



THE FUTURE IS **NEURODIVERSE**

The Neurodiversity Alliance
Annual Report 2025



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To The Neurodiversity Alliance Community:

Over 25 years ago, our founder and CEO, Dave Flink, set out to build something bold: a movement that would empower young people with learning differences and ADHD to see their strengths, share their stories, and lead with pride. What began as a vision has grown into a thriving national community, one where neurodivergent leaders are finding their voice and shaping the future of education, advocacy, and inclusion.

This year, we've been reflecting on how far that vision has carried us and on the incredible honor of leading this organization today. Each of us has a personal connection to this work, and we represent the community we were built to serve. Jesse, who joined us in 2010 as a UC Berkeley student, where he founded and led a chapter of our flagship mentoring program, now leads our organization as President, carrying forward the spirit of innovation, advocacy, and leadership that began decades ago. Carly, our National Program Director, continues to strengthen and expand our core work, ensuring thousands of students each year gain the mentorship and community that changes lives. And in a full-circle moment, alum Hillary Mow Cervieri now serves as Chair of our Board, helping guide the next chapter of growth with wisdom, courage, and heart.

For us, this is what makes The Neurodiversity Alliance so special: the people who were once students, mentees, and community members are now leading the work. Together, our leadership represents what is possible when a community believes in the potential of neurodivergent people and invests in their growth. We are not just telling young people that they belong; we are showing them, every day, by placing alum at the center of our movement and lifting their leadership at every level of our work.

As we look back on all we have accomplished and ahead to the future we are building, we know this: our strength comes from the voices, talents, and leadership of our community. Thank you for walking beside us on this journey and for believing, as we do, that the next generation of neurodivergent leaders is ready to change the world.

For the good,

 **Hillary Mow Cervieri**
Board Chair

 **David Flink**
Founder & CEO

 **Jesse Sanchez**
President

 **Carly Priest**
National Program Director

Why We Serve

Young people spend much of their time in schools—spaces where learning happens alongside critical identity development and social-emotional growth. Yet for students who learn differently, these same environments can often feel isolating or discouraging. Too often, they experience frustration or a lack of belonging in systems not built with their unique strengths and needs in mind. These challenges can lead to lower self-esteem, disengagement, and even dropping out.

While the majority of students who learn differently spend 80% or more of their time in general education classrooms, only 17% of general educators feel prepared to teach neurodiverse students, perpetuating ableism and furthering inequities in our educational system.

At The Neurodiversity Alliance, we're working to change that. We know, and research confirms, that when neurodivergent students feel seen, heard, and valued, are connected to a supportive community, and are empowered to lead, their entire educational experience transforms. Likewise, when educators and allies are equipped with the tools and understanding to champion neurodiversity, we build classrooms and communities where every learner can thrive.





Who We Serve

The Neurodiversity Alliance serves young people ages 16–26 who identify as, or have been identified as, neurodivergent—as well as the educators, families, and allies who support them. Our programs create opportunities for students to connect, lead, and thrive, while equipping schools and communities with the tools to better understand and embrace neurodiversity.

At the heart of our work is a belief that centering those most impacted is key to building a more equitable and inclusive world. We recognize that ableism intersects with other forms of inequity, including race and income, shaping the educational experiences and outcomes of neurodivergent students. The Neurodiversity Alliance is committed to dismantling those barriers and ensuring that every learner, particularly Black, Brown, and under-resourced youth, has the opportunity to be seen, supported, and celebrated.

This year, 88% of new school partnerships are with schools that receive Title I funding and/or are Minority Serving Institutions.

Eye to Eye Mentoring Program



94%
said they feel
proud of who they
are & their ND

98%
said they felt
connected to others
in the Art Room

100%
said they felt
valued for who
they are

The Neurodiversity Alliance's Eye to Eye Mentoring Program pairs neurodivergent near-peer high school and college students with neurodivergent middle school students in a cycle of art-based, reflection-driven mentoring. Led by former program participants, the team designs curriculum that honors students' neurodiversity with accessible pathways and materials, supporting the social, emotional, and cultural needs of neurodivergent young people. Student leaders are trained to run the program in their local communities and receive ongoing coaching from our Program Manager, mentorship from a team of neurodivergent Leadership Coaches, each a former participant, and the opportunity to attend the National Neurodiversity Leadership Summit each summer.

