

Nothing About Us Without You



2015 Annual Report



Mission Statement

The Autistic Self Advocacy Network seeks to advance the principles of the disability rights movement with regard to autism. ASAN believes that the goal of autism advocacy should be a world in which Autistic people enjoy the same access, rights, and opportunities as all other citizens.

We work to empower Autistic people across the world to take control of our own lives and the future of our common community, and seek to organize the Autistic community to ensure our voices are heard in the national conversation about us.

Nothing About Us, Without Us!

Letter from the President



Dear friends,

Over the last nine years, the Autistic community has grown and changed. The Autistic Self Advocacy Network was founded to defend our community's interests and champion our voice against those who speak about us, without us. Since then, Autistic people have secured greater visibility in public discussions around autism, a seat at the table in policy conversations about us and the ability to respond when we continue to be excluded.

We're proud of what we've done - in partnership with you and a growing community of autistic-run organizations and initiatives - to help bring about that change. But more is needed. Hundreds of thousands of people with disabilities still languish in institutions and are paid less than minimum wage. Toxic stereotypes about autism still pervade the public discourse and hurt our people and our families. Too much of our community goes without needed services. We can still do better.

That's why we remain committed to working with the Autistic community to continue to build our movement's strength. We're proud to be the premier autistic-run disability rights organization in the United States, and we know that it is because of our dedicated grassroots supporters and activists that everything we have accomplished was made possible. As we approach the end of our first decade, we are proud of what our community has accomplished to date - and even more so of what will be accomplished still.

As always, Nothing About Us, Without Us!

A handwritten signature in black ink that reads "Ari Ne'eman". The signature is fluid and cursive, with a long horizontal line extending from the end.

Ari Ne'eman
President

Advocacy Highlights

ASAN has worked hard this year to accomplish significant work supporting our mission, pushing forward our long-term advocacy goals while incorporating new concerns from our constituency. Our growing staff spent a tremendous amount of time and energy this past year working on these advocacy accomplishments, but none of it could have happened without the support and tireless work of our volunteers and grassroots supporters. ASAN is grateful and proud to tell you about some of our major victories from the past year and wants to thank you for your part in accomplishing them.



Employment



President Barack Obama delivers remarks on the importance of raising the federal minimum wage for all workers, during an event in the in the East Room of the White House, Feb. 12, 2014. (Official White House Photo by Chuck Kennedy)



More than 200,000 people with disabilities earn subminimum wage because of Section 14(c) from the Fair Labor Standards Act that allows business to pay workers with disabilities less than the federal minimum wage if they get permission from the Department of Labor. ASAN has expended much effort over the past months to end subminimum wages for workers with disabilities and to encourage states to shift toward more integrated models of employment and day services. People with disabilities deserve the right to be included in all aspects of life—including the workplace.

On this front, ASAN has supported Senators Chuck Grassley (R-IA), Ron Wyden (D-OR), and Robert Casey (D-PA) as they have introduced the **Transition to Independence Act (S.1604)**, which supports those employment goals. The legislation, which emerged from within the disability community, and was crafted with technical assistance from the National Council on Disability, will create a ten-state demonstration program, within which states will receive bonus payments from the federal government for achieving increases in the number of people with disabilities in competitive integrated employment and reducing the number of people with disabilities in segregated sheltered workshop and facility based day habilitation settings. It also allows for people with disabilities who earn too much

money to get normal Medicaid to pay money to use it, hopefully eliminating the need for people with disabilities to have to choose between healthcare and work.

Furthermore, the **Transition to Integrated and Meaningful Employment Act (HR 188)**, also known as the TIME act, would phase out the Fair Labor Standards Act Section 14(c). ASAN continues to work to ensure the passage of these two bills to ensure that workers with disabilities will work for the same amount of money as everyone else.

These efforts build upon last year's victory in which ASAN, working jointly with a wide variety of cross-disability and labor organizations, **successfully called upon President Barack Obama and Secretary of Labor Tom Perez to include workers with disabilities in an executive order** raising the minimum wage for employees of federal service and concession contractors to \$10.10 per hour.

