



Welcome to the Autistic Community.

Prepared by

The Intersectional Advisory Committee (IAC)

March 2024



Acknowledgement of Country

We acknowledge the Traditional Custodians of the lands on which this Welcome Pack was created and pay respects to Elders past and present. We extend that respect to all Aboriginal and Torres Strait Islander people. Sovereignty was never ceded.

We acknowledge First Nations' ancient connection to storytelling as we share our Autistic stories and how these shape our world and our connections to it.



Table of Contents

Engaging with the Welcome Pack	4
Acknowledgement of Contributors	5
How to use the Welcome Pack	6
Creating the Welcome Pack	7
Glossary of Terms	9
Reframing Autism	10
Part One: Discovering you are Autistic	12
Part Two: Autism acceptance, self-compassion and self-care	16
Part Three: Developing a positive Autistic identity	18
Part Four: Reducing masking and camouflaging	20
Part Five: Living a good Autistic life	22
Part Six: Sharing what we wish we had known	24
Part Seven: Sharing what we want others to know	26
Further resources	29
References	30



Engaging with the Welcome Pack

At Reframing Autism, we work across research and lived experience to educate the Autistic, Autism, and broader communities about Autism, and to challenge incorrect stereotypes that cast Autistic people as “broken”, “impaired” or “disordered”.

Our Intersectional Advisory Committee (IAC) comprises community representatives from under-represented and multiply marginalised groups to help us understand better how we can support the full breadth of our community. It is these extraordinary individuals who have contributed to this Welcome Pack, to make it what it is.



Acknowledgement of Contributors

This Welcome Pack for newly diagnosed Autists would not be what it is without the contributions of many.

Thank you to the richness of our Autistic community's voices, which created the storied pieces you will find throughout this pack.

Those voices include:

- Alexandra Johnston*
- Alex Pilgrim
- Charlie Park
- Ginny Grant
- Hem (aka Sid) Chandran
- Jenny Mitchell
- Natasha Siryj*
- Sarah Climpson
- Shazzy Tharby
- Stormy Meiyong Liu
- Tim and Sarah Chan

*We extend our gratitude to IAC Chair, **Natasha Siryj** who facilitated meetings and supported the co-design process. And last but not least, a special thank you to **Dr Alexandra Johnston** from Reframing Autism who played an integral role in shaping this Welcome Pack so it can be shared with the world.

While Ginny Grant is not a member of the IAC, she has given permission for her written content (as featured on the Reframing Autism website) to be utilised in this project.



Welcome!

How to use the Welcome Pack

We invite you to engage with this Welcome Pack in whatever way works for you. You might like to read it in full, from start to finish, or dip in and out at bits that interest you.

We have resisted summarising our welcome to you in a single page here because we want to avoid simplifying our stories to fit neatly into a public-facing document.

We therefore share our unique collection of Autistic stories in their complexity, with their contradictions, tensions, and humanity. We have not smoothed over these tensions to condense key messages, because we know our decisions as co-authors matter. What stories we feature, exclude, and how we order and present the information is all an exercise of power.

In reframing Autism, we deliberately move beyond traditional power dynamics to offer you insights into what we have learned about Autism in a way that centres our community's voices, as well as those who are reading it. So, we invite you to dive in and explore as you like.

You each will bring your own lived-experience of Autism. You may feel more aligned with some stories than others. Our different voices are enormously valuable within the spectrum that is Autism.

We hope you enjoy exploring our following Autistic insights as much as we have.



Creating the Welcome Pack

Essential to this Welcome Pack is not just the “what” behind the stories we discovered, but “how” those stories were discovered.

We sought to create ways of working that were open and inclusive, sharing our learnings, mistakes, and emerging insights.

The contributors to the Welcome Pack were invited to a series of meetings and workshops where we collectively identified and reiterated key themes and insights.

We shared an early draft of this Welcome Pack with everyone who contributed, inviting them to ask questions, offer comments, and highlight points we had either missed or misconstrued.

Our project team met every few weeks to deepen our relationships and share our journey of discovery. We also spent time upfront defining how we wanted to work together as a team to support the Welcome Pack co-design.

A key insight from listening to our Autistic community was the importance of holding contradictions in our stories rather than smoothing these over. We have tried to honour that approach in this Welcome Pack.

The insights from our co-design work are organised around five main questions:

1. How did you experience discovering you are Autistic?
2. Why is building Autism acceptance and self-compassion important to you?
3. How can we each develop a positive Autistic identity?
4. What can we do to reduce masking and camouflaging?
5. How can each of us live a good Autistic life?