The Neurodiversity Scholarship is the largest national scholarship program investing directly in neurodivergent students, including those with learning differences such as Dyslexia, ADHD, Processing Disorders, Autism, and other common forms of neurodiversity. At The Neurodiversity Alliance, we believe students are more than test scores and transcripts, which is why we focus on storytelling to highlight their unique strengths, talents, and potential. Our Neurodiversity Scholarship initiative reflects our ongoing commitment to improving the educational experience and outcomes for students who learn differently by breaking down financial barriers to higher education.



In addition to funding, scholarship recipients join The Neurodiversity Alliance's online community and gain access to networking opportunities and national events, including our national Neurodiversity Leadership Summit each summer. These experiences help build confidence and connection, foster leadership and professional skills, promote peer-to-peer support, and raise awareness for the 1 in 5 students who learn differently.

The Neurodiversity Alliance Club Network

The Neurodiversity Alliance is home to the largest national network of neurodiversity clubs on college and high school campuses. Through The ND Alliance Club Network, we equip students with the tools, coaching, and resources they need to launch and lead student-run clubs that celebrate neurodiversity and advance opportunities for neurodiverse students. Members gain access to scholarships, paid internship opportunities, and national events that foster community, build skills, and raise awareness for the 1 in 5 who learn differently.

Joining a Neurodiversity Alliance Club means being part of a powerful movement. Students connect with neurodivergent peers and allies, advocate for themselves and others, and make a lasting impact on their campus and beyond. Along the way, they strengthen resumes with meaningful leadership experiences, build confidence in their identities, and develop skills that prepare them for college, careers, and life. With access to both local and national opportunities, students help drive the future of the neurodiversity movement while finding pride and belonging in their own voices.



659 Total Students Enrolled

530 Club Leaders & Members

129 Campus Ambassadors*

*interested in starting a club and supporting our mission

184 High Schools & Colleges

in 33 states!

Public Awareness & Advocacy

The Neurodiversity Alliance engages students, alumni, educators, families, allies, peer organizations, and the broader community in outreach activities, advocacy campaigns, and cross-platform initiatives. Through these efforts, we raise awareness, amplify neurodivergent voices, and showcase the diverse perspectives and experiences of our community.

Speaking Engagements

This past year, The Neurodiversity Alliance amplified its voice and impact through speaking engagements across the country, sharing our mission and message of inclusion with students, educators, and leaders. From commencement speeches and keynote addresses to panels and conference sessions, our team represented the neurodiversity movement on some of the nation's largest stages. Highlights included engagements with the University of Michigan, The U.S. Department of the Treasury's Office of Equity and Inclusion, Ares Management, TEDxWIS, The School Superintendents Association, The Urban Collaborative, and the Council for Exceptional Children. Through these opportunities, we continued to elevate awareness, shape policy conversations, and inspire communities to embrace the power and potential of neurodivergent minds.



Storytelling through the Media

The Neurodiversity Alliance believes in the power of culture change through storytelling and traditional media. We elevate the lived experience of neurodiverse individuals and create platforms to amplify young adult voices. This year, our work and our community were featured across national, regional, and local media, including:



Forbes

Meet The Neurodiversity Alliance's Celebrity Ambassadors

In 2025, The Neurodiversity Alliance proudly introduced its inaugural celebrity ambassador cohort, a group of distinguished individuals who are leveraging their platforms to amplify neurodivergent voices and champion inclusion. This diverse group includes Eva Erickson, the first openly autistic contestant on CBS's Survivor and a PhD candidate in engineering; Viraj Dhanda, a nonspeaking autistic student admitted to MIT's Class of 2029; Phil Hanley, a stand-up comedian and advocate for neurodiversity; Jewell Loyd, a two-time WNBA champion and inclusion advocate; and Alex Hackel, a two-time X-Games medalist skier and filmmaker.



