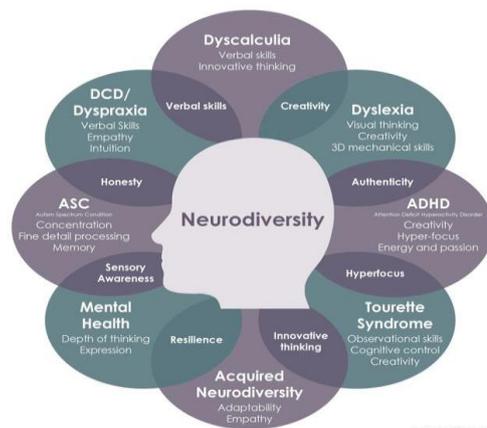


Guide for editors working with contributors (authors) with neuro-diversity disabilities¹

Corresponding author is Dr Max Lowenstein, Academic, Bournemouth University, UK

What neuro-diversity disabilities *may* exist in service users (authors)?

SAGE Publishing has a Disability, Equity and Inclusion global ethos which: 1) recognises all ‘people with disabilities’, 2) ensures ‘content and digital platforms are inclusive and accessible, challenging bias and stereotypes’ and 3) collaborates with ‘publishers and organizations to create a more diverse, inclusive and equitable academy and publishing industry.’² Disability *can* affect many of us at some point in our lives, it *can* be neuro-diverse, including: Dyslexia, Dyspraxia, Autism and Attention Deficit Hyperactivity Disorder (ADHD) (why not test yourself?)³: and it *can* be hidden. Such conditions may manifest in negative, but also positive impacts that require our better understanding



Dr Nancy Doyle, based on the work of Mary Colley

to ensure appropriate support is being provided, (picture below).⁴

Uncovering neuro-diversity disability most often involves service users (authors) telling you what neuro-diverse condition they have, revealing their challenges and asking you for assistance with them (solutions). If you are not sure, you can educate yourself (search online) about their disclosed condition, checking if they *feel* supported and

ensuring their accessibility and inclusion at each stage of their publication journey as a service user of SAGE Publishing⁵ seeking your assistance.⁶

How *can* neuro-diversity disabilities be better recognised in service users (authors)?

Contributors with neuro-diverse disability *share* the same publication journey with all people from submission, review(s), revision(s) and publication. However, they may face negative impacts (challenges) in doing so, which when recognised *can* be remedied (solutions). The following neuro-diversity disability table offers *some* guidance on assistance upon disability(s) disclosure that you can provide, but note this is a non-exhaustive list:

¹ Corresponding author is Dr Max Lowenstein, Academic, Bournemouth University, UK.

² SAGE Publishing, *Diversity, Equity & Inclusion*, North America, Europe, Asia Pacific. Available online at: <https://group.sagepub.com/dei> [accessed May 2021]

³ Exceptional Individuals (2020). *Our Quizzes*, London, UK. Available online at: <https://exceptionalindividuals.com/candidates/neurodiversity-resources/neurodiversity-quizzes/> [accessed May 2021]

⁴ Dr Nancy Doyle, 'The Overlapping Strengths of Neurodiversity': *The World Needs Neurodiversity: Unusual Times Call For Unusual Thinking*, Forbes, USA, March 2020. Available online at: <https://www.forbes.com/sites/drnancydoyle/2020/03/24/the-world-needs-neurodiversity-unusual-times-call-for-unusual-thinking/?sh=22cf51776db2> [accessed May 2021]

⁵ SAGE Publishing provides 'research & education for a better society. Empowering researchers, educators and institutions to shape the future,' Available online at: <https://group.sagepub.com/> [accessed May 2021]

⁶ SAGE Publishing supports employees via Diversity, Equity & Inclusion Employee-led groups: BIPOC (US) / BAME (UK) Groups, LGBTQIA+ Groups, Womens+ Groups, Disabilities and Accessibility Groups. Available online at: <https://group.sagepub.com/dei> [accessed May 2021]

