

# Good Practices – NeuroDiversity from a Female Perspective

Desk Research Results from All Partners –  
2025



### Content - Research Results from all Partners

Note: All items below are clickable links to sections in this document

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### Introduction and a short first Conclusion

**Dear Readers,**

As part of the joint project “**NeuroDiversity from a Female Perspective.**”, this publication presents the outcomes of all partners’ national research on good practice in the field of neurodivergence and neurodiversity from a gender perspective. The aim of this research was not to present a collection of data, but to provide insight into existing good practices.

Based on desk research, it aims to provide an overview of gender-specific services for girls\* and young women\* affected by autism and/or AD(H)D, ideally within the framework of girls’\* work. All partners involved are actively involved in various areas of youth and gender-specific work and bring extensive experience in the field of autism and AD(H)D.

The purpose behind this publication is to gain an initial overview of the existing gender/specific practices on the basis of the different research carried out by the project partners in their respective countries. These collected findings serve as an introduction both to this document and to the NeuroDiversity project. As such, the content presented in this paper reflects the research conducted in the partner countries: Germany, Greece, Spain and the Netherlands. It should be noted, however, that this document does not constitute scientific research and makes no claim to completeness.

If you, dear readers, are aware of further examples of good practice not yet included, please inform **Christine Schubart** of YES Innovation & Research e. V. (YES IR) so that they may be added. This publication will be updated periodically.

Following our initial assessment, we are even more convinced of the importance of our project goals: in all participating countries, the focus on youth work for and with girls\* and young women\* is neither comprehensive nor sufficient. In particular, our research demonstrates that there is a lack of youth (social) work services in the broadest sense, which underlines our commitment to this project. Nonetheless, we are aware that a three-year project cannot fully bridge this significant gap, but it represents a preliminary attempt to address it.

In the coming months, we will continue to develop our offers for the target group and provide recommendations for integrating neurodivergent colleagues into our teams. Further information is available on the YES IR website.

Christine Schubart, Carolin Agüero Villegas,  
and all colleagues from the partner consortium, August 2025

### YES IR, GERMANY, NeuroDivers e. V., Aschaffenburg

#### LINK

#### TARGET GROUP

The accredited youth welfare organisation provides services for autistic women, children, and young people.

It seeks to offer information, networking opportunities, and research, and understands itself as an organisation run by autistic people, for autistic people.

#### WHAT

The organisation's services are wide-ranging and holistic, including:

- Professional development and academic lectures for practitioners and family members
- Cultural and leisure activities (media, creative arts, movement, cultural events, animal-assisted activities)
- An online gaming space
- A self-managed youth centre
- A parent–child meeting place
- A self-help group
- A variety of additional opportunities

#### Frequency/Duration

Is this a project, a regular service, or offered only at specific times (e.g. in cooperation with a school)?

Services are provided at varying intervals, from weekly to monthly, depending on the type of activity.

#### Special Features

[The website/organisation](#) refers to studies, publications, lectures, videos, and podcasts, and—through [LINKs](#) to partner sites—offers access to a broad range of information materials. In addition, it provides a customisable emergency card for personal use.

#### Personal impression/personal evaluation

This is a compelling and beneficial organisation and website, for which I have yet to find a comparable alternative.

#### Evaluation



Holistic and diversity-sensible.

### YES IR, UK, autisticgirlsnetwork

#### LINK

From the Website:

**“Our vision, mission and aims:**

AGN has been a registered charity since November 2021, although we have been supporting autistic individuals as an organisation since 2017. We take pride in being autistic and neurodivergent-led, aiming to co-produce all our services with our community. We frequently seek feedback and ideas from our Facebook group, where 66% of members are neurodivergent and another 16% are exploring whether they might be. Combined with our in-person groups, peer support groups, and mentees, this provides a robust foundation to develop and refine services that meet the needs and goals of our community.

**Our Vision:** We empower, support and provide community for autistic women, girls and their families, advocating for the change necessary to build in a world in which they can flourish on their own terms.

**Our Mission:** To support autistic women, girls and their families by providing education, resources and community, helping them develop a positive sense of self.

#### **Our Aims:**

**1 Promote awareness, understanding and acceptance:** Increase awareness, understanding and acceptance of autism in girls, women and non-binary people among the general public, educators, healthcare professionals, and policymakers.

**2 Provide Support Services:** Offer a range of support services tailored to the unique needs of autistic girls, women and non-binary people, including mentoring programmes, age-specific groups, and peer support groups.

**3 Empowerment through Education:** Provide educational resources and workshops to empower autistic girls, women and non-binary people to understand their strengths, advocate for themselves, and navigate social and academic environments successfully.