We discovered so many other insights, we also wanted to share these with you, including:

- What we wish we had known.
- What we want others to know.

These questions were incredibly important to our Autistic community members as they explored their own Autistic identity. We have used these questions to form the main sections of the Welcome Pack, which is shaped to help you to consider and perhaps answer these questions for yourself.



Glossary of Terms

We'd like to take a moment to let you know about our position around the use of certain language.

We embrace the neurodiversity* paradigm. This takes the basic concept of neurodiversity ("all brains are different") and proposes that, while some brains are neurotypical* (that is, broadly conforming to a standardised, typically developing norm), and some brains are neurodivergent* (that is, diverging from that standardised, typically developing norm), all brains are valued.

Importantly, the neurodiversity paradigm argues that divergent brains – and, by natural extension, Autistic brains – should exist alongside neurotypical brains, without judgement. We are not "disordered" (a subjective judgement) because of our neurodivergence*. It proposes that typically developing brains are no more "right" or "desirable" than divergent brains.

Because this position is foundational to the Welcome Pack and our work at Reframing Autism, many of the definitions provided in this pack are constructed within this lens.

We also reject the use of potentially harmful therapies, which are those therapies that are intensive in nature or promote Autistic masking or the suppression of Autistic behaviours. We've included the definitions of some such therapies in our glossary terms for context only, as they are sometimes mentioned as part of the broader discussion around Autism.

In this Welcome Pack, you might come across some terms, concepts or acronyms that are unfamiliar. These words will be marked with an asterisk (*). You'll find a handy glossary of these terms on the Reframing Autism website here:

<https://reframingautism.org.au/service/glossary-terms/>

If there's anything missing from this list, or if there's anything you'd like to enquire about, please get in touch with us here: <https://reframingautism.org.au/contact/>

We're always happy to help!



Reframing Autism

What do we mean by 'reframing Autism'?

How we understand and view Autism is potentially different to the views you have heard elsewhere.

Reframing Autism is Autistic-led. Our perspectives on Autism don't just come from professional training or university study or book-learning. They come from our lived experiences as professionals, as parents, and, most importantly, as Autistic people.

We have lived as Autistic individuals our entire lives, and we each have a deep, personal knowledge of what it is to live Autistically. It is that experience that informs what we do and why we do it.

We use identity-first language.

This means we choose to say, "I am Autistic", rather than "I have Autism". This reflects the preference of the majority of our Autistic community. We also uphold the absolute right of everyone to self-identify in any way they may choose.

We do not use traditional, pathologised language.

So, Autism is not a "deficit" or a "disorder"; it is a difference.

We reject functioning labels.

These labels are degrading, dehumanising and reductive, and there is no such thing as a "high functioning" or a "low functioning" Autistic.

We do not use outdated and problematic terms.

These terms include "Asperger's syndrome" or "Aspie".

We think of Autism as a difference that is fundamental to who we are. This means that Autism is an important part of who we are and the way we are in the world.

Autistic people develop differently to non-autistic people. Autistic people think, move, interact, sense and process differently to what people might expect.

We also have more qualities and characteristics in common with other Autistic people than with non-autistic people. Each person is different, but Autistic people will be different to non-autistic people in the way we:

- socialise and communicate, including the way we connect, make and understand friendships and relationships, and use speech and body language;
- think and process, including the way we see patterns and connections, imagine and play, experience and express our senses, emotions and executive functioning, and in the way our brains develop.
- These differences can look different for children and adults.

Just like every person, every Autistic person is unique and has different abilities, interests, and challenges. Each Autistic person will experience their Autism differently, including in the way they communicate, socialise, and interpret sensory stimuli.

No person, whether they are Autistic or not, is naturally skilled at everything. All of us have skills and challenges, and areas where we need more (or less!) support. This is as true for Autistic people as it is for non-autistic people, and each Autistic person is an individual with their own profile of skills and challenges.

“If you’ve met one individual with Autism, you’ve met one individual with Autism.”
– Dr Stephen Shore (Autistic advocate and academic)

Autism is not a disease.

Autistic people are not ill because of their Autism. Autism cannot be diagnosed with a blood test or “cured” with medicine. Rather, Autism is a neuro-developmental difference that can manifest itself in communication differences or differences in social skills and interaction.

