

# UCD Neurodiversity Working Group: Terms of Reference

## **Purpose of Working Group**

This working group has been established to better understand UCD's campus climate in relation to neurodiversity and to make recommendations and progress actions that aim to make UCD an equitable, supportive and neurodiversity friendly environment for all in which to study and work.

## **Objectives**

Specifically, the group will focus its attention on the following key activities:

1. Carry out a gap analysis of existing UCD policies and procedures using the Neurodiversity Hub gap analysis protocol. (Note CHAS has signed MoU with Neurodiversity Hub).
2. Identify opportunities in UCD's existing policies, programmes and practices to enable a neurodiversity friendly campus and to consider the development of new policies and practices to demonstrate UCD's commitment to neurodiversity.
3. Engage with students and staff to gain a more in-depth understanding of perspectives and lived experiences concerning neurodiversity in UCD.
4. Identify best practice internationally to inform initiatives and actions relating to neurodiversity in the university sector.
5. Raise awareness and understanding of neurodiversity through online masterclasses, awareness raising programmes, training and the development of a dedicated webpage. This may include mainstreaming into other relevant equality training and teaching initiatives.

## **Priorities**

- To partner with key universities and organisations globally which are leading progress in this area to codevelop and rollout teaching, training and awareness programmes. (Note initial steps have commenced with neurodiversity certificate/diploma and masterclass series and conference co-hosted with Stanford University. Proposal for Further event with Stanford Nov 2021 being explored.)
- To raise awareness of Neurodiversity within the UCD community.
- To consult with members of the University community to identify a proposed set of actions
- To develop a Neurodiversity Charter.
- To develop an action plan on neurodiversity for submission to the EDI committee.

**Term of Office:** August 2021 – June 2022

**Meetings:** Meetings will take place every two months. Sub-groups of the Working Group may meet on a more regular basis.