

SUPPORTING NEURODIVERGENT STAFF: CAMP READINESS ASSESSMENT QUESTIONS



ENVIRONMENT & PHYSICAL SPACE

- Are noise, lighting, and crowded spaces manageable?
- Is attendance flexible for transitions/events with large groups?
- Are quiet or low-stimulation spaces available for breaks?
- Can staff housing/bunking be predictable and private if needed?



LEADERSHIP & SUPERVISION

- Are supervisors trained in ND awareness and inclusive practices?
- Can coaching and feedback be individualized, consistent, and clear?
- Are regular check-ins feasible without overloading supervisors?



POLICIES & PROCEDURES

- Are routines and expectations clearly documented & accessible?
- Do staff manuals, emergency procedures, and job descriptions reflect flexibility, where possible?
- Are accommodations formally allowed, supported, and communicated without stigma?



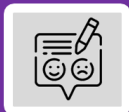
CULTURE & TEAM DYNAMICS

- Does the staff culture value diverse thinking, communication styles, and work approaches?
- Are team members encouraged to model patience, empathy, and understanding? Does leadership model these expectations?
- Are microaggressions or casual stereotyping actively addressed?



TASK DESIGN & ROLE FLEXIBILITY

- Can job tasks be adapted to staff strengths?
- Are high-demand tasks paired with support or clear instructions?
- Are alternative modes of task completion (visual/written/oral) allowed?



REFLECTION & CONTINUOUS IMPROVEMENT

- Has the camp onboarded ND staff previously? Was it successful? Was what was learned from the challenges changed/implemented?
- Is feedback on accommodations/supports encouraged mid-season?
- Do processes exist for reassessing/adjusting support needs?



Self reflection should be honest to be helpful. "Some work done" is still a win and gives you a path forward!



The path to "We're ready!" is made up of small steps along the way.



IF YOU WERE A
NEURODIVERGENT
STAFF MEMBER, WOULD
YOUR CAMP FEEL LIKE
SUPPORT? OR SURVIVAL?



WHAT IS ONE SMALL
CHANGE THAT YOU COULD
MAKE TOMORROW THAT
WOULD MAKE YOUR CAMP
MORE ACCESSIBLE TO
DIVERSE BRAINS?