All of these efforts have relied—and will continue to rely—heavily on support from our grassroots members and supporters, as well as our partners in the disability community. It is only with help from all of you that we can continue to accomplish our goals of making sure that workers with disabilities earn the same wages as our non-disabled peers.

85%

of pediatric transplant centers consider neurodevelopmental status as a factor in their determinations of transplant eligibility at least some of the time

46%

of heart programs indicated that even mild or moderate cognitive impairment would be a relative contraindication to eligibility

Healthcare Discrimination



Image: Three people sitting in a waiting room, looking very bored.

ASAN is taking a lead position on discrimination in organ transplantation.

As ASAN found in our 2013 report, when people with intellectual and developmental disabilities need an organ transplant to treat a life-threatening condition, they frequently face barriers to receiving this life-saving care. Doctors and transplant centers may refuse to approve organ transplants for people with disabilities who might need help in order to follow complicated post-transplant treatment plans. Others may refuse to approve transplants for people with disabilities based on the belief that people without disabilities should have a higher priority.

In 2014, we published a comprehensive Toolkit for Advocates on Ending Discrimination in Organ Transplantation. Our organ transplant toolkit includes a “know your rights” guide to provide people with disabilities and their

families with information on existing laws and policies, a guide for advocates who want to fight organ transplant discrimination on a wider basis, model anti-discrimination legislation, a guide for clinicians, and a checklist of available supports and services that will give doctors and other health professions concrete advice on how to serve people with disabilities who may need an organ transplant.

Last spring, **legislators in the state of Maryland based SB 792 on ASAN’s model legislation on organ transplant discrimination**, ultimately passing a bill making it illegal for doctors, hospitals, and transplant centers to deny a necessary organ transplant based solely on a patient’s disability. The bill was signed by the Maryland governor in May 2015, making it the third state to have an organ transplant anti-discrimination law, joining New Jersey and California.

Community Integration



Image: A commercial airplane in the sky.



Image: A row of townhouses.

ASAN wants to see **people with disabilities living and working in the community, rather than in segregated settings**. We want to ensure that people with disabilities receive Medicaid-funded Home and Community Based Services in integrated settings that offer full access to the community. In January 2014, after years of pressure, the Centers for Medicare and Medicaid Services issued a new regulation spelling out for the first time what Home and Community Based Services are—and more importantly, what they are not.

Thanks to this new rule and ASAN's toolkit, published last fall, on how to make it work, advocates have a new tool to move our people out of sheltered workshops and group homes and into truly inclusive environments. ASAN continues to do substantive work to help people with disabilities live and work in the community. This includes lobbying against new construction of isolating group settings, educating the public and professionals about the importance of integrated environments.

One of ASAN's core advocacy goals is to make sure that people with developmental disabilities are able to access the same services and infrastructure as those without disabilities. To that end, we work with many agencies to help them understand what

accommodations are necessary for autistic people.

Responding to reports of Autistic people and people with other developmental disabilities being denied access to and even removed from airlines on the basis of their disability alone, **ASAN worked with the Department of Transportation this year to help them create educational pamphlets for air travelers who have developmental disabilities.** The pamphlets include information for self-advocates, airlines, and airline staff. These materials explain that airline staff must disclose within 10 days why they have removed someone from their scheduled flight if it was related to their disability. They must also modify their flight policies for a person with a disability before denying access due to safety concerns.

The new materials clearly explain what developmental disabilities are and address typical behaviors or communication issues that might cause airline staff to misinterpret the person with a disability. These guidelines are the result of a mutually beneficial dialogue between the Department of Transportation and the Autistic community regarding the discrimination and difficulties faced by people with developmental disabilities in traveling.

Alternatives to Guardianship



Image: A woman sitting by herself in a forest.

“There are nationally recognized, less-restrictive alternatives to guardianship that provide people with the help they need while preserving their personal autonomy, increasing their self-determination, and protecting their legal rights.”