**4 Advocacy and Policy Change:** Advocate for policies and practices that promote inclusion, accessibility, and acceptance for autistic individuals in schools, workplaces, and communities.

**5 Community Building:** Create a supportive and inclusive community for autistic girls, women and non-binary people to connect, share experiences, and build friendships in a safe and understanding environment.

**6 Address Intersectionality:** Recognise and address the intersectional experiences of autistic girls, women and non-binary people, including those from marginalised backgrounds, and work towards creating equitable opportunities and support.

**7 Research and Knowledge Sharing:** Support and engage in research initiatives focused on understanding the unique needs and experiences of autistic girls, women and non-binary people, and share findings to inform best practices and policies.

**8 Collaboration and Partnerships:** Collaborate with other organisations, professionals, and advocates in the autism community to amplify voices, share resources, and work towards common goals of acceptance and inclusion.

**9 Celebrate Diversity:** Celebrate the diversity within the autistic community and promote acceptance of all individuals regardless of their neurodiversity, gender identity, race, ethnicity, or other characteristics.

**10 Long-term Sustainability:** Ensure the long-term sustainability and growth of Autistic Girls Network through effective fundraising, strategic planning, and organisational development initiatives.”

### What

Mentoring; Face-to-Face groups; adult peer support; online support

- Training for schools; specialist training for higher education; training for parents and parent carer forums; training for health & social care professionals
- Corporate training
- Neurodiversity training for charities
- Case studies
- Blogs.

### Special features

Comprehensive recommendations for books.

- Helpful forms to download, white papers like:  
[Autism, Girls & Keep It All Inside](#) and [Reasonable adjustments possible at school](#)

### Personal impression/personal evaluation

A comprehensive site with materials that are not available in a comparable way in Germany!

### Evaluation

☆☆☆☆☆

Visionary and at the same time grounded in reality.

**YES IR, UK**

**Women, Autism and Neurodivergence, Daisy & Chain Autism & Neurodiversity**

**LINK**

**TARGET GROUP**

Offers for the whole family with a range of activities on a farm.

**WHAT**

From the website: “We support and empower autistic and neurodivergent individuals through the provision of holistic person-centred services, whilst promoting training, wellbeing, inclusion and acceptance regionally and nationwide.”

Day centre – farm – gardens and allotments – sensory play area – wetlands – superstores & retail.

For children and young people:

- After-school and weekend clubs
- Holiday activities
- High needs support
- Family activities
- Performing arts
- Wellbeing

Also offers for adults and parents and carers.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

Depends on the offer.

**Special features**

- Comprehensive documentation of activities and successes
- Comprehensive information on diagnoses and lists of [LINKs](#) to where those affected can find help
- [Subsite at girls and women](#)
- [“The Gender Disparity in Neurodivergent Diagnoses: A Closer Look”](#)

**Personal impression/personal evaluation**

- Beneficial offer, holistic approach
- Very informative website.

**Evaluation**



Nothing similar is known in Germany.

### YES IR, GERMANY LunA Leipzig und Autismus e. V., Leipzig

#### [LINK](#)

#### TARGET GROUP

Alongside a group for women and girls aged 14 and over (with or without a diagnosis), the organisation addresses people of all ages and backgrounds.

#### WHAT

The group meets once a month, and a digital meeting space is also available. The centre additionally welcomes self-advocacy groups.

Activities include a book club, a parents' group, a group for partners, and one for adults, as well as a regular meeting table for day-care staff and school assistants, queer disabled people, and an inclusive creative afternoon.

Family members and autistic individuals can also receive counselling on participation and state social benefits.

#### **How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

The group meets once a month.

#### Special features

Workshops are offered for professionals.

#### Personal impression/personal evaluation

A welcoming place for making connection, offering professional guidance and a wide range of opportunities.

#### Evaluation



See below.

### YES IR, GERMANY. Autismus Hamburg e. V., Hamburg

#### LINK

#### TARGET GROUP

- Young aged 8 to 20
- Adults, parents, professionals

#### WHAT

- Various youth groups
- Sports activities, such as archery (from age 12) and rugby (for children aged 8 to 12)
- Animal-assisted pedagogy – encounters with donkeys for autistic young people aged 8 to 20.

#### How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?

- Is this a project, a regular service, or only available at specific times (e.g. in cooperation with a school)?
- Offered on a regular basis, though the website does not specify how often or when.

#### Special features

- Extensive background information on diagnoses and therapies (the relevant subpage was under construction at the time of research)
- Guidance and tips for parents, such as choosing a suitable day-care centre, information on schools and other counselling services, and resources on puberty
- Further information on housing and legal rights
- An online shop offering numerous publications and posters.

#### Personal impression/personal evaluation

- Very comprehensive information aimed primarily at parents.
- Children and young people are only addressed indirectly.
- The language used makes the content appear gender-sensitive.

