

Common Messages

Guidelines for talking and writing about FASD



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Guidelines for Writing and Talking about FASD

The purpose of this document is to assist those writing and talking about FASD – and the issues related to the disability – to use the same language, statistics, and framing of topics. The intended outcome, over time, will be an improved understanding by the reader/listener with consistent and respectful FASD messaging. A French version of the guide is also available.

A Note About our Process:

This guideline is a "living document" that was collaboratively developed and is updated each year by Canada FASD Research Network researchers, staff, and partners. Annually, we review emerging research in the field to identify new studies that pertain to language use and/or narratives around FASD. When additions are made to the document, we consult with subject matter experts to ensure that our recommendations reflect the most current literature and best practice. We also maintain an ongoing list of topics that arise in conversations between CanFASD staff, researchers, Adult FASD Expert Collaboration Team, Family Advisory Committee, our larger CanFASD member community, and partners to capture evolving messaging in the broader FASD community, particularly related to those with lived experience.

It is important to remember that a "one-size-fits-all" approach to language and messaging may not apply when writing and talking about FASD. The suggestions here are intended to be inclusive and respectful for all individuals with FASD and their families. However, recognizing the diversity and uniqueness of each person with FASD, we always recommend consulting at an individual level to ensure that language choices are reflective and respectful of each person's experience.

Key Communication Themes:

The following are some overarching recommendations for all messaging about FASD:

- Respect, dignity, and inherent human worth should be promoted among individuals with FASD, women who use alcohol during pregnancy, and their families:
 - FASD awareness or prevention programs and initiatives should avoid messaging that places blame, shame, or guilt.
 - When using imagery, refrain from using pictures of fetuses, pregnant bellies (separated from the person's body), and naked pregnant people.
 - Fatalistic or deficits-focused terminology should be replaced with person-first, strength-based, and hope-focused language (see the definition below).
 - These *language guides* provide additional context and information about dignity promotion for individuals with FASD.
- Always rely on information that is accurate and based on rigorous, high-quality research (i.e., evidence-based).
- Refrain from stating that FASD is "100% preventable" as this statement greatly oversimplifies the issue and can stigmatize individuals and families.



In order to promote a common language about FASD and to minimize misinterpretation of key issues, CanFASD has developed a <u>standard definition of FASD</u>. Standard definitions are needed to ensure consistency in administrative, clinical, and research operations.

The Canada FASD Research Network recommends using the following definition when writing FASD policy, developing supports, and providing services for individuals with FASD across Canada to promote accurate and consistent language when referring to FASD:

Fetal Alcohol Spectrum Disorder (FASD) is a diagnostic term used to describe impacts on the brain and body of individuals prenatally exposed to alcohol.

FASD is a lifelong disability. Individuals with FASD will experience some degree of challenges in their daily living, and need support with motor skills, physical health, learning, memory, attention, communication, emotional regulation, and social skills to reach their full potential.

Each individual with FASD is unique and has areas of both strengths and challenges.