- March 2015 ASAN Action Alert: Speak Out Against Guardianship Abuse

“Research has found that guardianship can cause a ‘significant negative impact on physical and mental health, longevity, ability to function, and reports of subjective well-being.’”

- March 2015 ASAN Action Alert: Speak Out Against Guardianship Abuse

The Autistic Self Advocacy Network has continued to speak out against use of guardianship law to overcome the wishes of people with disabilities. ASAN has engaged in extensive community outreach to educate people about supported decision-making as an alternative to guardianship. Supported decision-making allows a person with a disability to choose who helps them make important decisions in their life, while retaining the ability to make all of their own decisions - much like the strategy that many non-disabled people use when making important decisions.

In 2014, ASAN issued model supported decision-making legislation that would allow people to appoint health care decision-making supporters without signing away the right to make decisions for themselves. Our toolkit on Health Care Transition to Adulthood explains

how supported decision-making can improve people’s access to health care while maintaining the presumption that autistic adults can and should make their own choices.

This year, ASAN has continued to educate the public and professionals about how supported decision-making can promote integration, protect individual rights, and improve health care. ASAN has offered its expertise on supported decision-making in high-profile cases of guardianship abuse. ASAN is in the process of collaborating with community members in Delaware, Maryland, and California to create supported decision-making legislation in those states.

ASAN is also in the process of writing informational materials for self-advocates that compare different countries’ laws on guardianship and supported decision-making.

Publications



ASAN is committed to making the knowledge we have been able to gather as a national organization available to the public at no cost.

To that end, we publish several toolkits and resource guides each year aimed at helping self-advocates, families, and professionals navigate systems that might otherwise be too complicated or overwhelming.

ASAN has published several toolkits over the past several months, the most recent being our Behavioral Health Toolkit. This guide, published in July, has already been downloaded more than 3600 times. This guide explains the evidence base for promising developmental interventions, including alternatives to Applied Behavioral Analysis (ABA), and provides instruction on how to advocate for coverage for these interventions. It is the first of several upcoming publications about health coverage for behavioral health.

Another extremely important resource we created this year is our **Anti-Filicide Toolkit**. When people with disabilities are murdered by their parents or caregivers, we gather their

names and mourn their loss. What's more, when the media and the court system treat these murders as justifiable and even inevitable due to the "burden" of having a disabled person in the family, we work to make sure the murderer is prosecuted appropriately to the full extent of the law.

This year, **in addition to leading our annual international series of Day of Mourning Vigils in March, we created a toolkit to address filicide of disabled people**. The toolkit includes sections on what filicide is, how to talk about it, how to prevent it, and what to do if it happens in your community. There is also an anti-filicide FAQ and a guidebook on how to hold your own Day of Mourning Vigil in your community alongside ASAN each year on March 1.

These toolkits join those we have published prior to the past year, including our Toolkit for Advocates on Ending Discrimination in Organ Transplantation, Toolkit for Advocates on Health Care and the Transition to Adulthood and our Toolkit for Advocates on New Home and Community-Based Settings Rules.

Programs Update

ASAN has worked hard this year to accomplish significant work supporting our mission, pushing forward our long-term advocacy goals while incorporating new concerns from our constituency. Our growing staff spent a tremendous amount of time and energy this past year working on these advocacy accomplishments, but none of it could have happened without the support and tireless work of our volunteers and grassroots supporters. ASAN is grateful and proud to tell you about some of our major victories from the past year and wants to thank you for your part in accomplishing them.

Leadership Academies



Image: The 2014 Autism Campus Inclusion graduates. (Photo credit: Chris Juhn)

“I left ACI with a sense of competence I didn’t have before. Like, being around people who accepted the way I work for what it is and not judging me negatively for that, as well as being given tools for doing community work. That experience has helped me set aside some insecurities that get in the way. **I feel more capable of doing the things I want to do.”**

- Jane Edwards-Simpson, 2015 ACI graduate

Our fourth annual Autism Campus Inclusion summer leadership academy (ACI) kicked off the summer; **to date, ASAN has provided 64 autistic college students training in campus organizing, disability advocacy, and autistic pride** via our week-long training.

