



Neurodiversity @ Cornell

Neurodiversity Dialogues

March Topic: Paths to Diagnosis Panel

Special event for Neurodiversity Celebration Week

March 20, 2024, 3:00 - 4:00 pm

See the [Master List](#) with all the Neurodiversity Dialogues Sessions we've hosted.

Facilitated by:

- **Em McClintock** MEd, MHC-LP (they/them), a proud ADHDer who specializes in Neurodivergent care and ADHD management. They also help run the ADHD Evaluation program at CAPS. Em mixes different therapeutic modalities based on what works best for their students. They predominantly focus on Person Centered therapy, REBT, and feminist therapies. They believe that healing begins when people are able to connect with others and share experiences.

Panelists:

- **Dr. Adam Krantweiss** (he/his), a New York State licensed clinical psychologist and conducts psychological assessments in Ithaca Psychological Testing. Dr. Krantweiss has taught several classes, including those focusing on psychological testing and assessment, and has co-authored several peer-reviewed journal articles pertaining to psychological testing and assessment.
- **Dr. Emilee Valler** (she/her) is a licensed psychologist providing diagnostic assessment services at MindWell, with expertise in evaluations for Autism, neurodevelopmental disorders, and comorbid mental health concerns. As an alum of a Leadership Education in Neurodevelopmental and Related Disabilities (LEND) program, Dr. Valler is passionate about empowering families through family-centered practices, interdisciplinary care, and promoting acceptance and awareness of neurodiversity.
- **Dr. Melissa Corpus** (she/her) is the executive director and clinical supervisor of (DMC) Dr. Melissa Corpus, P.C., a group practice offering a full range of neuropsychological and therapeutic services to adolescents, adults, couples, and families, and founder of SESSIONS, an integrated sports psychology, and consultation center.

Notes:

- Live transcript enabled.
- Engagement by choice: people can keep their camera off and not speak, speak and have their video off and anything in between.
- Resources sent in advance
- This panel is recorded
- Open to the public

Learning Outcomes:

- Identify 2-3 reasons people have to need or want to undergo assessment
- Explain why some people hesitate to undergo assessment
- Describe reasons why people would want or need an evaluation

Questions from the meeting:

- Is there a negative stigma to being diagnosed as having ADHD or ADD as related to professional/ work life?

Sometimes there is. Stigma often occurs based on how people and society feel about an experience. In the U.S. people may experience stigma related to ADHD or ADHD diagnosis when those around them don't believe that the ADHD exists, when they buy into falsehoods about ADHD like it being related to intelligence or willpower. Sometimes there can be negative workplace stigma if people in the workplace feel someone is less capable with ADHD. To be clear, that's not a belief based in fact or evidence. This can be a reason why people may not disclose their ADHD in the workplace.
- Would employers provide or be required to provide accommodations similar to in school? Doesn't really seem possible in many given situations where time, like a deadline, is restricted say.

In the U.S. companies with more than 50 people are required to provide reasonable accommodations to anyone considered disabled. This includes ADHDers and ASDers. However, it's important to remember that the accommodation has to be *reasonable*. In the example you gave of an upcoming, unmovable deadline, an accommodation like deadline extension may not be reasonable. But another accommodation, like mini deadlines ahead of the major deadline, might.
- Would Medicaid cover ADHD comprehensive testing from a non PCP? Often a challenge for more adequate testing for low income families

Medicaid sometimes covers comprehensive ADHD Evaluation, however there are very few providers that I'm aware of who accept Medicaid insurances. In

these cases there are usually two options (1) out of network coverage, which would require the person to pay up front and be reimbursed later. This is not always a feasible option for low income families. Or (2) working with a provider who has a sliding scale fee payment schedule. In these cases the provider will charge a different amount based on the individual's income, the lower the income, the lower the cost.

Resources from the meeting:

- Vizgaitis, A. L., Bottini, S., Polizzi, C. P., Barden, E., & Krantweiss, A. R. (2023). Self-Reported Adult ADHD Symptoms: Evidence Supporting Cautious Use in an Assessment-Seeking Sample. *Journal of attention disorders*, 27(10), 1156–1166. <https://doi.org/10.1177/10870547231172764>
- Sayegh, P., Vivian, D., Heller, M. B., Kirk, S., & Kelly, K. (2023). Racial, cultural, and social injustice in psychological assessment: A brief review, call to action, and resources to help reduce inequities and harm. *Training and Education in Professional Psychology*, 17(4), 366–374. <https://doi.org/10.1037/tep0000451>