PREVALENCE & STATISTICS

| Question/Issue | Research Tells Us | Say This | Why This Matters | |
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| | In Canada In the Greater Toronto Area, researchers estimated the prevalence to be 2-3% among students aged 7-9 years¹ In Alberta, estimates are 1-4% in the general population² Teacher-reported prevalence of children <i>diagnosed</i> with FASD in kindergarten ranged from .01 to .22%^{3,4} | | Research that helps us better understand how many people may have FASD in Canada, as well as in certain populations, is important, in order to identify the scope of the needs and types of services and supports required to assist individuals and families with FASD across the country. | |
| | In the United States | Researchers currently estimate that at least 4% of individuals in Canada | Limitations | |
| How many people have FASD? | Researchers⁵⁻¹¹ have conducted a series of studies with school- aged children in the US, suggesting a conservative estimate of up to 8% in some regions | have FASD Limitations in prevalence research make it diffic the true rate of FASD in Canada. For example, the be discrepancies in reporting diagnoses, prenate exposure may be under-reported due to stigmation judgment, and individual difficulties may not en- school years or later. Additional limitations incluses amples, unique settings, use of different methor voluntary participation, and estimating the num- pre-existing data. Most prevalence studies have with children. Estimates vary widely depending | Limitations in prevalence research make it difficult to know the true rate of FASD in Canada. For example, there may | |
| nave FASD? | FASD is often under-recognized and identified, so it is likely that prevalence estimates are conservative. For more information: <u>The Prevalence of FASD</u>¹² | | be discrepancies in reporting diagnoses, prenatal alcohol exposure may be under-reported due to stigma and fear of judgment, and individual difficulties may not emerge until school years or later. Additional limitations include small samples, unique settings, use of different methodologies, voluntary participation, and estimating the numbers using pre-existing data. Most prevalence studies have been done with children. Estimates vary widely depending on the study approach and population. | |
| Rates of FASD in certain populations | Children in care ^{13,14} - Canada: up to 11% - International: more than 20% Justice populations ¹⁵⁻¹⁸ | Research suggests that FASD is more common in certain populations, including those involved in the child welfare and justice systems | Research suggests that FASD is knowledgeable about FASD. Screening especially useful in settings where there | Service providers in these professions should be knowledgeable about FASD. Screening tools may be especially useful in settings where there are high rates of FASD. |
| | - Canada: 10-23% in youth and up to 18% in adult settings | | Limitations | |
| | International: 36% in Australia For more information: <u>FASD Prevalence in Special Populations</u>¹⁹ | | Research in this area is limited and it is believed that there are higher rates of undiagnosed FASD in other populations. | |



| | Despite extensive research, there has been no established safe level of alcohol to consume during pregnancy Alcohol is a neurotoxic and teratogenic substance, which means that it influences fetal development when consumed during pregnancy Even "low" levels of prenatal alcohol exposure have been shown to have negative effects on long-term development²⁰ | Let's reframe the question to better reflect the message we want to convey: <i>"What do we know about alcohol</i> | There are conflicting messages in the media about how much alcohol can be safely consumed during pregnancy, and these messages perpetuate controversy and confusion. People of child-bearing age who are consuming alcohol should use birth control to prevent an unplanned, alcohol exposed pregnancy. |
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| How much alcohol is "too much" during pregnancy? | - Researchers and clinical experts in maternal and fetal health | and pregnancy?" Experts agree that there is no safe level of drinking during pregnancy It is safest not to drink during pregnancy | Limitations Terms like 'low' and 'moderate' are unclear and subjective Many people drink before they know they are pregnant, thus it is important to encourage risk reduction with clear and accurate messaging There are many reasons why women and gender diverse people may drink alcohol during pregnancy. As such, it is important to use non-judgmental messages (e.g., what is "safest") to convey that there is always opportunity to make a change to reduce risk |
| FASD, mental health, and substance use | An estimated 90% of people with FASD experience an additional mental health diagnosis²²⁻²⁴ Some of the most common co-occurring mental health and neurodevelopmental diagnoses among people with FASD are ADHD, intellectual disability, learning disorder, oppositional defiant disorder, conduct disorder, depressive and anxiety disorders, substance use, and risk of suicide²⁵ Substance use has been reported in ~22-80% of adolescents/adults with FASD²⁶ An estimated 26% of people with FASD experience past or present suicidal thoughts and behaviours; substance use, trauma, and depression/anxiety are associated with a higher risk of suicidality²⁷ There is a significant gap in the research on mental health and substance use interventions for people with FASD²⁸ | When unsupported, people with FASD may be more likely to experience high rates of mental health and substance use difficulties | Given the high rates of mental health and substance use issues reported among people with FASD, targeted interventions should be designed in this area. Limitations More research is needed to better understand and address challenges with mental health/substance use for individuals with FASD across the lifespan. In addition, research designed to understand people with FASD who <i>do</i> <i>not</i> have mental health challenges can provide information about what supports, or protective factors may be important. |