We’ve also trained **47 state-level leaders with developmental disabilities in our regional academies** on the West Coast and in Tennessee, focusing on grassroots organizing, disability advocacy, and state policy issues such as community living and Employment First. Following the academies, we work with the participants to develop and implement advocacy plans on their campuses and in their states and local communities.

“I just felt like my brain was understood there among all these other autistic people who have similar experiences to my own... [ACI] was like going home to a family I didn’t know I had.”

- Adia Heuser, 2015 ACI graduate

Pacific Alliance on Disability Self-Advocacy (PADSA)



Image: The 2014 Pacific Leadership Academy graduates.

Our other main project, the Pacific Alliance on Disability Self-Advocacy, allows ASAN to develop cognitively accessible resources on different advocacy skills. These resource guides, available on our PADSA website, include information on legislative advocacy, project management, combating media misrepresentations, running advocacy campaigns, building relationships, and an intro to policy guide.

We also worked with a number of groups to develop their capacity in grant-writing, managing funded projects, and securing new sources of funding. Following our Pacific Leadership Academy, we worked with state teams of self-advocates to develop advocacy plans for their states; some advocates focused on ending sheltered workshops for people with disabilities, while others focused on improving funding for disability services, or other issues.



“Self advocacy begins by understanding that rights are never granted from above. They are grasped from below by those with the courage and determination to seize that to which they are entitled.”

- Tony Coelho

“Empowerment is when you have gained the confidence in yourself to have the light bulb go on in your head. You realize you can take control of your life and you understand that now you have done it.”

