

nuwsletter

nuws:

Check out pictures and our video recap from The Black Experience, our holistic celebration of Vermont's Black lived experience, held on February 25th!



nu-education

Neurodiversity Celebration Week took place from March 13-19. This week is a worldwide initiative that challenges stereotypes and misconceptions about neurodiversity and celebrated neurodivergent people.. Neurodiversity is defined by the Cleveland Clinic as “the unique ways people’s brains work” and being “neurodivergent” means to have a brain that works differently from the average or “neurotypical” person. However, both terms are umbrella terms and include conditions such as:

- Autism spectrum disorder
- Attention-deficit hyperactivity disorder
- Down syndrome
- Dyscalculia
- Dysgraphia
- Dyslexia



- Dyspraxia
- Intellectual disabilities
- Bipolar disorder and obsessive-compulsive disorder
- Prader-Willi syndrome
- Sensory processing disorders
- Social anxiety (a specific type of anxiety disorder)
- Tourette syndrome
- Williams syndrome

Though Neurodiversity Celebration Week has passed, it is important to be inclusive of all folks year-round. Here are some ways to be inclusive of neurodiverse folks:

- Be willing to listen
- Communicate in ways that are helpful to them
- Be accommodating to their needs
- Avoid labels and assumptions - neurodivergence can present itself in different ways
- Be respectful

nu-spotlight:

We'll be sharing ongoing highlights and updates in this section of the newsletter. This month, we are excited to share some of the DEI resources we've added or will be adding to our learning journey.

8 Ways to Be Inclusive During Ramadan - Ramadan began on March 24; Use this LinkedIn article to learn more about how to accommodate Muslim friends during this month

Psychological Safety and Learning Behavior in Work Teams - An academic paper on team psychological safety and its impact on earning and performance in organizational work teams

Check out some of these local events



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Nuwave Equity

happening this month and look out for more on our social media accounts!

quote of the month:

“We unlock the benefits of diversity by allowing, permitting, and embracing dissent.”

- Todd Kashdan

Saturday
April
8

The Poetry Experience

- 1:00 PM - 3:00 PM
- Fletcher Free Library, 235 College Street Burlington, VT
- FREE

event website

Tuesday
April
11

An Archaeological History of Chittenden County

- 7:00 PM
- Charlotte Library 115 Ferry Road Charlotte, VT 05445
- FREE

registration link

Tuesday
April
18

Tree Planting Event

- 9:00 AM - 12:00 PM
- Ethan Allen Homestead Museum and Historic Site 1 Ethan Allen Homestead Burlington, VT 05408
- FREE

registration link

Friday
21

Burlington: Free Fresh Veggies

- 10:00 AM
- Intervale Center: 180 Intervale Road Burlington, VT 05401

social media:



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Nuwave Equity Corporation



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