

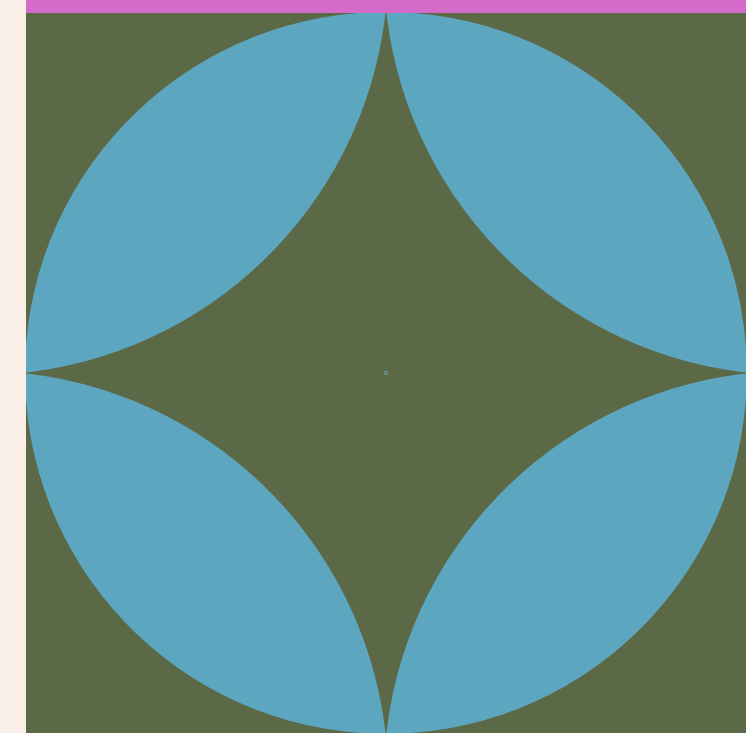


PDA Autism in the Workplace:

Built-in accommodations in behind-the-scenes
library work



BAILEY HOFFNER
NEUROQUEER AUTIST & PDAER, SHE/HER
[@BAD_FRENCH](#)
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Acknowledgements

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Oklahoma State University Library

Opinions expressed within this presentation are solely the author's and do not necessarily reflect the opinions and beliefs of Oklahoma State University.

What We'll Talk About



- 01** A Little About Me
- 02** We Were Born Worthy
- 03** Before I Knew About PDA
- 04** How Libraries Can Be Safe
- 05** Accommodations That Work
- 05** Q & A

about

A Little About ME

- Woman from Oklahoma, 36
- Super-Fawner, PDAer
- Neuroqueer Autist
- Recovering Neuro-Conformer
- External Processor
- Highly Visual Thinker
- Mother of 8-yr-old PDAer
- Faculty & Metadata Librarian
- Challenges with:
 - peopling
 - memory
 - sequencing
 - jumpy brain
 - motor planning
 - doing anything anyone else tells me to, ever :)
- Really Good At:
 - problem-solving!
 - organizing (on computers)
 - empathy (too good)
 - art
- Most Oft-Used Stims
 - finger flicking
 - smelling
 - tactile
 - echolalia & mimicry
 - foot shaking
- SPINs on Rotation
 - sketching
 - gardening
 - Lil Nas X & Peter Murphy (& David Byrne...)



“You were born worthy, you don’t have to hustle for it, you don’t have to barter for it.” - Viola Davis



We Were Born Worthy

You Were Born Worthy. You Remain Worthy.



Worthy of Life

The idea that everyone must “earn a living” is deeply ableist and disturbing; while it’s our reality in a capitalist society, we do ourselves and others a disservice by accepting it without dissent.



Worthy of Love

My sense of being a burden for those around me has always been intense, so this message has been an important one for me to work to internalize. I am worthy of love.