- Nancy Ward

Campaigns & Events

MOURN FOR THE DEAD ...AND FIGHT LIKE HELL FOR THE LIVING

— Mary Harris "Mother" Jones

Tracy Latimer, age 12, 1993. Charles-Antoine Blais, age 6, November 1996. Casey Albury, age 17, 1997. Pierre Pasquiou, age 10, 1998. Jim Helm, age 27, November 1998. Daniel Leubner, age 13, September 1999. James Joseph Cummings Jr, age 46, November 1999. Justin Malphus, age 5, April 2000. Gabriel Britt, age 6, March 2001. Matthew Sutton, age 28, April 2001. Johnny Churchi, age 13, 2001. Mark Owen Young, age 11, September 2001. Brahim Dukes, age 18, December 2001. Lilian Leilani Gill, age 4, March 2002. Mitchell Dickson, age 10, June 2002. Dale Bartolome, age 27, July 2002. Jason Dawes, age 10, August 2003. Maggie Caraballo, age 38, August 2003. Angelica Auriemma, age 20, December 2003. Scott Olsen, age 29, December 2003. Eric Bland, age 38, March 2004. Scarlett Chen, age 4, July 2004. Patrick Markcrow, age 36, March 2005. Tiffany Pinckney, age 23, April 2005. Sarah Naylor, age 27, September 2005. Ryan Davies, age 12, April 2006. Christopher DeGroot, age 19, May 2006. Katie McCarron, age 3, May 2006. William Lash III, age 12, July 2006. Lakesha Victor, age 10, August 2006. Marcus Fiesel, age 4, August 2006. Ulysses Stable, age 12, November 2006. M. E., age 13, November 2006. Brandon Williams, age 5, March 2007. Criste Reimer, age 47, August 2007. Jared Greenwood, age 26, September 2007. Francecca Hardwick, age 18, October 2007. Naomi Hill, age 4, November 2007. Shellay Ward, age 7, November 2007. Maxwell Eyer, age 2, December 2007. Maia Comas, age 2, December 2007. Xiao Fei, age 20, 2008. Calista Springer, age 16, February 2008. Courtney Wise, age 17, February 2008. Ethan Scott Kirby, age 3, August 2008. Jacob Grabe, age 13, September 2008. Tom Inglis, age 22, November 2008. Christian Clay Jenkins, age 14, 2008. Kyle Dutter, age 12, November 2008. Lexie Agyepong-Glover, age 13, January 2009. Terrell Stepney, age 19, February 2009. Jeremy Fraser, age 9, 2009. Shylea Myza Thomas, age 9, April 2009. Pamela Camille Hall, age 59, April 2009. Lloyd Yarbrough, age 62, May 2009. Jeremy Bostick, age 11, September 2009. Peter Eitzen, age 16, July 2009. Tony Khor, age 15, October 2009. Betty Anne Gagnon, age 48, November 2009. Walter Knox Hildebrand Jr, age 20, November 2009. Laura Cummings, age 23, January 2010. Jude Mirra, age 8, February 2010. Ajit Singh, age 12, February 2010. Gerren Isgrigg, age 6, April 2010. Leosha Barnett, age 17, May 2010. Glen Freaney, age 11, May 2010. Payton Ettinger, age 4, May 2010. Christopher Melton, age 18, June 2010. Rylan Rochester, age 6 months, June 2010. Kenneth Holmes, age 12, July 2010. Zain Akhter, age 5, July 2010. Faryaal Akhter, age 2, July 2010. Emily Belle Molin, age 85, August 2010. Rohit Singh, age 7, September 2010. Zahra Baker, age 10, October 2010. Chase Ogden, age 13, October 2010. Karandeep Arora, age 18, October 2010. Donald Parojinog, age 83, January 2011. Chad Jackson, age 25, July 2011. Julie Cirella, age 8, July 2011. Joseph Conant, age 11, July 2011. Noe Medina Jr, age 7 months, August 2011. Benjamin Barnhard, age 13, August 2011. Jori Lirette, age 7, August 2011. George Hodgins, age 22, March 2012. Daniel Corby, age 4, March 2012. Malea Blakely-Berry, age 16, June 2012. Alayah Savarese, age 8, June 2012. Matthew Graville, age 27, July 2012. Melissa Stoddard, age 11, December 2012. Darnell "DJ" Hunter Jr., age 18, February 2013. Robert Gensiak, age 32, March 2013. Susan Walter, age 47, March 2013. Gerald Lakes, age 24, May 2013. Alex Spourdalakis, age 14, June 2013. Matthew Hafer, age 28, July 2013. Mary Swierzewski, age 59, July 2013. Marian Roberts, age 57, August 2013. Jaelen Edge, age 13, September 2013. Tamiyah Audain, age 12, September 2013. Nathalyz Rivera, age 3, September 2013. Dameian "Luke" Gulley, age 14, November 2013. Randle Barrow, age 8, December 2013. Mickey Liposchok, age 52, December 2013. Damien Veraghen, age 9, January 2014. Vincent Phan, age 24, January 2014. Gloria Martin, age 55, January 2014. Ayahna Combs, age 9, January 2014. Garnett Spears, age 5, January 2014. Lucas Ruiz, age 17 months, March 2014. Michael Sudkamp, age 53, March 2014. Anayah Williams, age 21 months, March 2014. Billy Ray Young, age 52, March 2014. Raquel Espinoza, age 17, March 2014. Aidan Edward Bossingham, age 13, March 2014. Jonathan Samuel, age 13, March 2014. June Lang, age 75, April 2014. Max Clarence, age 3, April 2014. Ben Clarence, age 3, April 2014. Olivia Clarence, age 4, April 2014. Robert Robinson, age 16, April 2014. Caitlin Wentzel, age 12, April 2014. Rebecca Cotten, age 22, June 2014. Samantha Marcus, age 17, June 2014. Jarrod Tutko, age 9, August 2014. Dayne William Hathman, age 6, August 2014. Isaac Robitille, age 13, August 2014. Linda Kelley, age 18, August 2014. Joan Stack, age 82, September 2014. Frank Stack Jr., age 48, September 2014. Mary Stack, age 57, September 2014. Nancy Fitzmaurice, age 12, October 2014. London McCabe, age 6, November 2014. Daryne Gailey, age 29, November 2014. Katherine Lavoie, age 49, December 2014.