Because Autism is part of everything we experience and the way we are in the world, it is an important part of our identity.

We cannot imagine an Autistic person without their Autism.



Part One: Discovering you are Autistic

In Part One, we touch on the following:

- Finding your new Autistic self.
- How we discovered we were Autistic.
- What diagnosis means to us.
- Autism as a part of human diversity.
- Navigating community and relationships following diagnosis.
- The cost of diagnosis as a barrier.
- The role of self-identification.
- Strategies for processing a diagnosis.

Sarah's story

"I found out I was Autistic and had ADHD when I was 32 years old. My husband and I supported our eldest child through the formal assessment process when our child was 3.5 years old. When we learned of his Autistic identity, things suddenly made lots of sense for my own life; this is when I decided to go through the formal assessment pathway.

I was privileged enough to be able to afford this expense and was even more fortunate to have landed on a clinical psychologist who was entirely, genuinely neuroaffirming*. As a consequence, I found the assessment process to be very positive, supporting and liberating.

Having a 'label' meant that I was able to realise who I truly was. It meant that the negative self-talk in my brain and the comparison I did between myself and others was put into perspective. I realised that years of "you should be able to do..." statements were always going to bring on disappointment.

No matter how hard I tried, no matter how many strategies I put in place, I always felt like I was never able to do some of the things or cope in the same way as others. After my identity was revealed, I was able to understand why and start to embrace the traits that were strengths and the things that made me different. I started to do a lot of reading about autism and ADHD, and how the two neurotypes* presented, and how different things might look when they intersected. I often refer to my brain as having two halves; my ADHD half and my Autistic half.

I never even realised I was ADHD, never thought of myself as having any traits; it was not until I went for my autism assessment that the clinical psychologist suggested we test for both after a passing comment I made about my brain state. Once I started reading and learning more about ADHD, everything properly made sense.

The two halves of my brain cancel each other out at times, it's pretty interesting living inside my mind. It can make it easier in some respects, but at times it makes it really difficult to manage daily life. I still don't quite understand my brain fully, but I have come to love it a lot more since my assessment ...

... There are a lot of things I can do very well and when I am in the right environment, but there are also a lot of things that I struggle with. I am very lucky that I have a supportive husband and friends around me who can work with me to fill in the gaps.

When I am overwhelmed and have not had time to engage in deep interests and regulate, I have trouble with daily tasks and executive function. That makes it hard for me to be the best version of myself, especially as a parent. My son and daughter are both ND, and I also live with a physical disability. Our family life is chaotic at the best of times, and juggling my chronic health conditions, disability, neurotype, parenting, maintaining relationships and holding down a professional job is exhausting.

I don't often have time for deep interests, and I suffer greatly because of that. I am still learning how to balance all the demands that are placed on my already fractured and struggling brain. I went through a stage of intense burnout that lasted over 12 months and resulted in me having to take significant time off work, modify my work duties upon return and engage in frequent therapy.

I didn't realise at the time this was Autistic burnout, because I didn't yet know I was Autistic. I can see why and how it came about, but it was so difficult to go through because I thought something was terribly wrong with me. I just couldn't function, at all. Time and space and support is what got me through, and a bunch of self-care that I would not have been able to do if I was not given time off work. I am so lucky to have such an amazing support network around me; I know not everyone has the same.

Despite the daily struggles, I am a proud ND woman and I use my voice to advocate for neuroaffirming practice in the workplace, and when parenting. I believe strongly in challenging social stereotypes and get involved in change pieces whenever I can. Finding out I was Autistic has allowed me to really accept myself and honour my own needs; that's not perfect, and it's a work in progress, but it's absolutely better than it was before. That's why I believe so strongly in making the assessment (diagnostic) process accessible for everyone, equally. Feeling validated and whole is undeniably critical to living a holistic human existence."

- Sarah Climpson

* For a definition of terms, see the handy glossary on the Reframing Autism website here: <https://reframingautism.org.au/service/glossary-terms/>

Key Points:

A new Autism diagnosis (or the epiphany that you are Autistic) can be very validating. Some Autists describe it as feeling like “finally coming home to myself”.

However, that same identification might also lead you to question or reassess some things in your life. As you adjust to your “new normal”, it is common to feel upside-down, confused, shame, or in flux.

Many Autistic people find that, once diagnosed, the relationships in their lives become a big focus, as dynamics in relationships can change. Some people in your life might not understand Autism or may only know about it from the harmful stereotypes and caricatures that they’ve seen in the media.

