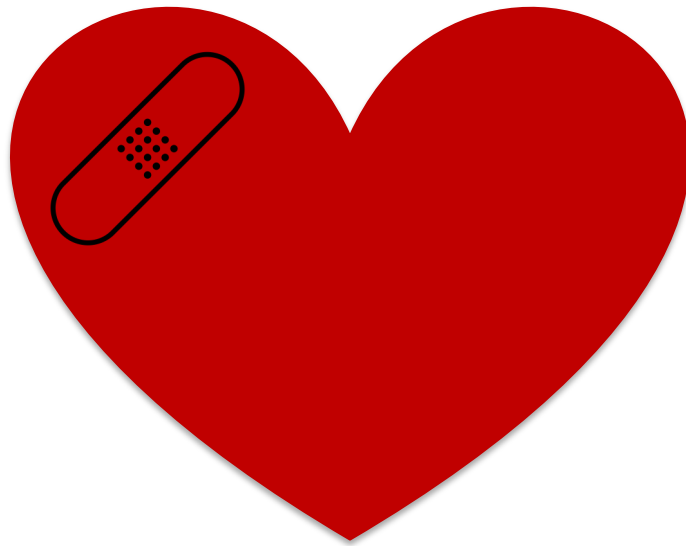


Hidden Sector of Diversity

- 1. Normalize the discussion of mental health**
- 2. Understand & support invisible disabilities**
- 3. Value neurodiversity**



Yu-Dai Tsai, UC Irvine, yudait1@uci.edu & yt444@cornell.edu

Schedule

- **Time:** 12:30 – 13:45 pm Pacific
- ~ **12:30 - 12:50:** 20 minutes introduction by Dr Yu-Dai Tsai + Q & A
- ~ **12:50 - 1:10:** 20 + minutes talk by Hitoshi
- ~ **1:10 - 1:45:** 20 & 15 minutes discussion topic 1 & 2:
 1. How to better support people who are neuro-diverse or with invisible disabilities?
 2. How do better support invisible disabilities & neurodiversity

Guidelines for discussions

Here are some additional guidelines in addition to the usual Aspen Center for Physics [code of conduct](#), specifically for this lunch, **emphasized below**.

1. Note that the discussions are recorded. We will try to turn it off, but if we cannot, **please avoid sharing personal information, unless you feel strongly about it.**
2. **Feel free to use a third-person perspective to introduce your own experience.** You don't need to identify it as your experience.
3. **Be supportive and not judgmental.** Be aware that people have probably tried very hard to deal with certain issues and may have already tried your potential suggestions.
4. We will post some follow-up valuable resources but please be aware that the focus of the lunch is to create discussions and conversations. **We are not providing professional advice.**

Academia's Mental Health Crisis

- We are doing way worse than national average
- We cannot wait for a national outcry to improve this issue
“41% of graduate students scored as having moderate to severe anxiety on the GAD07 scale as compared to 6% of the general population”, see <https://www.nature.com/articles/nbt.4089>, Evans et al.
- **Many other studies support this.**
- It is not hard to improve it: implement useful changes

My Definitions for Discussions

- **Invisible disabilities:** diagonalizable disabilities including ADHD, PTSD, autism, learning disabilities, chronic pain (often pre-existing; not visible)
- **Mental health issues:** general behavioral or mental pattern that causes distress or impairment of personal functioning
- **Neurodiversity:** variations in the human brain and cognition, for instance in sociability, learning, attention, mood, and other mental functions

My journey

- I have **55 publications including research & white papers; roughly 1,400 citations**. But being different, I often feel like an outsider
- **Taiwan had serious child abuse issues in school, conducted by teachers & normalized in society**
- I overcame untreated invisible disabilities; but **without treating them & proper support, my life expectancy, personal functioning, and relationships were greatly impaired**
- **It's not enough to treat them. We also need understandings.**
- **I realized that we can be unique voices in our community**

Open-up is difficult, but very helpful!

