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From: **Betsy Johnson** <[betskaren724@gmail.com](mailto:betskaren724@gmail.com)>

Date: Mon, Jun 29, 2020 at 5:53 PM

Subject: Diversity and inclusion committee

To: <[selectmen@natickma.org](mailto:selectmen@natickma.org)>

To whom it may concern,

Hi, my name is Betsy Johnson and I am a resident of Natick. I understand that there is a possibility that a committee will be formed to focus on diversity and inclusion. I am seeking information about how to be a part of this committee.

The expertise I bring to the table is an area not always talked about (even in conversations about diversity) – neurodiversity.

As a parent of a neurodiverse child, I became interested in neurodiversity early and have become somewhat of an expert in advocating for the needs of neurodiverse individuals.

The amazing truth is that this population can exceed all expectations when giving the proper supports and accommodations. Neurodiverse people can have a powerful presence in the workplace. Dedication to goals, intense focus, thinking outside the box, programming and math expertise, adherence to structure are all valuable strengths in an organization.

Attached is a fact sheet that explains more about neurodiversity that I created for Mr. Harrigan and the Natick school district. Although it was geared to students in a classroom, it does give a good strengths-based overview of both the challenges and strengths of neurodiverse individuals and can be tweaked to apply to the workplace as well.

I'd love for neurodiversity to be a part of any diversity initiative in this town.

Businesses in this town would certainly benefit by proactively recruiting and employing neurodiverse individuals. Awareness and advocacy efforts for this population would benefit our community greatly.

I appreciate your consideration.

Kind regards,

Betsy Johnson