| | FASD has been associated with high social and economic investment: - In Alberta: ²⁹ | | There is conflicting evidence about true total financial investment associated with FASD, and caution should be taken against framing the |
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| | Long-term economic investment of \$130-400 million/year (predicted number of children born each year) | Replace terms such as "cost" and "burden" | disability as a burden. Limitations |
| Social and economic investment | Short-term economic investment of \$48-143 million/year (individuals with FASD) In Canada:³⁰⁻³² Investment for supporting those aged 0 to 53 with FASD is \$5.3 billion/year \$1.8 billion for health care, corrections, other direct/indirect costs Total investment \$9.7 billion/year | with: "investment" Significant social and economic investment is needed to support adequate resources and services to address prevention, intervention, and diagnosis; and foster better outcomes for people with FASD and their families | Emphasis on the financial investment associated with FASD can perpetuate the stigma experienced by individuals with FASD and their families. Moreover, previous "cost" estimates do not consider social and cultural investment. Many studies reflect different financial impacts in society depending on what systems they measure (e.g medical, education, social services, corrections, prevention/research, productivity loss) Other social impacts are not measurable (e.g.) |



TERMINOLOGY & LANGUAGE

| Question/Issue | Research and Advocacy Efforts Tells Us | Take-Away Message | Why This Matters |
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| | Adolescents and adults with FASD can experience high rates of difficulties in daily living and adverse outcomes, including:^{33–35} School disruption Sexually inappropriate behaviours Mental health issues Substance use challenges | Replace "secondary disabilities" with: "adverse outcomes" | Use of the term "secondary" may insinuate that these difficulties are not as prominent or important as the brain- and body-based differences associated with FASD. Comments about adverse outcomes in FASD should also be considered alongside success and possibility, so as not to bias or limit expectations around life trajectories. |
| "Secondary | Challenges with independenceEmployment difficulties | "difficulties in daily living" | Limitations |
| disabilities" | - Housing problems | "impacts" | Many of the challenges described in the literature are not |
| | Trouble with the lawPsychiatric or correctional institutions | "associated difficulties" | biologically-driven or "disabilities" per se, and are not specific to FASD alone. |
| | | or | |
| | | "a reas of need" | |
| <i>"</i> | FASD has commonly been referred to as an "invisible" disability because the majority of people with FASD have no <i>physical</i> signs of impairment. | Replace "invisible" | The use of the term "invisible" can invalidate and stigmatize people with FASD and their families. The term "hidden" more accurately and respectfully reflects the |
| "Invisible disability" | | with | characteristics and experiences of this population. |
| | | "hidden" | |
| "Disease," "disorder," "disability," | Canadian diagnosticians have moved away from using the term "syndrome" and now use the term "disorder" to refer to FASD. ³⁶ | Replace "disease" and "syndrome" | Adoption of the terms "disorder" or "disability" better reflects FASD as a spectrum and will ensure consistent language and clinical understanding. |
| "syndrome," and "condition" used | | with | |
| interchangeably | | "disorder" or "disability" | |



| Speaking respectfully about FASD within Indigenous ¹ populations | FASD affects people of all cultural and ethnic backgrounds Canadian discourse in the 1980s and 1990s perpetuated the stereotype that FASD was an <i>"Indigenous issue"</i>³⁷ Indigenous women and communities have been continuously subjected to stigma, stereotyping, and surveillance^{38,39} The Canadian Truth and Reconciliation Recommendations identified FASD in calls to action #33 and #34 CanFASD along with other groups are working to develop strategies and commitments to address these | All populations where alcohol is used are at risk for FASD Replace outdated terminology with | FASD is a highly complex disability, intertwined with the social determinants of health and other factors which can affect people from all economic, ethnic, religious, racial, or societal backgrounds. |
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| FASD is often still viewed as only an | recommendations: • Developing an Indigenous Approach to FASD | the term of 'Indigenous' | Limitations |
| "Indigenous issue" | Prevention⁴⁰ TRC Call to Action 34: A Framework for Action⁴¹ CanFASD Commitment to Indigenous Partnership, Reconciliatory Research, and Action⁴² | | There is a lack of consistent and high-quality research comparing rates of FASD among diverse populations and groups. |
| Strength-based language and healthy | Although people with FASD may experience many challenges, they also possess diverse strengths, abilities, and resilience⁴³ <u>Strengths Among Individuals with FASD</u>⁴⁴ FASD-informed practice includes FASD awareness, safe relationships, and working from a person-centered and | People with FASD are resilient and have many strengths A balanced approach in working | Focusing solely on the challenges associated with FASD continues to send the message that these are the main attributes of individuals with FASD. Highlighting strengths in FASD is more conducive to reducing stigma and supporting healthy outcomes. |
| outcomes | strength-based approach^{44,45} Individuals with FASD should always be referred to using person-first language, unless otherwise individually requested | with people with FASD that incorporates supports or adaptations is important | Limitations Most of the literature on FASD is deficits-based, and there is a critical need for more research focused on strengths. |