Eva Erickson



Viraj Dhanda



Phil Hanley



Jewell Loyd



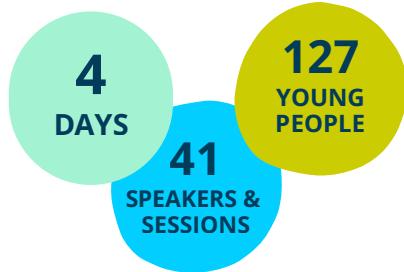
Alex Hackel

These ambassadors embody the spirit of The Neurodiversity Alliance by demonstrating that neurodivergent individuals can excel in various fields, from sports and entertainment to academia and advocacy. Their involvement has been instrumental in shifting public perceptions and inspiring young neurodivergent individuals to embrace their identities and pursue their aspirations confidently.

National Neurodiversity Leadership Summit

The Neurodiversity Alliance hosted more than 120 young adults at the The Neurodiversity Alliance's National Neurodiversity Leadership Summit at the University of Denver (DU) in Denver, CO. This is the nation's largest gathering of neurodivergent students and young adults.

This year's event featured inspiring speakers and special guests, engaging workshops and hands-on activities (including art projects and Legos!), and opportunities to connect with other students, recent graduates, alumni, and leaders in the neurodiversity movement! We focused on building confidence and community, developing leadership and professional skills, career networking, sharing resources and promoting peer-to-peer support, and raising awareness.



Celebrating Our Community

Partner of the Year Award

This year, we are proud to recognize The LEGO Foundation as our Partner of the Year. The LEGO Foundation has been instrumental in helping us expand the reach of The Neurodiversity Alliance, supporting our programs, deepening our impact in schools, and empowering more neurodivergent students to thrive. Their commitment to creativity, inclusion, and playful learning aligns powerfully with our mission, helping us grow a movement where every student can see their strengths and potential reflected in their learning journey.

The LEGO Foundation



"We are honoured to be named Partner of the Year by The Neurodiversity Alliance. This recognition reflects our shared belief that every child deserves to have their strengths celebrated and their potential nurtured through play and creativity. Thank you for your inspiring partnership."

Tarek Alami
Head of International Programmes,
the LEGO Foundation

Celebrating Our Community

Jessica E. Ettenger Memorial Spirit of the Summit Award

The Jessica E. Ettenger Memorial Spirit of the Summit Award honors the legacy of former Chapter Leader Jess Ettenger, who passed away at Reed College in March 2010. Jess was one of the most remarkable student leaders our community has known, a passionate, exuberant young woman whose enthusiasm for our mission shone brightly at the 2009 Summit. Each year, this award is presented to student leaders who embody that same exceptional spirit, compassion, and dedication.



Theo Holtzman

Research Fellow



Hannah Moore

Club Leader

Celebrating Our Community

Peggy A. Ogden Community Champion Award

The Peggy A. Ogden Memorial Community Champion Award honors one of our founding Board Directors, Peggy A. Ogden, whose generosity of time, talent, and heart helped shape our organization for more than a decade and a half. Her legacy continues to inspire our mission to empower all neurodiverse young adults.



The Lillian Lincoln Foundation, led by longtime supporters Lincoln and Alicia Howell and Gene Bissell, has been a cornerstone of our community for more than a decade. Their family's leadership, generosity, and ongoing commitment, including Alicia's service as a mentor, chapter leader, and Board member, earned them the Peggy A. Ogden Community Champion Award.

Lillian Lincoln Foundation

Curtis/Forbes Family

The Curtis/Forbes Family's connection began with alumni leader Dan Curtis, whose parents, Ed Curtis and Daphne Forbes, have since become major partners in advancing our mission. With Ed now serving on our Board and Finance Committee, their family's deep commitment and philanthropic leadership were honored with the Peggy A. Ogden Community Champion Award.



Celebrating Our Community

National Leaders of the Year

The ND Alliance's National Leaders of the Year Award honors students who have made exceptional contributions to the organization through their dedication, consistency, and passion in national leadership roles. This year, we are proud to recognize Lily Eisele and Alli Mulqueen for their outstanding commitment to advancing our mission and supporting neurodivergent students nationwide.