The misconceptions around Autism that still permeate many people’s understanding are often due to a lack of knowledge. It may be ignorance, but it can feel cruel and still hurt. You may feel burdened to educate your family, friends, and colleagues.

Even if you were only diagnosed a few hours ago, you’ve been Autistic your whole life! So, although having a whole new lens through which to understand yourself can feel daunting and perhaps a little scary, realistically, you’ve been getting to know yourself for your whole life. The difference is that now, you have a better understanding of what makes you, you!

There is no right or wrong thing to do at this early stage... many of us who have been diagnosed later in life take some time to reassess some key moments in our past. But before you do that, you might like to take some time to learn about Autism, so you can reflect on the ways that it might have shaped your life.

Autism plays a role in your social skills, communication, sensory perceptions, interests, hobbies and executive functioning – among many other things! The more research you can do, and the more you can access the experiences of other Autistics, the more “aha!” moments you’ll be able to have on your journey to understanding how to help yourself flourish.

Building resilience and practising self-advocacy is incredibly important for Autistic people – so the more understanding you can garner about your own amazing neurobiology.



Part Two: Autism acceptance, self-compassion and self-care.

In Part Two, we touch on the following:

- Worthiness of love and respect.
- Being different.
- Accepting yourself unconditionally.
- Giving yourself permission to be.
- What acceptance and self-compassion mean to us.
- Strategies for self-acceptance.
- What practicing self-care might look like.
- Accommodations as a form of self-care.
- Asking for help.
- Needing additional supports.
- Self-advocacy.

Tim's thoughts:

"I keep telling myself that I am worthy of love and respect.

I remind myself of the successes I have achieved, including making it to Year 12 at mainstream school despite enormous attitudinal and structural barriers, graduating from university and doing post-grad studies, as well as doing work as an autistic advocate.

When people dismiss, ignore or fail to acknowledge me, I do my best to look for alternative explanations of their behaviour, e.g., they're having a bad day, or don't understand our challenges, rather than internalising their deficit-based narratives in going straight to self-loathing."

- Tim and Sarah Chan

Key Points:

“Finding acceptance has a process with stages such as:

- Recognising you experience emotional distress and need help.
- Seeking help, this can start with simple conversations with people you value. If you feel you need it approaching a healthcare professional for counselling could help you work through to accepting your diagnosis and sense of self.
- Tolerating the distress you feel towards yourself and the ‘problem’ e.g. internalized prejudices and societal stigma.
- Mourning and/or grief your identity and sense of self that requires time to heal and rebuild.
- Relapsing - in this context would be feeling overwhelmed by the ‘lonely work’ you need to do to accept your new diagnose. This diagnosis isn’t who you are it’s as big or small as you want it to be. The distress you feel towards this new knowledge will fade and you will heal. You are worthy of living a meaningful life.
- Accepting -the final stages in rebuilding a person’s identity and reclaiming a sense of self-worth.
- Feeling pride, when you have reconciled with all you feel you may or may not have missed. Before you knew how to support yourself and understand what you need.”

- Alex Pilgrim



Part Three: Developing a positive Autistic identity

In Part Three, we touch on the following:

- Shifting from deficits to strengths.
 - Becoming your authentic self.
 - Helping others to embrace you.
 - What positive Autistic identity means to us.
 - How to foster a positive Autistic identity.
 - Disability Pride.
-

Tim's thoughts:

“A positive identity comes from self-awareness, of my own challenges and associated needs, and in finding ways to understand some of the limiting ways most people view autistics, especially, non-speakers*, in predominantly negative terms.

Self- belief comes from acknowledging our own good qualities, especially the courage, integrity, perseverance to keep going in the face of exclusionary barriers.

While it is important to realise our own need to be socially acceptable, this is hard for autistic people - particularly non-speakers - to be able to live up to social expectations.

Because I don't fit the mould, I have to work very hard at accepting myself, warts and all. It's a work in progress, but the support of my social network and my successes in achieving my goals, drive my ability to booster my self-worth.”

- Tim and Sarah Chan

Key Points:

Being my authentic-self is being proud of who I am – and also my autistic family (we are all neurodivergent) means:

1. Dealing with past trauma.
2. Learning about autistic culture.
3. Being your authentic-self/learning to drop the mask.”

