ADHD have chronic unemployment issues, <https://adhdwork.add.org/>

[2] 42% of young adults who experience Autism never worked for pay during their early 20s, <https://autismsociety.org/>

[3] These can be compared to 10% unemployment for disabled persons and the US national average of 4%.

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