#### Evaluation



Not only very informative for parents!

**YES IR, GERMANY**  
**ATBZ Autismustherapie Beratungszentrum, Wolfsburg**

[LINK](#)

**TARGET GROUP**

Children, young people, and adults.

**WHAT**

The ATBZ provides comprehensive counselling services for both children and adults. It also offers specialist advice for schools and other professionals.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

Once a month, a group for girls aged 17 and over and women on the autism spectrum.

**Special features**

It demonstrates a very high level of expertise and operates not only in Wolfsburg, but also beyond.

**Personal impression/personal evaluation**

Excellent provision, but not youth work in the broader sense.

**Evaluation**



See below.

10

**YES IR, GERMANY**  
**Autismus-Jugendgruppe Maintal, Kinder- und Jugendförderung Maintal**

[LINK](#)

**TARGET GROUP**

- Young people aged between 10 and 17.

**WHAT**

- Open youth work activity for young people with autism
- A safe space for meeting peers with autism
- Extension of activities through leisure opportunities supported by volunteers
- Each session begins with a check-in question before moving on to the leisure activities.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

- Once or twice a month.

**Special features ./.**

**Personal impression/personal evaluation:**

An essential offer for affected young people.

**Evaluation**



There is no information available on whether the group has a gender-specific perspective on young people or if it offers support for gender-related issues.

## YES IR, GERMANY

### JAm., Jugenarbeit medial inklusiv, Bezirksjugendring Unterfranken, Würzburg

#### LINK

#### TARGET GROUP

Young people in the region 'Unterfranken', part of Bavaria with the cities Aschaffenburg, Schweinfurt, Würzburg and the nine districts of Aschaffenburg, Bad Kissingen, Haßberge, Kitzingen, Main-Spessart, Miltenberg, Rhön-Grabfeld, Schweinfurt and Würzburg. Bezirksjugendring Unterfranken builds a network of youth work offers.

#### WHAT

A platform [LINKs](#) youth work services, both in person and online, and enables users to create their own online groups on a variety of topics.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

No statement possible

#### Special features

It is an excellent and highly informative website, offering valuable insights on the topic of neurodiversity.

- Neurodiversity, neurodivergent, 'neurotypical'.

#### Personal impression/personal evaluation

- Very informative
- No statements on gender-specific work

#### Evaluation



The media education approach appears very good, but for our project there is insufficient information on how the inclusion of neurodiverse young people is implemented at the local level.

### IB, GERMANY, DIVERSICON

#### LINK

#### TARGET GROUP

Young women and girls with Autism.

#### WHAT

Diversicon supports people on the autism spectrum in their journey towards long-term employment.

- Diversicon offers a course and coaching programme specifically tailored to the needs of autistic people. Participants receive practical tools for their daily working life, learn to advocate for their abilities and needs, and are better equipped to manage everyday professional situations.
- Building on this foundation, Diversicon assists participants in finding suitable employment and sustaining it in the long term. The organisation also works to raise awareness of diversity within companies.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

- Funded in 2019.

#### Special features

- Unique offer for autism affected women and girls
- Focus on the integration of women into the labor market.

#### Personal impression/personal evaluation

It is a good idea for supporting affected women/girls who want to enter the labour market, but some relevant information are missing. Found under: [Skala: Projekte](#)

#### Evaluation



**IB, GERMANY, ADHS und Frauen/Autism and ADHS Work**

**LINK**

**TARGET GROUP**

Young women and girls with ADHS.

**WHAT**

A platform specifically for women affected by ADHD, focusing on their personal stories as well as providing dedicated information on the topic.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

- Regular in the term of a long-term cooperation.

**Special features**

The platform shall provide

- Personal stories from women and girls affected by ADHD
- Specific information on the topic of ADHD in women and girls
- Questionnaires for self-assessment
- A community space to connect with others

**Personal impression/personal evaluation**

It is a good first initiative who shall provide helpful information about (non)- diagnosed ADHD affected woman/girls, but not for autism affected women/girls. The webpage is in progress and not ready yet. Found under: [ADHD and Women](#)

**Evaluation:**



**IB, GERMANY, Wetteraukreis e. V.**

**LINK**

**TARGET GROUP**

- Young women and girls with autism.

**WHAT**

- Creation of a self-help group specifically for women and girls with autism

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

- Regular in the term of a long-term cooperation.

**Special features**

The self-help group offers space:

- To engage in mutual exchange
- To give like-minded people the opportunity to get to know each other
- To open discussion on challenges and crises in the everyday life, as well as on possible solutions and scenarios
- To allow those directly affected to help shape the framework programme.