- I benefit from a senior/respected collaborator open-up about the personal struggles in social media**
- It finally urged me to face my own invisible disabilities & I received medical treatments**
- Life is so much better. I now have longer life expectancy & satisfaction (backed by studies!)**

Aspen Mental Health Lunch

The lunch is confidential, but one can cover topics include

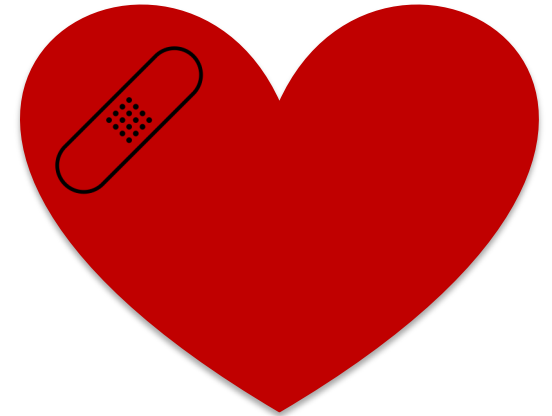
1. Utilize resource inc. HR, lab/school sources, etc.
2. Develop mentoring & group meeting plans
3. Increase representation of neurodiverse people;
Reduce negative connotation/descriptions
4. Conflict resolution for neuro-diverse people
5. Co-learning with LGBTQIA community
6. Intersectionality: gender, racial, cultural discussions

I am happy to be your guest host such a lunch in your department :)

Important Efforts

1. A. Welsh, “Mental health for academics;” Slack channel
2. Assamagan, Bitter, Chen, Choi, Esquivel, Jepsen, Lewis, Muronga, Walkowicz, Zhang, **Snowmass Whitepaper**: “Building a Culture of Equitable Access and Success for Marginalized Members in Today's Particle Physics Community,” <https://arxiv.org/abs/2206.01849>
Specifically discussed invisible disability!
3. S. Charley, “How to be human in physics,”
looking for your stories to share.
4. F. Psihas, Snowmass poster
“About the hidden potential for great science that exists in people with ADHD and other hidden disabilities. Also shows data about how physics GRE scores are biased against minorities and people with disabilities.”

Let us



- 1. Normalize the discussion of mental health**
- 2. Support & understand invisible disabilities**
- 3. Value neurodiversity**

I encourage your own neuro-diverse ways to improve our community!

- My vision is one day we can all open up about our struggles without the fear of discrimination**
- Follow mental-health science**
- Increase representation of people with invisible disabilities**
- Reduce nepotism & support independence: an academia for everyone**

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Excellence comes in neuro-diverse ways

We are also awesome scientists! It would be great to discuss & collaborate on

- Fixed-target searches for dark matter & long-lived particles (**FerMINI** & LongQuest) with [Pospelov et al.](#)
- LHC Forward Experiments: Forward Physics Facility, **FORMOSA** (a millicharge experiment I proposed), with [Feng et al.](#)
- Dark matter model building (dark sector QCD, Strongly Self-Interacting Dark Matter, SIMP/ELDER), with [Murayama, Slatyer, Perelstein et al.](#)
- Dark matter searches using neutron star / compact merger / multi-messenger astronomy, with [Profumo, Sathyaprakash et al.](#)
- Neutrino physics (cosmic neutrino background) & neutrino BSM, with [Shoemaker et al.](#)
- My works on [Inspire HEP](#) & [my outreach interview](#) (> 76K views!)
- Collaborating with **many awesome early-career collaborators.**

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Topic 1: How to normalize the conversations about mental health issues

- **Co-learning with LGBTQIA community about opening up**
- **Utilize resource inc. HR, lab/school sources, etc.**
- **Intersectionality: gender, racial, cultural discussions**

Topic 2: Support Invisible Disabilities & Neuro-diversity

- **Conflict resolution for neuro-diverse people**
- **Compile a list of negative phrases; transitioning from these descriptions & hidden discrimination**
- **How to increase representation of invisible disability and neuro-diversity**
- **How to better value neuro-diverse excellence**

Thank you!

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