¹In Canada, the term 'Indigenous peoples' refers to descendants of the peoples of North America who were present before colonization and encompasses three distinct groups: First Nations, Métis, and Inuit.



| FASD as a "permanent" disability | There is no "cure" for FASD, but early intervention and stable home environments are significant protective factors against later life adversity³³ We have moved away from the medical model (which posits that disabilities should be "corrected") to recognize that individuals with FASD may develop differently but they still develop Use of the word "treatment" can imply that the effects of FASD are reversible | There is good evidence that early and appropriate support can improve outcomes for people with FASD | FASD is a life-long, whole-body disorder, but early identification and intervention can foster healthy outcomes for people with FASD.Although there is no "cure" for FASD, focusing on the permanence of FASD can undercut the fact that intervention can be important and beneficial. |
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| "Living with" or "affected by" FASD | FASD is not an entity or a person and is not "lived with" Similarly, stating that someone is "affected by" FASD may imply affliction, distress, or hopelessness | Replace the terms "living with" and "affected by" with "diagnosed with" or "has FASD" | Using terms like "living with" or "affected by" FASD may suggest a struggle or burden and minimize the strengths and successes of individuals with FASD. |
| Living Experience(s) of FASD | When describing lived experiences of FASD the terms "inhome" and "in-body" can be used to distinguish the experiences of people who live with an individual who has FASD such as a partner, a caregiver, family, etc. (i.e., "inhome" lived experience) and those who have FASD (i.e., "inbody" lived experience) Engaging meaningfully with people with inbody and inhome lived experience in all FASD research, policy, and practice allows for the knowledge and voices of those most impacted to be highlighted.⁴⁶ Involving the perspectives of people with inhome lived experiences of providing support, advocacy, and mentoring to people with FASD, as well as the experiential wisdom of people with inbody lived experience, will help to keep research real, impactful, meaningful, and practical.⁴⁶ | Consider using the terms "in-body" and "in-home" to specify people with living experience | Using these terms may help to distinguish the unique experiences of people with FASD and those with experiences of caregiving or supporting someone with FASD. |



| "Suspected FASD" | For some people, the word "suspected" may connote associations with criminal justice involvement. | Replace the term "suspected FASD" with "possible FASD" or someone who "may have FASD" | Using the term "suspected FASD" may add to the misperception that FASD is linked to criminal offending and may further stigmatize individuals with FASD. |
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| Referring to challenges | Individuals with FASD are often referred to as having "significant brain damage" Terms like "victim," "suffering," "damaged child," and "injured" can further marginalize people with FASD and perpetuate stigma and blame towards parents and family members⁴⁷ Using terms like "external brain" can further stigmatize and imply that people with FASD do not have a brain Stigmatizing terms should be replaced by neutral language | Replace terms like "brain damage" with "brain-based differences" "challenges," "concerns," "needs" or "difficulties" | A balance must be found between acknowledging significant challenges that exist for individuals with FASD and their families and framing these challenges as permanent and unmalleable. This balance is needed to convey an accurate understanding of FASD while also reducing marginalization and building hope for healthier outcomes. |
| "Won't" vs "Can't" vs "How?" | There has been a gradual shift from understanding FASD-related learning and behavioural difficulties as willful (i.e., a person 'won't') to understanding these difficulties as resulting from the brain-based impacts of FASD (i.e., a person 'can't'). However, asserting that people with FASD "can't" contributes to negative stereotypes and expectations, and may perpetuate feelings of hopelessness, self-fulfilling prophecies, and inadequate support.⁴⁸ Researchers and advocates encourage a continued evolution of this narrative, replacing "can't" with "how?" That is, how might service providers and others support success with people with FASD?⁴⁹ | Replace terms like "won't" and "can't" with "how?" | Building on the evolving narrative of "won't" to "can't" to "how?" we can reframe our understanding and approaches to intervention and support to better identify ways of facilitating growth and wellbeing for people with FASD. |



