

SYSTEMS

SELF

COMMUNITY



AUTISTIC LEADERS





Leadership: Intentionally Designed

The Autistic Leaders program is a neurosensitive leadership development initiative created to empower Autistic and other neurodivergent people to explore, grow, and step into leadership in ways that truly work for them.

This is not about fitting yourself into narrow, rigid ideas of what leadership is “supposed” to look like. This is about discovering how you lead—and being supported to do it sustainably, authentically, and with impact.

You don’t need a title. You don’t need prior leadership experience. You don’t need to already see yourself as a leader. **If you’re curious, you belong here.**

Who This Program Is For

The Autistic Leaders Program is designed primarily for autistic adults, and we also welcome other neurodivergent people, including those with ADHD, dyslexia, and related neurotypes.

Participants often include people who:

- Are interested in advocacy, organizing, mutual aid, systems change, or community care
- Influence others quietly, informally, or behind the scenes
- Have been told they “aren’t leaders,” when the real issue was that leadership spaces weren’t built for them
- Want to explore leadership at their own pace, with flexibility and accommodations

We welcome people with a wide range of communication styles, support needs, energy levels, and life circumstances.

Why This Program Exists

Leadership has long been defined in narrow, inflexible ways—ways that exclude neurodivergent people by design. Many of us weren’t “bad leaders.” The systems simply weren’t built for us.

The Autistic Leaders program exists to:

- Identify the skills and passions of neurodivergent people
- Provide mentorship, resources, and real leadership opportunities
- Support leadership paths that align with who people are—not who they’re expected to be

Our Approach to Leadership

Peer Led

**We are people like you
—and leaders like you.**

*Mentors are peers,
not authority figures.*

Flexible by Design

**The program is designed to fit
you, not the other way around.**

*If something isn't working,
we change it.*

You Decide

**What kind of leader
do you want to be?**

*You choose your leadership
style and goals.*

Our Core Beliefs



These beliefs aren't just values; they guide how the program is structured, how decisions are made, and how participants are supported.

- 1** Autistic and neurodivergent people will step into leadership when the opportunity is designed with us in mind—respecting our strengths, accommodating our needs, and offering ongoing support.
- 2** Any system that doesn't work for people is a bad system and should be changed.
- 3** Doing it our way is how we do it best.
- 4** When we're provided the opportunity to do our best, we can be our best, and feel our best.

Our Mission

To identify the skills and passions of neurodivergent people and provide the resources, mentorship, and leadership opportunities needed to lead in ways that align with who they are.

Our Vision

A self-sustaining network of neurodivergent self-advocate leaders and allies who uplift one another and strengthen our communities together.

3 Leadership Pathways

There is no “higher” or “lower” tier—just different ways to lead. Participants may explore one, two, or all three pathways, shifting or combining them as life, interest, and capacity change.

LEADING SELF

Understanding and guiding yourself

Leadership begins with knowing yourself and caring for your needs.

This pathway may include:

- Self-awareness and reflection
- Energy management and pacing
- Understanding rights and responsibilities
- Identifying strengths and access needs
- Asking for accommodations
- Making choices that are kind to yourself and others

LEADING COMMUNITY

Supporting and guiding others

For those drawn to connection, facilitation, and care.

This pathway may include:

- Supporting and guiding peers
- Creating spaces for connection
- Co-facilitating groups or events
- Active listening and conflict support
- Modeling boundaries and healthy leadership
- Building mutual aid and care networks

LEADING SYSTEMS

Designing structures that allow others to lead

For people who think in frameworks, big pictures, and long-term change.

This pathway may include:

- Designing programs and structures
- Creating processes and frameworks
- Mentoring and supporting other leaders
- Shaping culture and values
- Systems and policy thinking

How the Program Works

Step 1: Intake & Self-Assessment

- Choose your intake format: written, verbal, or alternative
- Complete a reflective, mentor-supported assessment of strengths, interests, and access needs
- Explore which pathway(s) you want to start with
- Everything is flexible and revisable at any time

Step 2: Personalized Leadership Pathway

Each pathway uses neurosensitive methods that match different leadership styles. You can focus deeply, explore broadly, or shift as life changes.

Learning may include:

- Self-study and reflection
- Mentor conversations
- Peer discussions
- Hands-on practice

Step 3: Shadowing & Mentorship

- Every participant has access to mentors
- Shadow leaders in Self, Community, and/or Systems roles
- Observe meetings, projects, events, and behind-the-scenes planning
- Move from observing → co-leading → leading (only if and when you want to)

Step 4: Leadership Readiness

There is no single “graduation.” You may pause, adjust, or change direction at any time.

Readiness is determined through mutual agreement between you and your mentor(s), based on:

- Safety
- Alignment with values
- Your comfort and capacity

Step 5: Ongoing Support

Leadership doesn’t end once you step forward. The program offers:

- Regular mentor check-ins
- Continued learning opportunities
- Feedback loops that help improve the program
- Space to step back, rest, or refocus on self-leadership when needed

Results & Impact



The Autistic Leaders program shows what's possible when leadership is designed with neurodivergent people in mind.

Through the program:

- Participants have stepped into peer mentor roles, facilitators, organizers, and systems builders
- Peer-led groups, community spaces, and new programs have been created
- The program inspired the formation of the Neurodivergent Advocacy & Resource Group (NARG), expanding advocacy and leadership opportunities led by autistic and neurodivergent people

For many participants, the most powerful outcome has been validation—learning from peers that their struggles are not personal failures, but systemic ones.

Success isn't measured by a single outcome. It's measured by agency, belonging, and momentum—people feeling more confident, supported, and empowered to shape their lives and communities.





Ready to Learn More?

If you're curious about joining, exploring a leadership pathway, or learning whether this program is a good fit for you, we'd love to hear from you.

Contact Us

info@autismonthego.org

We'll help you figure out next steps—at your pace.