**Personal impression/personal evaluation**

Unique because its focus is only on autism affected people, for sharing challenges, daily life experiences etc.

**Evaluation:**



### IB, GERMANY, autSocial, part of the Project: AUT\*ICA

#### LINK

#### TARGET GROUP

- Severely disabled girls and women with high-functioning autism (HFA) who have official severe disability status
- Those with equal status, differentiated according to the time of diagnosis
- Facilities and services for medical and vocational rehabilitation (BBW, BFW, BTZ, RPK)
- Counselling and therapy services (e.g. university study counselling centres, autism counselling and therapy centres such as NANO, autism competence centres, specialist integration services)
- Funding bodies for medical and vocational rehabilitation (employment agencies, pension insurance institutions, health insurance providers, professional associations, etc.)
- Organisations representing autism and self-advocacy (e.g. BV Autismus Germany e.V., self-help organisations)
- Companies in the general labour market that employ, have employed, or intend to employ autistic women, as well as public sector employers and the Autismus Corporate Network.

#### WHAT

A number of international studies, as well as several national references, highlight that severely disabled women and girls with high-functioning autism (HFA) or Asperger's syndrome (AS) experience even more discrimination in the workplace than autistic men. This makes it harder for them to enter the labour market, often results in frequent job changes, and can ultimately lead to complete withdrawal from working life.

Findings indicate that the expectations placed on autistic women in their professional lives lead to higher and qualitatively different occupational stress compared to autistic men. There is a lack of knowledge on how to address these specific burdens and how to support the needs of autistic women to remain employed long-term and to achieve stability in their personal development.

With this project, we aim to explore these findings further and identify the specific challenges and living conditions of girls and women with HFA/AS in the context of vocational qualification and job placement, in order to achieve equal and sustainable participation in working life nationwide.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

- Funding period: 2022 – 2024.

### Special features

Research into specific burdens and living conditions of young severely disabled girls and women with HFA/AS in the context of vocational qualification and placement that prevent equal and sustainable participation in working life

### Personal impression/personal evaluation

- Special focus on women with high-functioning autism/other diagnoses
- Aim: creation of coaching offers and strategies for those affected people, which makes their life easier.

But it is essential to mention that based on the findings of this project, relevant material might need to be developed.

### Evaluation



### IB, GERMANY, autSocial, part of the Project: AUT-1A

#### LINK

#### TARGET GROUP

- Individuals with high-functioning autism, with severe disability status or equivalent, who have completed vocational training or higher education, with special consideration given to women with autism
- Companies in the general labour market (and their employees) that already employ, have employed, or intend to employ people with autism, as well as public sector employers
- Inclusion companies and departments that employ people with autism spectrum disorders
- Employees of vocational training and vocational promotion facilities, specialist integration services, employment agencies, and professional qualification projects involved in the professional integration of people with autism
- Politicians and decision-makers in the public sphere.

#### WHAT

The primary goal of the project is to sustainably improve the employment of severely disabled people with autism in the general labour market.

In detail, this means:

Exploring existing reservations and resistance within companies that hinder the employment of people with autism (barriers in the sense of the bio-psycho-social health model of the ICF)

Gaining knowledge about effective methods of placing and supporting young people who have already completed training or studies

Creating incentives for companies to employ autistic individuals

Developing new and efficient measures and designing suitable framework conditions for the stabilisation of employment relationships (support factors).

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

- Funding period: 2019 – 2021.

#### Special features

Initiation of supportive measures for the transition into working life for individuals with high-functioning autism, with a special focus on women.

### Personal impression/personal evaluation

It is a new way of bringing together the labour market and the people affected, particularly women. Its focus is on various disabilities, with a special emphasis on women with autism. However, it is important to note that this is a project, and the relevant materials still need to be developed.

**Evaluation**



**Aval Asperger, SPAIN, YOUTH WORK OFFER/ Self Advocacy, CEPAMA,  
YOUTH WORK / «Violencia contra las niñas y mujeres»  
(Violence against autistic women), Autismo España**

**LINK**

**TARGET GROUP**

Autism associations, educators, social workers, police, etc.

- Health professionals
- Educators
- Companies.

**WHAT**

"They are autistic women sharing experiences to improve the lives of autistic people and their families.

They are pioneers in the creation, management, and training provided by autistic women who have pursued professional, research, and teaching careers.

They create a space for connection, knowledge, and teaching across different areas, addressing the current needs of the autistic community, improving society, and promoting equal opportunities. They facilitate learning about autism based on research, academic studies, and their own experiences as autistic women individuals.

They structure and promote the labor inclusion of autistic people through training and awareness campaigns.

They share their life experiences to support others in navigating the different stages of diagnosis and inclusion of autistic individuals and those around them."