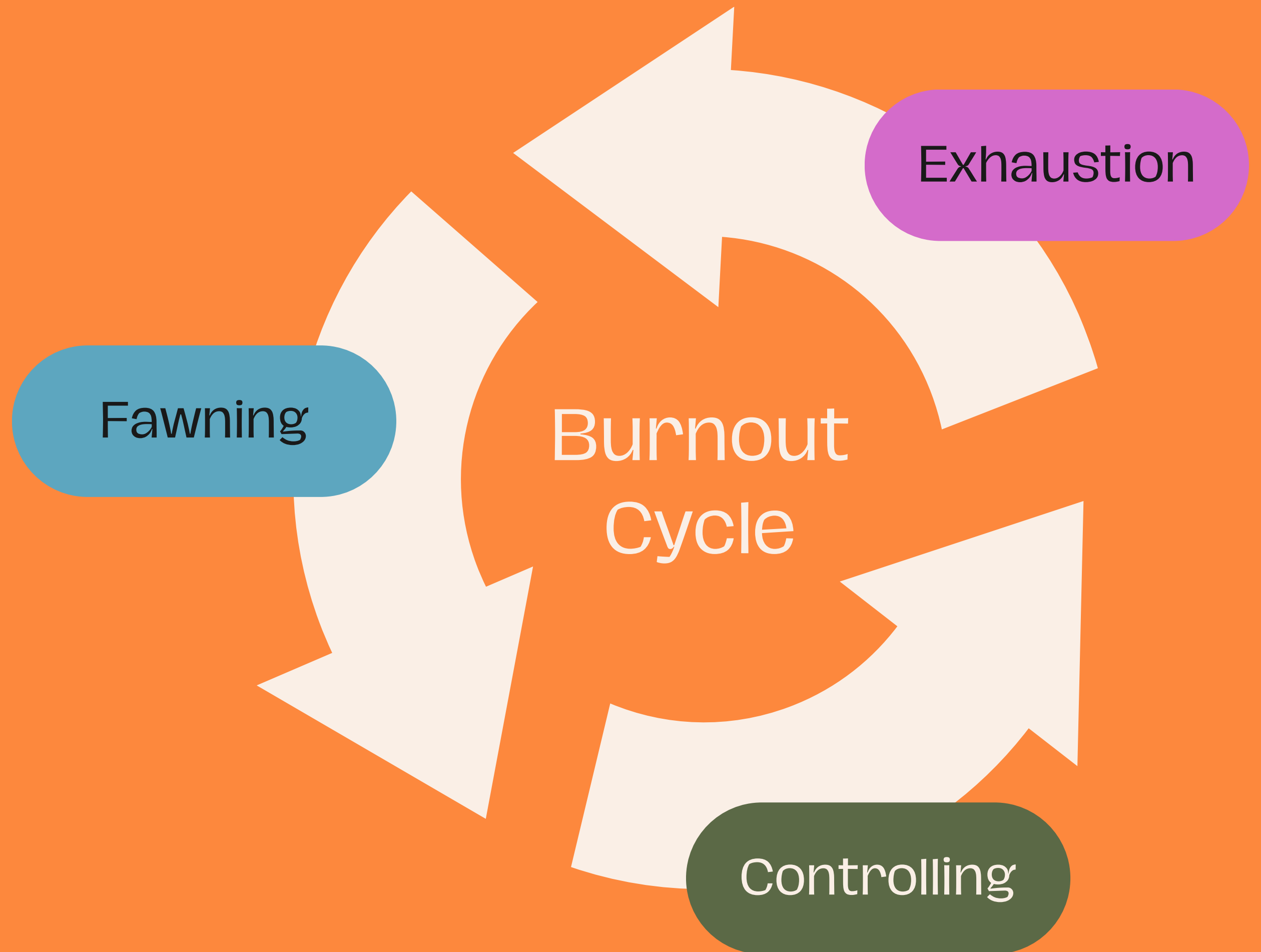


Worthy of Rest/Peace/Calm

PDAers have high support needs if we are to access calm and remove ourselves from constant threat-activation. We are worth it.

May all know their inherent worth and find peace and rest in their days.

Before I Knew About PDA: How to Survive and Never Thrive



How Libraries Can Be **SAFE**

Library Work is Generally:

Low-Pressure

Always in Need of Strong Leaders

**Filled with Unlimited Possibilities for
Connectedness**

**Ripe for Organizing, Analyzing, and
Hyper-Focusing**

Library Workers are Often:

Neuro-kin

Inquisitive

Empathetic

A Bunch of Pun-Loving Goobers

Accommodations That Work for Me

Trust

As in all areas of life, trust between myself, my boss, and my co-workers is essential to my well-being and thus my success at work

Remote Work

Zero unexpected social interactions; flexibility in how I regulate myself over breaks; ability to stim and self-regulate without judgment

Consistency and Variety

This comes up lots of ways, but for me especially with scheduling. I tend to thrive with a schedule that is different day-to-day but consistent each week; also, kinds of work