| Parents, caregivers, and families | Parents, caregivers, and families of individuals with FASD experience multiple layers of stigma and marginalization^{47,48,50,51} Biological parents of children with FASD face particularly high rates of stigma, and may be further marginalized by the use of harmful language FASD should not be described as having been "caused by" or "the result of" a mother's alcohol consumption; rather, describe the challenges simply as being associated with prenatal alcohol exposure For more information: <u>FASD Media Guide</u> <u>Mothers' Experiences of Stigma</u> | Replace stigmatizing terms such as "alcoholic mother" with person-first terms such as "birth mother, or parent who use(d) substances during pregnancy" When referring to prenatal alcohol exposure avoid language that places blame. | |
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| Gender-inclusive language | Not all individuals who give birth to a child with FASD will identify as women. In interactions with those who are pregnant, it is important to ask about how they identify their gender and respectfully refer to them using their pronouns. To be inclusive, clear, and respectful of how all people wish to be referred to, gender additive terms such as "pregnant women and gender diverse individuals" may be considered. When writing generally about those who are pregnant, gender-neutral language such as "pregnant people" and "birthing parent" may also be considered. At the same time, it is important for some women to be referred to as women or mothers. And for some people, the gender-neutral terms such as "pregnant person" lacks clarity and may be understood to refer to the birth partner not only the pregnant woman. In many Indigenous cultures "mother" and "mothering" often have particular importance as roles and may be important to use. To be inclusive and avoid "othering," consult people with lived experience as to what language is appropriate for them. | To be inclusive of individuals who have conceived or given birth to a child with FASD and do not identify as women, when writing about FASD and PAE consider the use of terms such as "birthing parent(s)" or "women and gender diverse individuals who have given birth" | Gender-inclusive language is needed to reduce gender bias and promote equality across the gender spectrum for parents of individuals with FASD as well as individuals who have FASD themselves. Limitations There is a significant gap in the research on gender identity among individuals with FASD, and among people who have given birth to a child with FASD. It is important that individuals see themselves reflected in the language we use, including in research, and to ask people directly how they want to be referred to and be respectful of their identity. |