In Spain, there is no official data on the prevalence of gender-based violence against autistic women. However, results from the Ministry of Equality's 2019 macro-survey on violence against women show that 40.4% of women with disabilities have experienced intimate partner violence, compared to 31.9% of women without disabilities. Recognising the urgent need for awareness and support, Autism Spain has implemented a best practice initiative: a macro-survey and free online training open to the public. This initiative provides valuable resources, including [LINKs](#) to scientific studies on recognising signs of abuse in autistic women and strategies for providing effective support in cases of violence. By equipping individuals and professionals with essential knowledge, this effort represents a significant step towards protecting and empowering autistic women.

**How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

This is a regular offer, and they collaborate with different organisations.

This is another initiative of Autism Spain, focusing on women with autism. It is available online to the general public free of charge.

**Special features ./.**

### Personal impression/personal evaluation

This is a great initiative, and Autismo España is an excellent example of self-advocacy and best practice. As an organisation with the resources to conduct large-scale studies and provide open access to the results, its work benefits a wide range of stakeholders, including health services, social services, youth organisations, and law enforcement. Such initiatives are an essential resource for raising awareness and supporting youth workers, as they help to fill knowledge gaps and strengthen support systems for autistic women. The initiative demonstrates a strong commitment to evidence-based approaches, offering both research-based insights and practical applications.

Historically, girls and women have been underrepresented in autism research, resulting in diagnostic frameworks that often overlook female-specific manifestations of autism. This gender bias in diagnosis and care creates significant barriers for autistic women, particularly when seeking support in cases of gender-based violence. The lack of awareness and adapted tools among professionals means that many autistic women face credibility issues when reporting abuse and may struggle to access appropriate care.

Autismo España's initiative helps to address these issues by

- Raising awareness of autism in women, reducing stigma in diagnosis and care
- Providing essential training and resources for professionals working with autistic women in youth services, gender-based violence response, health and social work
- Highlight the need for adapted identification tools to prevent autistic women from being overlooked in victim support services
- Gaps and areas for improvement From our perspective, a critical gap is the lack of adapted screening tools for autistic women in the identification of gender-based violence.

Standard tools, such as the Woman Abuse Screening Tool (WAST), are not designed for autistic people, leading to misinterpretation and ineffective assessments. In addition:

- Many professionals lack training and materials, such as pictograms or visual aids, to facilitate communication with autistic victims
- Without tailored interventions, autistic women may become disconnected from support networks or return to abusive relationships
- The situation is even more critical for autistic minors, who face even greater barriers to accessing protection.

This initiative stands out as a good practice because it not only raises awareness but also provides practical resources for professionals. It represents a step forward in ensuring that autistic women receive the specialised care they need in cases of gender-based violence. Given the lack of similar large-scale efforts in our country, adopting and adapting this approach could significantly improve our support systems for autistic women facing violence.

### Evaluation



### **Aval Asperger, SPAIN, YOUTH WORK / «Violencia contra las niñas y mujeres» (Violence against autistic women), Autismo España**

#### **LINK**

#### **TARGET GROUP**

Autism associations, educators, social workers, police, etc.

#### **WHAT**

In Spain, there is no official data on the prevalence of gender-based violence against autistic women. However, results from the Ministry of Equality's 2019 macro-survey on violence against women show that 40.4% of women with disabilities have experienced intimate partner violence, compared to 31.9% of women without disabilities. Recognising the urgent need for awareness and support, Autism Spain has implemented a best practice initiative: a macro-survey and free online training open to the public. This initiative provides valuable resources, including [LINKs](#) to scientific studies on recognising signs of abuse in autistic women and strategies for providing effective support in cases of violence. By equipping individuals and professionals with essential knowledge, this effort represents a significant step towards protecting and empowering autistic women.

#### **How often/Duration: Is it a project, a regular offer or only at certain times (e.g. because it takes place in cooperation with a school)?**

This is another initiative of Autism Spain, with the focus on women with autism. It is available online to the general public free of charge.

#### **Special features ./.**

#### **Personal impression/personal evaluation**

We believe this initiative by Autismo España is an excellent example of best practice. As an organisation with the resources to conduct large-scale studies and provide open access to the results, their work benefits a wide range of stakeholders, including health services, social services, youth organisations and law enforcement. This type of initiative is essential for youth workers as it helps to fill knowledge gaps and improve support systems for autistic women.

Historically, girls and women have been underrepresented in autism research, leading to a diagnostic framework that often overlooks key female-specific manifestations of autism. This gender bias in diagnosis and care creates significant barriers for autistic women, particularly when seeking support in situations of gender-based violence. The lack of awareness and adapted tools among professionals means that many autistic women face credibility issues when reporting abuse and may struggle to access appropriate care.

