

Here is the agenda for *Neurodiversity in the Legal Field*

- Roadmap, Icebreaker, and Introduction to Speaker (~ 15 mins)
- **What is neurodiversity? (~ 30 mins)**
  - Legal field relevant statistics
  - Definition and introduction to neurodiversity
  - Different definitions of disability
  - A discussion on ableism
  - Neurodivergent conditions
  - Strengths of a neurodiverse workplace & community
- **Supporting yourself and others (~ 30 mins)**
  - Executive function
  - Accessibility & accommodation
  - Supporting clients with high support needs
  - Supporting neurodivergent children
  - Self-accommodations ideas
  - Inclusive ideas to implement in the workplace
- Conclusion, discussion, & audience questions (~ 15 mins)

#### **Sierra Bio:**

Sierra Grandy is an international speaker, attorney, advocate, and founder of Questify Your Life LLC, where she empowers individuals and organizations to embrace neurodiversity, disability, and mental health inclusion. With a background in law and personal lived experience, Sierra helps lead discussions in the workplace and beyond, focusing on topics like neurodiversity in the workplace, mental health recovery, and gamification for personal growth.

In addition to her speaking engagements, Sierra is deeply involved in advocacy work, serving as Minnesota's Representative and 2nd Vice Chair on the National Alliance on Mental Illness's (NAMI) Peer Leadership Council, as a Council Member and LAC Workgroup Chair on Minnesota's State Advisory Council on Mental Health, and as the Education

Committee Chair for the Minnesota Disability Bar Association.

Sierra's mission is to show that play and leadership can coexist and to inspire others to create a more inclusive world, one small quest at a time.

**Written Narrative for learning goals:**

This presentation is at least 60 continuous minutes in duration, directly related to the practice of law, and meets all other requirements of Rule 5 of the CLE rules.

This presentation is designed to address two of the elimination of bias goals.

It meets the requirement of 1) *To educate lawyers about the elimination of bias or prejudice in the legal profession, in the practice of law, and/or in the administration of justice.* Neurodiversity, disability, and ableism are under-discussed topics in the legal profession, and this presentation aims to teach about them with the desired outcome of legal professionals taking steps towards being more mindful of the bias we may hold against neurodivergent individuals, as well as learning more about how to support themselves, their colleagues, and their clients in legal settings.

2) *To educate lawyers regarding barriers to hiring, retention, promotion, professional development and full participation of lawyers of color, women, and those persons referenced in the "course in the elimination of bias in the legal profession and in the practice of law" definition (Rule 2G) of the CLE rules, both in the public and private sector of the legal profession and in the practice of law.* This presentation directly relates to the practice of law and is designed to educate attorneys to identify and eliminate from the legal profession and from the practice of law biases against persons because of disability, specifically disabilities that relate to neurotypes.