LEGAL ISSUES

| Question/Issue | Research Tells Us | Take-Away Message | Why This Matters |
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| Involvement in the justice system | There are high rates of FASD in youth and adult justice settings,^{17,18}and many people with FASD report experiencing legal trouble^{24,34} However, not all individuals with FASD end up in trouble with the law Media portrayals of FASD in the justice system may perpetuate harmful generalizations about criminality in individuals with FASD⁴⁸ Individuals with FASD also find themselves involved in civil and family law Individuals with FASD are also victims of crime FASD and the Criminal Justice System: A Review⁵² | The challenges and life events experienced by individuals with FASD may lead to increased risk for a range of adverse outcomes when unsupported, including involvement in the justice system | Gaps in services can leave individuals with FASD and their families unsupported, which can lead to negative outcomes such as justice involvement. However, not all individuals with FASD are justice-involved and we must consider the potentially damaging consequences of associating FASD with justice-involvement. Limitations FASD is not the only disability present in justice populations – intellectual disability and psychiatric diagnoses as also over-represented. More research and data are needed in corrections and legal systems to better |
| Violent crimes and portrayal of FASD in the media | <u>Victimization in People with FASD</u>⁵³ There is no research to suggest that justice-involved individuals with FASD commit more <i>violent</i> crimes than justice-involved individuals without FASD Several studies suggest that justice-involved individuals with FASD are no more likely to commit violent crimes than justice-involved individuals without FASD, but may be more likely to show a "mixed" pattern of offending, with both violent and non-violent crimes^{54,55} | There is no consistent pattern of criminal behaviour that has been identified for justice-involved individuals with FASD | understand individuals with FASD who are justice-involved Media portrayals of violent crime and FASD tend to be sensationalized and can serve to misrepresent justice- involved individuals with FASD. Limitations The media often reports stories in which people with FASD are involved in <i>violent</i> crimes, giving FASD a violent |
| Alternative justice practices | There are numerous initiatives across the country to better address FASD in the justice system (e.g., restorative justice, diversion programs, conditional or alternative sentencing, mental health courts) but very little research has been done to examine long term outcomes of such programs. | Alternative justice practices <u>may</u> be promising for working with some justice-involved individuals with FASD, but more research is needed | connotation. We need more information about justice- involvement in FASD to tell the whole story. The traditional justice system is not adequately set up to manage justice-involved individuals with FASD, but more research is needed to assess the long-term impact of alternative justice practices. |



EMERGING RESEARCH

| Question/Issue | Research Tells Us | Take-Away Message | Why This Matters |
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| "If a man drinks, will the sperm cause FASD?" | There is very little research on the connection between FASD and alcohol consumption by male partners (or gender diverse partners who can contribute to conceptions) during the preconception or prenatal period (see Preconception paternal ethanol exposures induce alcohol-related craniofacial growth deficiencies in fetal offspring). However, male/gender-diverse partner alcohol consumption has been associated with:⁵⁶ Higher levels of maternal alcohol consumption during pregnancy Lower levels of success in infertility treatments Lower infant birth weight and gestational age Higher rates of ventricle malformations and abnormal situs in infants For more information: The Role of Partners in Fetal Alcohol Spectrum Disorder Prevention⁵⁷ Genetic and Epigenetic Perspectives on the Role of Fathers in Fetal Alcohol Spectrum Disorder⁵⁸ | Fathers' drinking does not <u>result in</u> FASD, but it has an important influence on mothers' consumption and the healthy infant and child development | Fathers and all partners have an important responsibility in supporting their pregnant partners to stay healthy during pregnancy, and in the long-term health of their children Limitations This is a very new area of research, and more studies are needed to understand the role of fathers' alcohol consumption in healthy child development. |
| How should the role of the DSM-5's Neurobehavioral Disorder Associated with Prenatal Alcohol Exposure be described in relation to the Canadian Diagnostic Guideline? | The DSM-5 defines ND-PAE as a condition characterized by PAE and impairment in neurocognitive, self-regulation, and adaptive functioning⁵⁹ It is <i>not</i> a formal diagnosis, but proposed as a "condition for further study" Researchers recommend a comprehensive assessment conducted by a multidisciplinary team, regardless of diagnostic approach^{36,60} For more information: <u>Multidisciplinary Team Training for Diagnosis of FASD: An Online Curriculum</u> | We encourage practitioners and clinicians working with individuals with PAE to receive training on the 2015 Canadian FASD diagnostic guideline | In Canada, the 2015 FASD Diagnostic Guideline is primarily used to assess and diagnose individuals with PAE. The Canadian Guideline supports a multidisciplinary approach to diagnosis which is important for a full understanding of the neurocognitive impairments and the required interventions and supports. Limitations More research is needed to compare and contrast the different diagnostic systems used across the world. |