Autismo España's initiative helps to address these issues by

Raising awareness of autism in women, reducing stigma in diagnosis and care

Providing essential training and resources for professionals working in youth services, gender-based violence response, health and social work

Highlight the need for adapted identification tools to prevent autistic women from being overlooked in victim support services.

Gaps and areas for improvement From our perspective, a critical gap is the lack of adapted screening tools for autistic women in the identification of gender-based violence. Standard tools, such as the Woman Abuse Screening Tool (WAST), are not designed for autistic people, leading to misinterpretation and ineffective assessments.

In addition:

Many professionals lack training and materials, such as pictograms or visual aids, to facilitate communication with autistic victims.

Without tailored interventions, autistic women may become disconnected from support networks or return to abusive relationships.

The situation is even more critical for autistic minors, who face even greater barriers to accessing protection.

Why we chose this initiative: This initiative stands out as a good practice because it not only raises awareness but also provides practical resources for professionals. It represents a step forward in ensuring that autistic women receive the specialised care they need in cases of gender-based violence. Given the lack of similar large-scale efforts in our country, adopting and adapting this approach could significantly improve our support systems for autistic women facing violence.

**Evaluation:**



**Aval Asperger, SPAIN, YOUTH WORK OFFER/ Youtube Channel  
Fundación Miradas**

[LINK 1](#), [LINK 2](#), [LINK 3](#)

**TARGET GROUP**

Women with autism

**WHAT**

Website, YouTube Channel, community.

**How often/Duration**

It is a project by fundación miradas, which was set up to give visibility to autistic women and offer them tools that can help or guide them through situations that they relate as common challenges in their daily lives.

**Special features ./.**

**Personal impression/personal evaluation:**

This initiative emerged in response to a need identified by psychologists who provide therapy and support to autistic women. Both the organisation and the professionals involved are highly respected for their research and commitment to understanding autism in women.

Concerning our project, these tools provide valuable specialised knowledge and resources that can enhance our ability to support autistic women effectively.

It covers aspects like acceptance and self-knowledge, sexuality and emotional life, vulnerability to abusive relationships, sports, and emotional regulation.

**Evaluation**



This is an excellent example of identifying the needs of young adult autistic women and providing practical support tools. María Merino is an outstanding communicator who carefully modulates her tone of voice and gestural communication. She is highly aware of the sensory sensitivities that autistic women may experience and creates a calm, accessible atmosphere in her videos, making them particularly suitable for autistic audiences. Additionally, she relies heavily on video content, an effective communication method given that many autistic individuals find text-based information challenging to process.

WE can learn not only from the content but also from the form of communication.

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**Aval Asperger, SPAIN, Awareness Campaign/ Autism in adult women  
RTVE (public Television channel)**

**LINK**

**TARGET GROUP**

Society in general.

**WHAT**

Awareness Campaign, Autism International Day, focusing on women with autism.

**How often/Duration**

One off.

**Special features ./.**

**Personal impression/personal evaluation**

This is an excellent example of best practice, as this TV channel is one of the most popular in Spain. On Autism Awareness Day, which is celebrated every year on 2 April, all television channels will broadcast reports or programmes about autism. However, this particular channel in 2<sup>nd</sup> April 2024 stood out because it focused specifically on autism in women.

It was a unique opportunity to reach every corner of the country, to shed light on the realities of autistic women, to challenge stereotypes and to highlight both their challenges and their talents. In addition, the programme featured well-known figures from the autistic women's community, recognising their contributions and encouraging the empowerment of other autistic women.

**Evaluation**



This is a good example of mainstream campaigns that we can use for this project.

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### IEKEP, GREECE

#### Key organizations and associations serving neurodivergent women and/or girls in Greece:

##### For ADHD (Attention Deficit Hyperactivity Disorder)

##### **ADHD Hellas, [LINK](#)**

- National association focused on ADHD.
- Provides information, support for parents and adults, workshops, and peer groups.
- Has resources and special focus on women and girls with ADHD, since their characteristics often differ from those of men.

##### Focus on women and girls:

- Recognizes that ADHD often presents differently in females (e.g., more inattentive than hyperactive symptoms, greater emotional regulation difficulties, higher rates of comorbid anxiety/depression).
- Highlights how these differences lead to underdiagnosis or misdiagnosis in Greece, where awareness has traditionally been centered on boys.
- Organizes discussions and awareness campaigns specifically on gender differences in ADHD, with the aim of improving early detection, access to diagnosis, and tailored support for women and girls.