LOTS of Flexibility

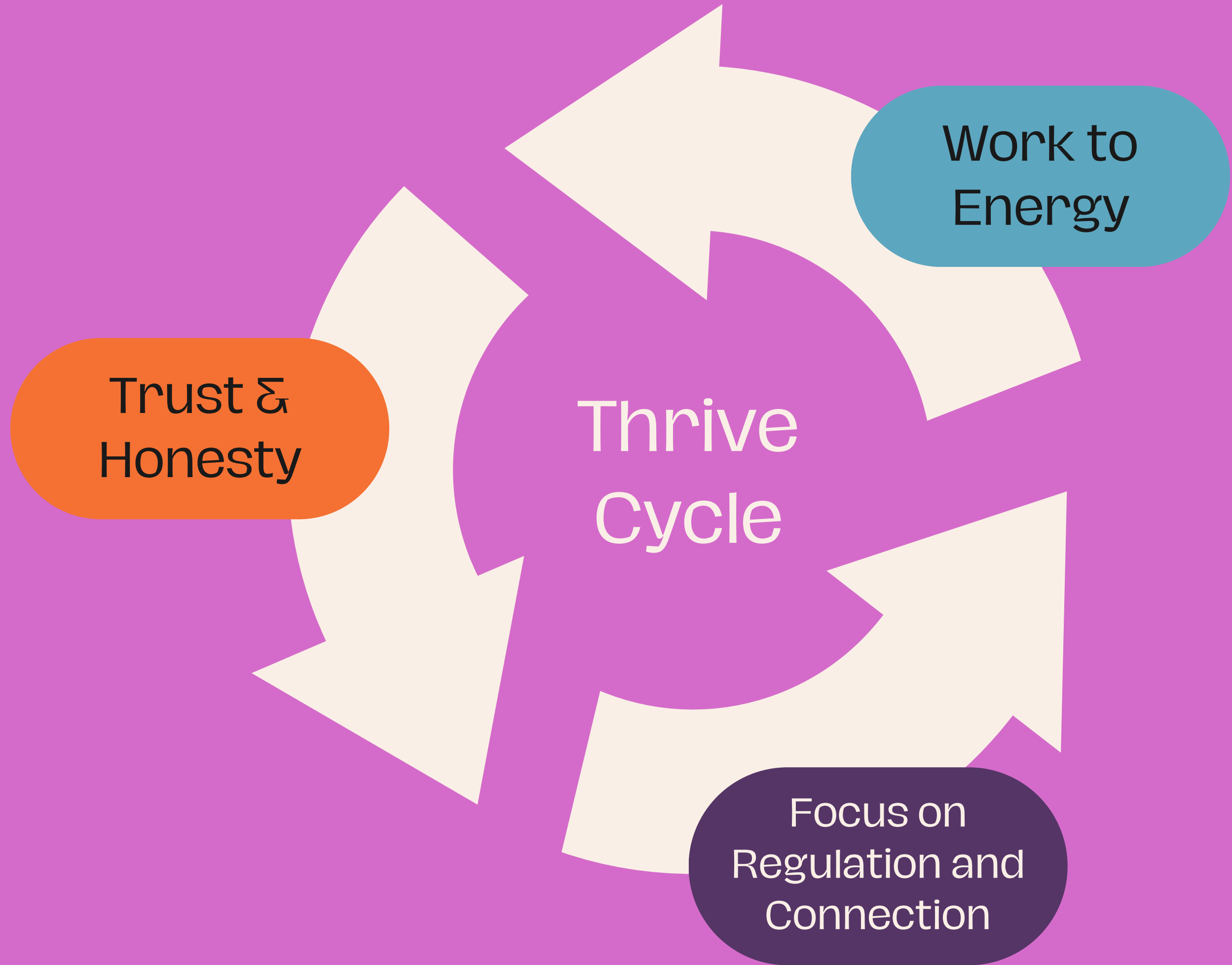
Outside of my primary responsibilities, I'm encouraged to explore my own interests, and pursue projects that excite me

Ability to Be Open About Disability and Still Feel Safe

Prior to my diagnosis, I had no way of being open. I'm now doing better than ever and in a job where I'm open with my boss and colleagues about my disability. It's been incredibly liberating *

*to date, I have not needed to work with HR to get official accommodations in place, because the work is naturally accommodating and I have a trusting relationship with my boss and colleagues.

**Now
That I
Know
Myself:**
How I
Thrive, at
Least
Some of
the Time





Thanks y'all!

@bad_french

badfrench.substack.com



Q & A