Neuro-diversity disability	Possible Challenges	Possible Solutions
Dyslexia – (affects reading, writing and speech)	1) Difficulty reading, speaking, spelling and grammar 2) Slow and labour-intensive reading and writing ⁷	1) Signpost to reading/speech help and spelling/grammar software 2) Offer 1:1 support with comprehension
Dyspraxia – (affects motor skills, planning and organisation)	1) Trouble learning new skills, inc. writing and keyboard use 2) Organization and planning problems ⁸	1) Signpost to IT support and speech recognition software 2) Offer 1:1 support and a recommended timescale to assist
Autism – (affects social functioning and communication)	1) Deficits in language comprehension 2) Problems with two-way conversation ⁹	1) Use plain language, structured logically 2) Offer 1:1 support with comprehension
ADHD – (affects daily functioning of attention focus causing impulsivity and restlessness)	1) Organization and planning problems 2) Task focus and multi-tasking limitations ¹⁰	1) Offer 1:1 support and a recommended timescale to assist 2) Drip feed and simplify tasks to complete bit by bit

Why you *should* apply reasonable adjustments for authors with neuro-diversity disabilities?



For contributors with neuro-diversity disabilities their publication journey can *feel* like a ladder (*picture left*) with some rungs taken from it: ¹¹ This means as a contributor, they will require your guidance and support to assist them. To do so, effectively involves their disclosure and your timely and empathetic 1:1 assistance. Your help will ensure SAGE Publishing effectively delivers its' Disability, Equity and Inclusion global ethos. **References (numbered and in alphabetical order):**

1. Dr Nancy Doyle, 'The Overlapping Strengths of Neurodiversity': *The World Needs Neurodiversity: Unusual Times Call For Unusual Thinking*, Forbes, USA, March 2020.

⁷ Mayo Clinic, *Dyslexia: Symptoms & causes*, Mayo Foundation for Medical Education and Research (MFMER). Available online at: <https://www.mayoclinic.org/diseases-conditions/dyslexia/symptoms-causes/syc-20353552> [accessed May 2021]

⁸ Healthline, *Dyspraxia Symptoms in Adults*, Healthline Media a Red Ventures Company. Available online at: <https://www.healthline.com/health/dyspraxia#adult-symptoms> [accessed May 2021]

⁹ MedicineNet, *Autism: Symptoms & Signs*, Melissa Conrad Stöppler, MD. Available online at: https://www.medicinenet.com/autism_symptoms_and_signs/symptoms.htm [accessed May 2021]

¹⁰ Mayo Clinic, *Adult: Attention-deficit/hyperactivity disorder (ADHD)*, Mayo Foundation for Medical Education and Research (MFMER). Available online at: <https://www.mayoclinic.org/diseases-conditions/adult-adhd/symptoms-causes/syc-20350878> [accessed May 2021]

¹¹ ESPHR (2017) 'Disability discrimination – reasonable adjustments?' - <https://esphr.co.uk/news/disability-discrimination-reasonable-adjustments-> [accessed May 2021]

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2. ESPHR (2017) 'Disability discrimination – reasonable adjustments?' - <https://esphr.co.uk/news/disability-discrimination-reasonable-adjustments-> [accessed May 2021]
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 5. Mayo Clinic, *Dyslexia: Symptoms & causes*, Mayo Foundation for Medical Education and Research (MFMER). Available online at: <https://www.mayoclinic.org/diseases-conditions/dyslexia/symptoms-causes/syc-20353552> [accessed May 2021]
 6. Mayo Clinic, *Adult: Attention-deficit/hyperactivity disorder (ADHD)*, Mayo Foundation for Medical Education and Research (MFMER). Available online at: <https://www.mayoclinic.org/diseases-conditions/adult-adhd/symptoms-causes/syc-20350878> [accessed May 2021]
 7. MedicineNet, *Autism: Symptoms & Signs*, Melissa Conrad Stöppler, MD. Available online at: https://www.medicinenet.com/autism_symptoms_and_signs/symptoms.htm [accessed May 2021]
 8. Sage Publishing, *Diversity, Equity & Inclusion*, North America, Europe, Asia Pacific. Ethos is available online at: <https://group.sagepub.com/dei> [accessed May 2021]