Alli Mulqueen

Leadership Coach

HEAR MORE
FROM ALLI



When I started a chapter of The ND Alliance at my college, a classmate told me she was interested in joining but worried about what people would think. She was afraid of being judged for having a learning disability. After she joined, I watched her confidence grow. She started to proudly talk about and celebrate her neurodiversity. Her courage was contagious on campus, and our group expanded. The ND Alliance creates a community where we not only embrace our neurodiversity, but also become advocates for others.



HEAR MORE
FROM LILY

Lily Eisele

Leadership Coach



"When I think about the mission of the Neurodiversity Alliance and just promoting awareness and education in general, I think about, you know, myself as a kid, but also my younger brother, and not wanting him to feel stigmatized or to feel like an outsider when he's at school or when he's with people his age. And so I really hold them close when I think about, you know, the work that I do."

Celebrating Our Community

Alumni Spotlight

The Alumni Hero of the Year Award is presented each year to an outstanding alumnus of our programs who represents our community and serves as a positive role model and success story for current students to aspire to. The Neurodiversity Alliance has had the privilege of serving more than 10,000 young adults through our programs. We're continually inspired by our alumni as they learn, grow, and lead in their own communities. This year we're honored to present the award to Jacob Levy and Sarah Armstrong.



Jacob Levy

Tony Nominated Producer



"I've been involved with The ND Alliance since 2008 when I was one of the first five high school chapters. It's really special because whether it's two people from The ND Alliance, or two hundred, three hundred, or four hundred, it's a feeling you can't describe because you can't explain the energy that's there. They're your siblings, you love them, and you'll do anything for them, and this support system of we all have our own quirks."

"After my diagnosis and joining The ND Alliance, I started mentoring neurodiverse elementary school students. Each week, I visited their school and we worked through the Eye to Eye curriculum together. We learned how to advocate for ourselves in the classroom, discover our learning styles, and view our differences as strengths. The truth is, I was learning those lessons just as much as the students I mentored."



Sarah Armstrong

Communications & Public Affairs Manager, Google

Celebrating Our Community

Educator Spotlight

The ND Alliance's programs wouldn't be possible without the leadership and support of many educators at our partner schools across the country. This year, we honor Debbie Van Slyke from the University School of Nashville and Keren Faling from the University of Chicago Laboratory Schools Chapter for their incredible dedication to their students.

HEAR MORE
FROM DEBBIE



Debbie Van Slyke

High School Learning Specialist
University School of Nashville



"High schoolers were really hungry for opportunities for leadership. Where their personal life experiences mattered, were part of what they got to stand up and share and advocate around. I think they were thrilled to have an opportunity to be a part of a community that celebrates, advocates for, and understands neurodiversity."

"There's a lot of involvement here, even past graduating from high school, which I think speaks for itself. We have mentees who participate all four years, and it really feels like a home to some kids. We have a lot of students who participate as mentees, then become mentors, and stay connected to The ND Alliance."



Keren Faling

Lower School Academic Specialist,
The University of Chicago
Laboratory Schools



HEAR MORE
FROM KEREN

Celebrating Our Community

Parent & Student Spotlight

Parents play a vital role in supporting neurodivergent children, offering the encouragement, advocacy, and love that help them thrive. They are also an essential part of The ND Alliance community, with many continuing to stay involved and uplift our work long after their child's journey begins. This year, we are proud to honor Angela Cobb and her son Myles Cobb for their generous support and for Myles' inspiring path through our program.

"He really found community and a place of belonging, and he didn't feel alone, which was not the case when he first learned that he had ADHD. He said, "Oh my gosh, there are these art rooms and these amazing people, and they see me for who I am," and that sense of community was so deeply meaningful to him."

Angela Cobb

Board Director and Parent

HEAR MORE
FROM ANGELA



HEAR MORE
FROM MYLES

Myles Cobb

Student Ambassador

"The thing I've loved the most about The ND Alliance is seeing the way people's lives change for the better, and how they want to then help others. If it wasn't for The ND Alliance, I would not be at WashU."

