ION

Institute Of Neurodiversity™

THE NEURODIVERSITY GAP

How to use your assessment

A free, self-directed tool based on the five articles of the International Declaration of Neurodiversity, adopted by ION. Assess your experience of equality in a particular environment.

1 Choose an environment

Select one setting: school, higher education, work, healthcare, community, public services, home or another setting.

2 Read and score the five principles

For each question, circle a number from 1 to 10. 1 means the principle is not met at all in your experience; 10 means fully met. You may leave a question blank.

3 Make your own notes

Use a notebook, phone, this form or any method that works for you. Record why you chose each score and what would make a difference.

4 Decide what to do with it

Keep the form privately, discuss it with someone you trust or choose to share it with a school, employer, healthcare provider or another organisation.

5 Revisit your experience

Repeat the assessment in the same setting to see what has improved or what barriers remain. You can also assess different settings separately.

Using the assessment as a group

An Employee Resource Group or community group can invite members to complete it individually and discuss common themes voluntarily. No one should be required to disclose their scores, neurotype or personal circumstances.

Important

The assessment belongs to you. These are personal reflections, not a diagnosis, legal determination or validated measure of institutional equality/equity. The Declaration sets out principles; it does not replace applicable legal rights.

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Five principles. Choose an environment and circle one score for each principle to determine how close do you feel you are to equality?

Environment I am assessing: _____

1. Neurodiversity Literacy How well do the people and institutions in this environment understand neurodiversity?	**MY SCORE (1–10)** 1 2 3 4 5 6 7 8 9 10 1 = Not at all met 10 = Fully met
2. Recognition To what extent am I recognised, respected and treated without prejudice in this environment?	**MY SCORE (1–10)** 1 2 3 4 5 6 7 8 9 10 1 = Not at all met 10 = Fully met
3. Supporting Difference How well do the systems, practices and environments in this setting accommodate my differences?	**MY SCORE (1–10)** 1 2 3 4 5 6 7 8 9 10 1 = Not at all met 10 = Fully met
4. Participation of Neurominorities in Policy Development How much meaningful influence do I have over decisions and policies affecting me in this environment?	**MY SCORE (1–10)** 1 2 3 4 5 6 7 8 9 10 1 = Not at all met 10 = Fully met
5. Resource Allocation To what extent can I access the support and resources I need in this environment?	**MY SCORE (1–10)** 1 2 3 4 5 6 7 8 9 10 1 = Not at all met 10 = Fully met

Your experience. Your assessment. Your choice. • Keep it, discuss it or share it if you wish.