– Shazzy Tharby

* For a definition of terms, see the handy glossary on the Reframing Autism website here:
<https://reframingautism.org.au/service/glossary-terms/>



Part Four: Reducing masking* and camouflaging

In Part Four, we touch on the following:

- What is masking?
 - Imposter syndrome.
 - How masking can impact wellbeing.
 - Long-term masking.
 - What masking may look like.
 - What reduced masking may look like.
 - Strategies for reducing masking.
 - Emotional baggage associated with masking.
-

Natasha's thoughts:

“Many Autists hide who they are, we camouflage or mask. This can be exhausting and takes a lot of energy.

Masking can look different person to person but might include things like:

- Forcing eye contact.
- Engaging in small talk.
- Suppressing feelings and emotions, especially when heightened.
- Hiding sensory overwhelm.
- Acting differently to how we would normally act.

We often mask as it is considered expected behaviour, it is the norm. Once we realise we are masking, it is possible to unmask*. Unmasking can be the first step for many of us to making changes and becoming stronger in our Autistic identity.”

– Natasha Siryj

Key Points:

Autistic masking is something that most Autistic people (especially those of us who are late diagnosed) have learned to do to survive in the world. In some ways, everybody masks, or changes who they are slightly to meet the demands of different context (e.g., work versus socialising).

But Autistic masking is a much more intense – and often detrimental – process.

Autistic masking is the (conscious and unconscious) suppression of your genuine self (including your Autistic traits) to be safe, conform, fit in and/or feel included in your environment.

Masking can take a huge toll on an Autistic person's wellbeing – mental, emotional and physical. As you learn more about your Autistic self, it's important to understand if and how you've been masking over the course of your life.

Understanding how masking has impacted you – and what you might have suppressed over time – will help you decide how you want to continue to live your life to embrace all your uniqueness.

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Part Five: Living a good Autistic life.

In Part Five, we touch on the following:

- The importance of being your authentic self.
 - Balancing all parts of you.
 - Creating meaningful connections.
 - Embracing and indulging in passions.
 - How to connect with your true self.
 - The value of finding supports.
 - What living well might look like.
-

Stormy's thoughts:

“Living a good life for me means integrating my life and my Autism into balance and being comfortable in my own skin.

I have been fighting for myself, not only through activism within the disability movement but as a member of the LGBTIQA+ community.

When I came out, I made the changes necessary to realise my desire to be wholly myself. My Autism and neurodivergence have given me access to so much of the changes and experiences that continue now to inform my life.

I have found my place under the sun, if I can put it that way...”

– Stormy Meiying Liu

Key Points:

"Tips for being your authentic self and encouraging others to do the same:

1. Make sure any therapists you see are neuro-inclusive* and neuroaffirming.
2. Realise that the journey from diagnosis isn't a train ride it's a rollercoaster.
3. Become knowledgeable about and open to various co-occurrences."

- Shazzy Tharby

* For a definition of terms, see the handy glossary on the Reframing Autism website here:
<https://reframingautism.org.au/service/glossary-terms/>



Part Six: Sharing what we wish we had known

In Part Six, we touch on the following:

- The importance of an early Autistic identity.
 - The importance of timely access to information.
 - Our natural complexities.
 - We are skilled.
 - The importance of next steps.
 - Tips to help you on the way.
-

Jenny's thoughts:

“For me, I wish I had known:

- How and where to connect with other Autistics.
- Neuroaffirming therapists for late diagnosed Autistics (lots out there for children or young adults 18-25yrs, but hard to find relevant resources for older adults).
- What next - it's all very well to get the diagnosis, but it feels like there's very little support after that.
- How to explore common co-occurring diagnoses e.g. ADHD, sensory profile.
- How to get connected with another Autistic adult further along the journey who could mentor me through 'where to next' in terms of accessing the NDIS, finding appropriate therapists, recommending resources such as helpful books, sites or podcasts.
- When, with whom, how to disclose, and the pros and cons, whether other Autists have developed scripts for disclosure.”

- Jenny Mitchell

Key Points:

“Tips to help you on the way . . .

1. Talk: I am an over communicator; I need to talk and explain things to the people around me so that I am understood and able to best be supported. I try and be as clear and transparent about what I need at any given time. This is really, really important for people who do not share my neurotype; my husband, for example. It is a critical part of our relationship that I communicate clearly what my needs are, and where my head is at, and this helps him to know exactly how he can support me. The same is true for the relationships I have with my friends.
2. Rest: this is impossible for me as a parent of young kids, but honestly it is exhausting existing in a world that is not designed for Autistic folk, and the drain on your brain is multiplied compared to someone who is neurotypical. Rest and recharge as much as you can, in the ways that you need. This helps to get through, avoid burn-out and remain regulated.
3. Find neurokin* and hold them close: when you find your people, you will know it – don’t let them go. The people whom you can be your authentic self around, who love you unconditionally and who make you feel safe and whole, these people you need to keep. Find them and keep them. They will help you survive in this world.”