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##### For Autism - Asperger

##### **Autism – Asperger Hellas (Hellenic Society for the Protection of Autistic People), [LINK](#)**

- National association providing information, family support, awareness campaigns, and events.
- Improving the quality of life of individuals with autism, Asperger syndrome, and Pervasive Developmental Disorders
- raising public awareness about the autism spectrum and its impact on individuals with autism, their families, and the community.

##### **Greek Society for the Protection of Autistic People (GSPAP), [LINK](#)**

Active through local branches (e.g., Thessaloniki, Volos).

- Offers family support, educational programs, and inclusion projects.
- Day Center for Adults with Autism "SEIRIOS" in Gerakas, Attica
- Residential Care Facility for People with Autism "ELENI GYRA"
- Residential Care Facility "Ariadne II"

The purpose of the Greek Society for the Protection of Autistic People (GSPAP)

For the prevention of the birth or development of autistic children due to causes related to pregnancy, childbirth, or the living conditions of the child in the early years of their life.

For the existence of qualitatively and quantitatively sufficient diagnostic units for the early diagnosis and determination of autism in children showing symptoms, in order to prepare and timely implementation of an appropriate treatment, education, and rehabilitation program for each case.

To ensure preschool education for autistic children in specialized or regular kindergartens, suitably equipped and staffed with specialized and sensitized personnel.

To provide appropriate psychological support, therapeutic care, and specialized exercise for autistic individuals during childhood, adolescence, and later in life.

To provide all kinds of assistance that families of autistic individuals need to deal with their multiple problems.

To provide the means needed by autistic individuals to maintain their physical, mental, and emotional health. These include providing appropriate medical and psychological care, as well as suitable means of physical exercise and recreation.

To draft and enact legislation.

The purpose of the Association is also to facilitate scientific research on autism and the problems of diagnosis, education, medical care, family cohabitation, social welfare, and sheltered living by (a) encouraging the parents of autistic individuals and the autistic individuals themselves, when possible, to participate positively in research and (b) seeking resources to support such research as much as possible.

### Autism in Adults, [LINK](#)

- Initiative specifically for adults on the spectrum.
- Offers support groups, online therapy. Group psychotherapy helps members realize that the problems they face are not unique, but common to many people. This reduces feelings of isolation and reinforces the belief that, regardless of the problem, no one is alone.
- Educational program "Understanding my autism and improving my social skills" that aims to help adults with level 1\* autism understand their autism and improve their social skills.

Besides the associations just mentioned, there is a variety of community structures under the Ministry of Health that support adults and children with autism / Asperger and provide diagnosis, assessments, intervention action plan, counselling such as:

- Specialized-General-University Hospitals:
- Specialized Clinics and Centers,
- Special Units, Mobile Units
- Medical-Educational Centers and Multifunctional Medical-Educational Centers
- Mental Health Centers
- Diagnostic Centers for Physical or Mental Disabilities

### Diagnostic & Support Centers

#### ENIEA (Specialized Neurodevelopmental Adult Clinic, Athens)

- Provides diagnosis and support for adults with Autism Spectrum Disorder (ASD) and ADHD.
- Important since many women receive their diagnosis later in life.
- Other diagnostic centers/university clinics
- Available in Athens, Thessaloniki and other large cities, though access outside urban areas remains limited.

And as mentioned in the beginning there are many organizations focusing on vulnerable women that have no specialization when it comes to neurodiversity. Few examples include:

#### Women's Support Organizations

##### 1. Diotima Center, [LINK](#)

An NGO that highlights and eliminates gender discrimination by empowering women and femininity. The core of their action is the prevention and combating of gender-based violence. They support survivors of gender-based violence by

- providing specialized legal assistance,
- psychosocial support,
- professional counseling
- They create information and awareness campaigns to shape a collective culture of zero tolerance for gender-based violence.
- They implement training and awareness-raising activities on equality, gender rights, and gender-based violence.
- They carry out empowerment activities and skills upgrading programs for marginalized groups of women and take advocacy initiatives, with the active participation of women themselves, to secure gender rights and change laws, policies, and practices that reproduce gender inequalities.
- They conduct field research, formulate policy proposals, and develop tools to promote gender equality.

##### Irida Women's Center (Thessaloniki), [LINK](#)

Multicultural support center for women, offering workshops, psychological support, and empowerment programs

- Protection by strengthening women's capacity, so they can actively participate in their community, access resources, and make informed decisions for their lives.
- Economic Empowerment by empowering women to gain the skills & confidence they need to pursue opportunities for employment and income generation.
- Organizational Development by ensuring and strengthening organizational sustainability and growth.

### WHEN (Women Humanitarian Empowerment Network)

WHEN is an organisation working for the economic and professional empowerment of women and for gender equality and inclusion in the workplace. Their mission is to network and help ensure equal opportunities for all women, through empowering them and creating positive change in their social, educational and professional environment.