REMEMBERING PEOPLE WITH DISABILITIES
KILLED BY THEIR PARENTS OR CAREGIVERS



Image: Lynette Porter has done a sign in many colors. there are stamps and markers next to the sign on the table. A hand is pinning the sign to the table. The sign says, "Autism Acceptance Is: Listening Learning Loving Growing"

Finally, we've dedicated time to several different events that have become fundamental to the self-advocacy community. On March 1st, we held our fourth annual Day of Mourning to mourn disabled victims of filicide and call for justice, with 25 vigil sites across 4 countries. In April, we celebrated Autism Acceptance Month and collected your

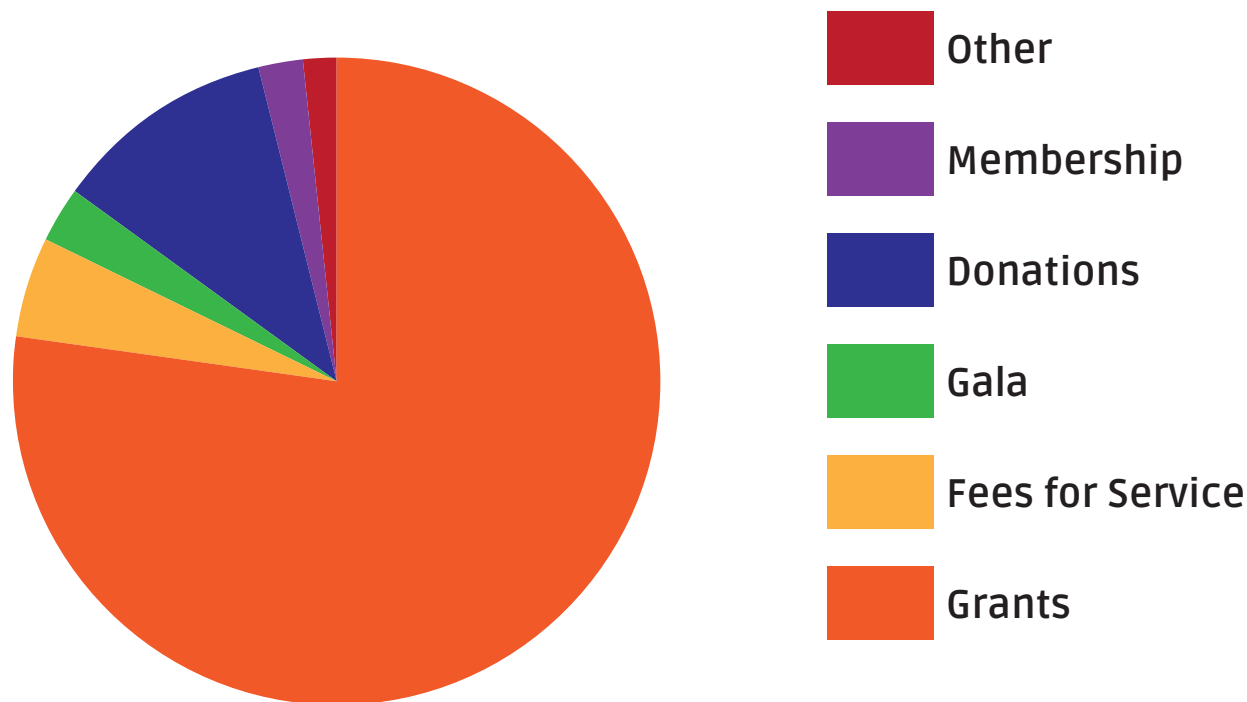
responses to "I Like Being Autistic Because" and "Autism Acceptance Is." Throughout the year, we worked hard to coordinate and assist with a variety of other hashtag campaigns as they arose. We look forward to closing 2015 with a celebration of self-advocacy, as we prepare new ways to make sure that in 2016, there is truly Nothing About Us, Without Us!

