



Capstone Project

Kay Lilley (She/Her)
LEND Trainee (2021-2022)

Alyx Medlock, Mentor

How can we be culturally responsive to neurodiverse people who identify as LGBTQI+?

LEND Competencies

- Knowledge of neurodevelopmental and related disabilities, with a focus on ASD
- Cultural and linguistic responsiveness and diversity
- Research, quality improvement, and evidence-based practice
- Public policy and health equity

Research

- Literature review
- Interviews
- Panel discussion
- Observation
- No IRB approval necessary

Research Findings

- People on the autism spectrum have diverse sexual preferences.
- Gender identity and sexuality are more varied among neurodiverse people *and* transgender people are more likely to be autistic than the general population.

Research Findings

- People with multiple minority statuses experience poorer mental and physical health outcomes.
- People with disabilities in general are commonly excluded from sex education.
- Sex ed classes tend to focus exclusively on heterosexual relationships between cisgendered people.

Research Findings

- Neurodivergent and LGBTQ+ folks tend to camouflage or "mask" in order to pass as neurotypical or straight and cisgender. This can cause significant stress and negatively affect health.
- There are experiences common to LGBTQI+ and neurodiverse people resulting from those identities.

Research Findings

- Social and activist spaces for both neurodiverse and LGBTQ+ groups are generally not inclusive of each other. Yet these and other marginalized communities are inevitably bound by common experiences with bias and discrimination in education, health care, etc.

References

- "Sexual & Gender Minorities with Autism Spectrum Disorder May Face Challenges to Getting Needed Healthcare" (National Rehabilitation Information Center, March 2020)
- "Unmasked" (Miles J.); "New Study Examines Sexuality of People with Autism" (U.S. News, May 2021)
- "Gender and Sexuality in Autism, Explained (Laura Dattaro, Autism Research News, September 2020);
- "LGBTQ & Autism Spectrum Disorder: Experiences & Challenges," National Library of Medicine, April 2019).

Products

- Tip sheet
- Resources link
- Crosswalk
- Culture of Empowerment series

Products

Capstone Crosswalk.docx - Word

Kay Lilley

File Home Insert Design Layout References Mailings Review View Help Acrobat Tell me what you want to do

Share

Crosswalk of the Marginalization Experienced by Disabled/Neurodiverse Folx and Folx Belonging to a Sexual/Gender Minority*:

*The purpose of this table is to highlight the shared experiences that disabled/neurodiverse/LGBTQ+ people might experience as a result of their marginalization in society. We recognize that each individual's experience is unique, is impacted by their individual set of circumstances, and might potentially be exacerbated by a combination of marginalized identities. This table is meant to serve as a starting point in understanding the difficulties these groups face and highlight the parallels between them.

	Disability/Neurodiversity	Sexual and Gender Minorities
Minority status	I am often the only person in a group with my specific physical/neurological needs.	I often meet people that do not understand my identity, tell me that I'm confused, misled, or even hell-bound when I explain it to them.
	I am constantly being stared at, gawked at, whispered about, pointed at, and laughed at because of the way I might look and behave differently than others.	I am constantly being stared at, gawked at, whispered about, pointed at, and laughed at because of my gender expression.
Housing accessibility	I have difficulty finding housing and have to make a special point to look for how accessible a potential house or apartment might be due to my specific needs. Neighbors sometimes complain about living next to "those people" and may assume someone is dealing drugs from my house due to the high number of staff vehicles coming and going.	I have difficulty finding a neighborhood in which the other residents will accept the way my household is constituted.
Sex	Sometimes strangers ask me too-personal and intrusive questions like "how does sex work for you?"	Sometimes strangers assume they can ask what my genitals look like and/or how I have sex.
	My identity is not represented in the sexual education I received in school, nor is my disability often represented in media in	My identity is not represented in the sexual education I received in school, nor is my gender identity/sexuality often represented in media in