Celebrating Our Community

School Partner Spotlight

Our Chapter of the Year Award honors two ND Alliance chapters for their exceptional support of neurodiverse students. One is recognized for innovative, inclusive club programming, and the other for impactful mentoring through The ND Alliance's Eye to Eye Mentoring Program. This year's recipients are the University School of Nashville and Florida State University.



University School of
Nashville



Florida State
University

Bring Us to Your School or Event

START A NEURODIVERSITY CLUB AT YOUR SCHOOL!

Are you a current high school or college student? We are seeking neurodivergent students and their allies to launch Neurodiversity Alliance clubs!

Young adults will have access to free resources and tools to get their club started, as well as exclusive invitations to national campaigns and events. Learn more by visiting thendalliance.org/getinvolved today!



Join the Movement

**FOLLOW US ON SOCIAL
(AND SPREAD THE WORD!)**

@theNDalliance



CONTACT US

Have other ideas or questions you want answered? Visit thendalliance.org/contact-us or scan here, and a member of our team will be in touch!



JOIN THE TEAM

The ND Alliance accepts applications on an ongoing basis for a variety of fellowships, internships, and employment opportunities throughout the year via our website at thendalliance.org/careers.

While recruitment, hiring and placement for most fellowships, internships, and employment opportunities take place in the spring, individuals are welcome to submit their application materials anytime and will be considered as openings become available.



Board of Directors & Leadership Council

Executive Board

Angela Cobb (Secretary)

FirstGen Partners LLC/CEO | Board Member since 2024

Ed Curtis (Treasurer)

Retired Engineer | Member since 2024

Hillary Mow Cervieri (Chair)

Partner, Chief Operating Officer Global Client Solutions at Ares Management Corporation | Member since 2021

David Flink

Founder & CEO, The Neurodiversity Alliance

Directors

Amory Donohue

Bea O. Awonyi, Ph.D

Caitlin T. Hurley, CFP®

Daniel Bregman

Dave Rizzo

David Flink

Fumiko Hoeft

Jacob Essig

Jim Balfanz

Nadine Abraham

John Rodin

Matt Bloom

Sarah F Wilson

Nancy Gutierrez

Sarah Entine, MSW

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Alisha Howell

Anne Schneider

Ben Chesler

Beth Cogan

Bill Butler

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Inger Dewey Golob

Jenny Krause

Jennifer Wallace

Jim Cutler

Jess Flanagan

Joanna Burleson

Kevin Greer

Lester Strong

Marc Hoffman

Marcus Soutra

Phil Hanley

Rick Lavoie

Roch Hillenbrand

Shari Crotty

Shawn Jacqueline Bohen

Stacy Parker-Fisher

Stephen Neidich

Susan Donahue

Susan Segal

Tammy Mobley

Vanessa Kirsch

Thank You to Our Supporters

Thank you to the hundreds of generous supporters who fueled our work this past year through our year-end campaign, Give Day, monthly gifts, and countless contributions. We are here today because of your generosity, and we'll be here tomorrow because of you.

For more info on how you can support The Neurodiversity Alliance, visit thendalliance.org/support or scan here to learn more!



National Student Advisory Council

NSAC is a 10-month volunteer leadership program for neurodivergent young people (ages 16–25). Members help shape ND Alliance programs, support clubs and mentoring at their schools, and co-create opportunities for the ND community online and in person.

Students lead projects like presentations, panels, discussions, and resource creation. They also give feedback on ND Alliance materials, assist with scholarship and leadership interviews, and help improve app accessibility. Each member is encouraged to build on their strengths, explore new skills, and grow as a leader.



National Alumni Advisory Council





Our Mission

Our mission is to improve the educational experience and outcomes of students who learn differently, while growing the neurodiversity movement for a more equitable and inclusive society for all.

Our Vision

Together, we envision a world that fully embraces and values neurodiversity.



theNDalliance.org

THANKS FOR YOUR SUPPORT!