| | FASD and ASD are both neurodevelopmental and spectrum disorders, but their etiologies differ – there is a known cause of | FASD and ASD are both | FASD and ASD share some similarities, but they are managed and experienced differently. |
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| FASD and Autism Spectrum Disorder are often compared | FASD, while the cause of ASD is unclear Despite some overlapping symptoms (e.g., social and communication difficulties), FASD and ASD have distinct presentations in clinical and daily settings⁶¹ Families of individuals with FASD/ASD have different experiences⁶² | neurodevelopmental spectrum disorders with some overlapping symptoms, but distinct presentations | Limitations Some emerging epigenetic research explores the link between FASD and ASD, but little is known about the association between the two disorders. |
| Life expectancy and hospitalization | Some researchers have reported that individuals with PAE and FASD may experience a reduced life expectancy,⁶³ accelerated aging processes,⁶⁴ and increased risk for hospitalization and mortality⁶⁵ This research is preliminary and should therefore be interpreted with extreme caution | Individuals with FASD may be at risk for poorer medical outcomes, but these are not guaranteed Access to adequate supports and services can alter long-term trajectories | Fatalistic messaging can increase stigma and hopelessness for individuals with FASD. Messages related to life expectancy should be appropriately contextualized and accompanied by messages of healthy outcomes.LimitationsResearch in this area is in its infancy, limited geographically, and lacks generalizability. |



OTHER ISSUES

| Question/Issue | Research Tells Us | Take-Away Message | Why This Matters |
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| Developmental age | People with FASD often function at a level younger than their chronological age⁶⁶ Functioning may also be uneven across domains, with high | Although age descriptors can be helpful in describing an | Individuals with FASD have strengths as well as challenges that should both be taken into consideration to best understand and meet needs. |
| versus chronological | abilities in some areas but not others⁶⁷ With increasing age, societal expectations of autonomy and | individuals' situation, moving away from this framing will better | Limitations |
| age | independence may be particularly challenging for those with FASD ⁶² | support a strength-based narrative of FASD | Focusing solely on developmental age may lead us to neglect the fact that, with support, individuals with FASD continue to develop and achieve success. |
| Neurodiversity | At its core, neurodiversity is a concept that represents the wide variety of differences among humanity. Neurodiversity is a concept encompassing both individual level (i.e., identity) as well as systemic level (i.e., political movement) considerations.⁶⁸ It is a relatively new phenomenon and as such a clear definition and understanding of neurodiversity is not currently shared.⁶⁸ The concept of neurodiversity does not disregard the uniqueness of individuals with FASD. The terms neurodiversity and FASD are not interchangeable, but each term is valuable. It is important to respect how individual people wish to be identified and referred to. | The concept of neurodiversity does not disregard the uniqueness of individuals with FASD. People may identify as having FASD, and/or as being neurodivergent, and/or both. People may find different labels preferable in different spaces, especially given the stigma attached to FASD | Neurodiversity as a concept for both individual identity and a social movement has received increased attention. Understanding where FASD fits into this framing is an important continued consideration. It is always important to respect how people wish to be identified and referred to. <u>Limitations</u> Additional research is needed to understand how FASD fits within the context of neurodiversity, including engaging with people with in-body and in-home lived experience. |
| Interdependence | Whereas <i>independence</i> is the idea that we should be able to do everything on our own, <i>interdependence</i> is the notion that we all rely on one another, and there is a spectrum within which we access support to navigate different elements of functioning. We are all interdependent to some extent and it is important to normalize this truth, and find the appropriate level of | Consider replacing the idea of "independence" with the concept of "interdependence," whereby every individual relies on people and systems to varying degrees, | Interdependence is a reasonable and achievable goal for all people with FASD. Recognizing this goal while understanding that interdependence will look different for all people is important. Needs arounds interdependence should be considered throughout the lifespan, and maintained even when an individual is living well. Limitations |



| interdependence on an individual basis, which may differ between people and tasks.⁴⁹ Priorities for and levels of interdependence can differ depending on an individual's values, perspectives, abilities, and needs as well as a person's family or cultural values. It is important that when people with FASD begin to thrive within networks of interdependence, supports not be taken away. | and that interdependence can mean different things to each person with FASD. | Additional research is needed to explore needs and priorities around interdependence and how best to support people with FASD throughout their lifespan. |
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17



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