Page 1 of 4 1026 words

Type here to search

72°F 12:00 PM 4/29/2022

Products

Capstone Crosswalk.docx - Word

Table Tools Design Layout Tell me what you want to do

Kay Lilley

File Home Insert Design Layout References Mailings Review View Help Acrobat

Share

Health care	Healthcare providers have often rejected my experience and assume they know what's best for me and my health	The pharmaceuticals and medical procedures I need are not usually covered by insurance and often deemed "optional."
Identity represented in media, etc.	I rarely see posters, postcards, picture books, cards, dolls, toys, children's magazines, or other types of mainstream media that feature people with the same disability as me.	I grew up without any significant roles models that share my specific gender identity or sexual orientation.
Appearance	If I swear, dress sloppily, disagree, or am in a generally bad mood, people often attribute it to my disability.	I find it difficult to find clothes that match my gender identity and fit my body.
	My clothing preferences might cause me to stand out or draw negative attention to myself. (i.e., Autistic person preferring to wear the same clothes every day)	My clothing preferences might cause people to give me unwanted attention, particularly if my clothes of choice don't fit into gender stereotypes.
Employment	If I am fired, not given a raise, or not hired, I must question whether it had anything to do with my appearing <u>incompetant</u> due to my disability.	I have to wonder if I might be denied a job, unable to rent an apartment, or denied access to a social group on the basis of my gender identity or sexuality.
Medical/therapeutic interventions	People often see my disability as tragic, and assume I wish for a cure to the way I am.	I might have been/be forced to endure conversion therapy or have it recommended to me.
	I often have difficulty being understood or taken seriously in medical settings, to the point that I receive inaccurate diagnoses and/or delayed, inadequate or inappropriate treatment.	I often have difficulty being understood or taken seriously in medical settings, to the point that I receive delayed or inadequate treatment.
Restroom Usage	I sometimes have difficulty finding restrooms that are accessible to my needs.	Sometimes I face discrimination when using the restroom that aligns with my gender/or am forced to use a restroom that does not align with my gender.
Marriage Discrimination	If I want to get married I risk losing my SSI benefits, and even maybe my Medicaid health care coverage, which could be life threatening.	My ability to get married in all 50 states did not become legal until 2015.
Parenting	My ability to have a daughter dependent on a...	My ability to have a daughter dependent on a...

Page 2 of 4 1018 words

Type here to search

72°F 12:03 PM 4/29/2022

Products

The screenshot shows a web browser window displaying a Facebook post from the 'Las Cruces Museums' page. The browser's address bar shows 'facebook.com/LCMuseums'. The page header includes navigation icons and the user's name 'Kay'. The post itself is dated 'April 11 at 8:40 AM' and features a video thumbnail with three participants: Kay, Las Cruces Museum System, and Abraham Sanchez. The text of the post discusses a 'Culture of Empowerment' series of discussions.

Mail - Kay P Lill x | data.cdd.unm.e x | Gender Identit x | HOME | Belove x | LGBTQ+ and a x | (20+) Las Cruce x | Copy of Pink a x | +

facebook.com/LCMuseums

CDD Employee Resources | how do i find my fa... | Beloved Communit... | Saba Salman on a li... | Meg Peralta-Silva | Grant Profile Page -... | Disabilities | The Ha... | New Mexico Grants

Search Facebook | Home | 9+ | Profile | 20+

Las Cruces Museums | Visit Group | Like | Message

Page manager location: United States

Related Pages

- COAS BOOKS | Amanda Dominguez likes this | Bookstore | Like
- A few words hear/here | Local business | Like
- Mesilla Valley Communit... | Mary Ulrich likes this | Nonprofit organization | Like

Add your business to Facebook

Capstone Project F....pdf | Show all x

11:56 AM 4/29/2022

Dissemination

- DD Waiver providers
- Developmental Disabilities Supports Division (DDSD)/Behavioral Support Services
- Disability & LGBTQI+ advocacy organizations
- City ADA Advisory Council
- Career & Life Skills Academy

Dissemination

- Email
- Presentations
- Social media
- Beloved Community website