### Other Community Platforms

NOESI, [LINK](#)

- The focus of Noesis' objectives is the development of two-way communication between services, professionals, and beneficiaries.
- Online community for disabilities, autism, and learning difficulties.
- Provides networking, resources, and promotes supported living initiatives.
- Mapping & service (network) development.
- Service Guide — Mapping of the Disability Sector in all sectors of the economy (public entities, NGOs, companies, charitable foundations, etc.) in the three areas of "Education – Health – Welfare".

The primary way the Greek state supports people with disabilities is through monetary benefits. This process is managed by specific committees within the Disability Certification Centers. Individuals must apply, along with supporting documents from specialists, to describe their condition. The committee then reviews these documents and schedules an appointment to assess the individual in person. Based on this assessment, a percentage of disability is determined, and the level of benefits corresponds to this percentage.

### Public Structures

KEPA (Disability Certification Centers), [LINK](#)

- Official state body for disability certification (under EFKA- the national social security services).
- Determining the invalidity rate for an invalid pension.
- Identifying people as Disabled.
- Determining the disability percentage for all social and financial benefits or facilities for which a Disability Requirement is Required.

### Policies & Legal Framework in Greece for Neurodiverse Adults and Women

National Strategy for Disability 2024–2030, [LINK](#),

- A government framework that sets long-term goals for the inclusion of persons with disabilities in education, employment, health, and community life.
- Based on the UN CRPD (Convention on the Rights of Persons with Disabilities).
-

- Mentions gender equality as a cross-cutting principle — meaning policies should take into account the different challenges faced by women and girls with disabilities, including those who are neurodiverse.
- However, it does not yet contain detailed, targeted measures specifically for neurodiverse women

### **What is missing**

- There is no law explicitly addressing “neurodiverse women” as a separate group.
- No targeted policies for women with autism, ADHD, or other neurodiverse conditions.
- There is no official requirement for public services (healthcare, education, employment) to be gender-sensitive regarding neurodiversity.

### THE NETHERLANDS, FANN, Fann network

#### LINK

#### TARGET GROUP:

Girls and women with autism

#### WHAT:

Interdisciplinary network for professionals who aim to improve diagnostics and treatment of girls and women with autism

#### Offer:

It is a network of professionals who work together in the field of research, their website is a knowledge base for women and girls who want to know more about autism

#### Special features:

They offer a lot of insights on their website, post [LINKs](#) of questionnaires for ongoing research, e-books on subjects that can help in specific situations.

They have a separate page for youth, with information that concerns them.

#### Personal impression/personal evaluation:

- It is a good website to get information about the latest research.
- It gives insight into what is being researched in NL.
- It is informative for younger people.

#### Evaluation:



It is informative, offers the latest information on autism for women and has a separate section for girls. It is a good website for research and the newest knowledge. It offers some helpful guidebooks. Unfortunately, no groups/courses where women can meet and gain more knowledge.

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### Barkema en de Haan, THE NETHERLANDS

#### LINK

#### TARGET GROUP

Women who have ADHD.

#### WHAT

- Ebooks with information about ADHD
- Testing
- Coaching
- Training for women
- Online community on Facebook.

This is a professional coach for women with adhd who offers a selection of trainings/ a paid online community guided by her/ testing and offers specific information for women on her website.

#### Special features

An online test for women.

#### Personal impression/personal evaluation

- The website has a lot of information for women and offers ebooks to download for free. This information can be helpful in their life, when it comes to dealing with their ADHD
- It is a self-employed coach who offers paid trainings and a membership for her community, where she gives tips and where women can meet other women
- It is not connected to youth/women's work in the Netherlands.

#### Evaluation



It is helpful but only for adults (there's no age on the website, so young women should be able to join) It is an offer for women, and there's a lot of information and help available, but it is a paid offer.

**Barkema en de Haan, THE NETHERLANDS**  
**neurodiversity acadamy /Netherlands**

**LINK**

**TARGET GROUP**

Website for people who identify as neurodiverse.

**WHAT**

A network that advocates for inclusion of neurodiverse people, that advocates for inclusive teams and helps people identify strengths instead of weaknesses

NDA offers a lot of free resources for neurodivergent people that help in advocating for themselves.

They offer help to teams/ schools and businesses to create neuro inclusive environments.

**Special features**

It has some great tools for including neurodiversity people in teams and also self-assessment tools.

They also have a great newsletter.

They offer online talks on different subjects, sometimes for women.

**Personal impression/personal evaluation**

- Their online tools are straightforward to work with.
- All information is in English.
- It is not specific for girls/ women, although they sometimes do special (paid) workshops on themes that are for women.

**Evaluation**



## Partners of the Project

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**Avaltea**, Valencia, Spain

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