– Sarah Climpson

* For a definition of terms, see the handy glossary on the Reframing Autism website here: <https://reframingautism.org.au/service/glossary-terms/>



Part Seven: Sharing what we want others to know.

In Part Seven, we touch on the following:

- Debunking myths.
- Communication differences.
- Communication strengths.
- Autistic social differences.
- Social connections and relationships.
- Advocating our needs.
- Supports needed to access our potential.
- Acknowledging our differences.
- Celebrating our strengths.

Sid's thoughts:

"I am afraid that stigma around autism exists mostly in my culture. In my case, slowly but not surely life has got to a point where I can disregard the most prejudicial elements of my culture. I have been making effort to build a support structure.

I am at a point in my life that I am surrounded by supportive and positive people who encourage me. I do not need to engage with people who are negative or who stigmatise people like me. I am making no excuses for them than ignorance.

An individual with a permanent disability is seen as a person not worthy of having the privileges of living in a family. I know people who feel that we deserve nothing more than food and shelter. We are seen as people with no rights.

Most people do not understand autism. They treat us autistics as crazy people. They feel no need to pay any kind of attention to me and think that they can just treat me as I do not exist or ignore my presence if I am around.

Some people I have met are afraid that I might hurt them and physically distance themselves from me. The same people are gobsmacked when they see me type and use words.

I would like to make a list of the most harmful and disturbing beliefs and practices. But this will take time."

- Hem (aka Sid) Chandran

Key Points:

Autistic people have a full range of feelings and emotions. How each person expresses emotions and the level of their ability to express emotions varies.

It's important to support a person who is expressing their emotions by validating their emotional response, paying attention to their body language, being patient, and helping them to utilise communication strategies.

As part of the social communication differences associated with Autism, it is not uncommon for Autistic people to have trouble recognising and interpreting emotions (this is called alexithymia), which can add to the misunderstanding about Autism and emotions.

It is important to remember that Autistic people do have emotions, are caring and loving, and their feelings can be hurt, just like anyone else.

We want others to know that:

- Autistic communication looks different for different people.
 - Autistic people seek social connections and friendships, and many want (and have) romantic relationships.
 - We have much to offer, and often need to overcome many barriers to be able to thrive.
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Part Eight: Further Resources

- [I am newly diagnosed](#) – Amaze
- [When a late diagnosis of Autism is life-changing](#) – Abby Sesterka and Dr Erin Bulluss
- [Post diagnosis and disclosure](#) – Academic Autistic Spectrum Partnership in Research and Education (AASPIRE)
- [Character strengths adult survey](#) – Authentic Happiness
- [Guide for Autistic adults following diagnosis](#) – Autism Wales
- [Post diagnosis support for Autistic adults](#) – National Autistic Society
- [NeuroClastic – The Autism Spectrum According to Autistic People](#) – NeuroClastic
- [Discovering your Autistic identity as an adult](#) – Reframing Autism
- [Thinking Person’s Guide to Autism: evidence-based, neurodiversity-steeped information from autistic people](#) – Thinking Person’s Guide to Autism (TPGA)
- [Shazzy Tharby on LinkedIn](#)
- 2018 survey: [11,521 participant survey showing Autistic people prefer Autistic person](#) AND 2022 survey: [11,212 participant survey showing Autistic people prefer Autistic person](#) – Chris Bonello
- [Does Language Matter? Identity-First Versus Person-First Language Use in Autism Research: A Response to Vivanti](#) – Monique Botha et al
- [The Significance of Semantics: Person-First Language: Why It Matters](#) – Lydia Brown
- [A rose by any other name would smell...of stigma \(or, the psychologically important difference between being a “person with autism” or an Autistic person\)](#) – Chloe Farahar
- [Editorial Perspective: The use of person-first language in scholarly writing may accentuate stigma](#) – Morton Ann Gernsbacher
- [“Why Person-First Language doesn’t always put the person first”](#) – Emily Landau
- [“The Failings of Person First Language”](#) – Amy Sequenzia



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