Financial Update

As a growing nonprofit organization, ASAN is working hard to raise and spend funds in an effective and fiscally responsible manner. Our funds are raised from grants, individual donors, organizational supporters, and sponsors.

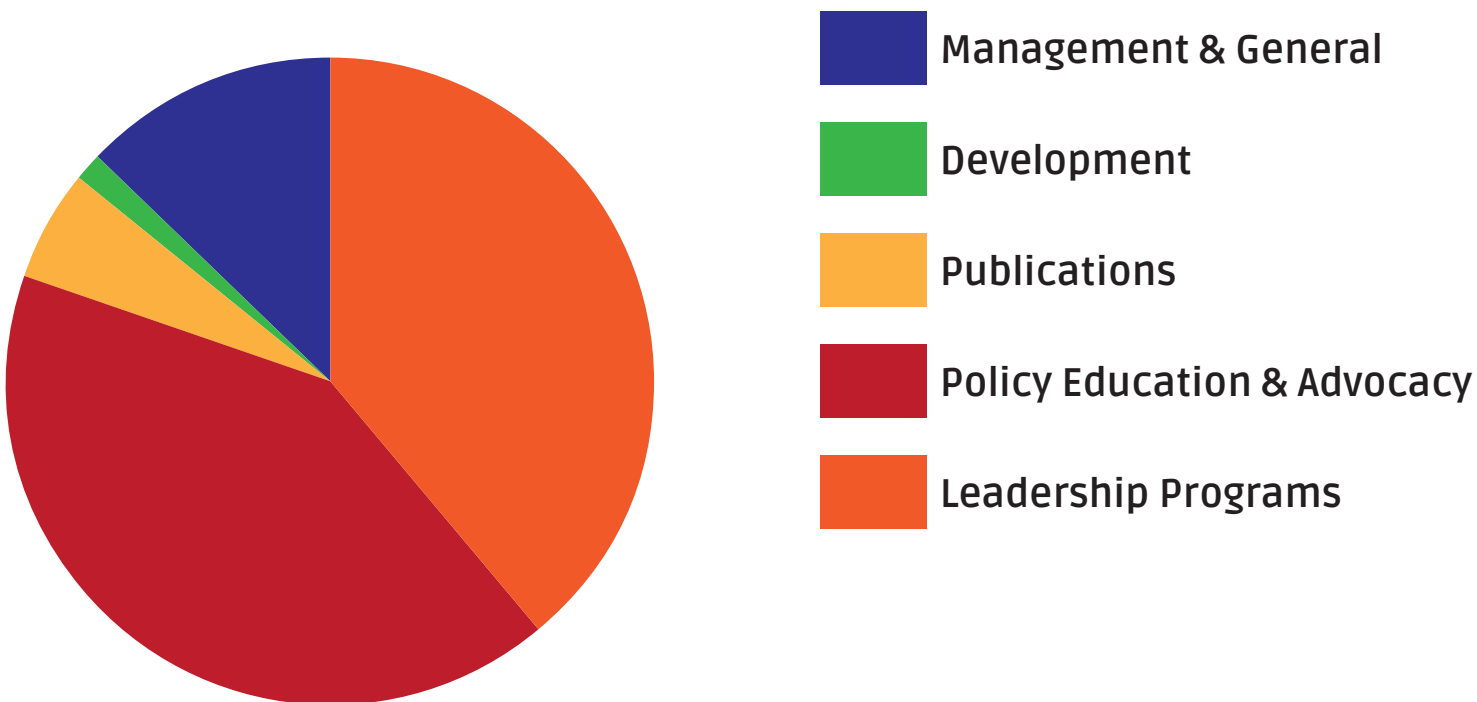


Revenue



Grants	\$464,196
Fees for Service	\$29,953
Gala	\$15,779
Donations	\$67,203
Membership	\$12,195
Other	\$9,798
Total	\$599,124

Expenses

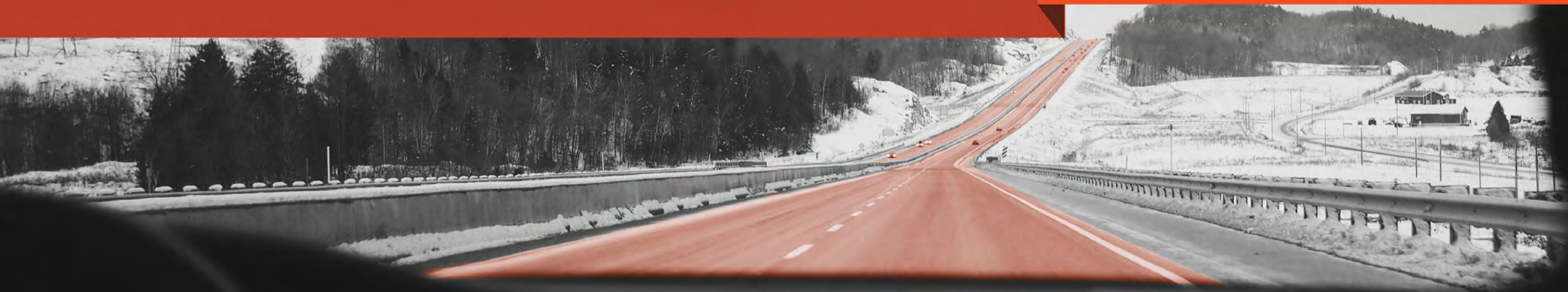


Leadership Programs	\$197,195
Policy Education & Advocacy	\$209,710
Publications	\$28,711
Development	\$7,172
Management & General	\$63,486
Total	\$506,274

As ASAN receives multiple multi-year grants which are paid out over the course of several years, our funds here are reflected on a modified cash basis, meaning that restricted multi-year grants are reflected in the year they were spent rather than the year they were committed. This may differ from the organization’s 990, which reflects funds in the year in which they were committed/received in all instances.

Looking Ahead

ASAN has exciting plans for the coming months as we continue laying the foundation for the years ahead. The immediate future is a bright one for our growing organization, with expansion in a variety of areas on the horizon.



Goals & Projects



Image: A man writing on a dry erase board.



We will work to **support our chapters and grassroots** in becoming more sustainable, active, and independent so they have the resources to advocate for the needs of autistic people in their own communities.

We will increase the availability of our resources in multiple formats and languages to **better serve a diverse community** of self advocates.

We will work to **increase knowledge of pertinent policy issues** among self-advocates at all levels and supporting our community to exercise our rights as disabled people.

We will continue to work on **developing further resources and toolkits**, including more on behavioral health coverage, transition, and supported decision making. The Autistic Press, ASAN's micropress, will continue to grow this year.

ASAN is **actively seeking to increase inclusion, representation, and support of a more diverse and intersectional population of autistic people**. In order to do this, we will begin work on translating ASAN web and print content into different languages, as well as adding subtitles to our videos. Furthermore, we will identify coalitions representing different diverse groups that we can align with and work with them to develop mutually beneficial strategies.

We are also very proud to present the ASAN Autistic Scholars Fellowship. This program will provide 3 to 5 autistic students \$5,000 tuition scholarships each to create systems change on their college campuses. Fellows will establish or participate in a leadership role within an ASAN campus chapter or a disability rights student organization, work to promote autistic culture and community, and take steps to improve disability accessibility and inclusion on their college campuses. Our first class of Fellows will be selected by January 2016.

Nothing About Us, Without You!



Take an active role in empowering the Autistic community and **join us as a member.**

You'll get a monthly newsletter updating you on the work that your membership contribution is making possible.

We have ambitious plans for 2016 - but we need **your** support!

Grant Funding & Support

ASAN is proud to receive grant funding and support from the following organizations:



The Special Hope Foundation



THE HSC HEALTH CARE SYSTEM
The HSC Foundation



LEAD CENTER



2015 Gala Sponsors



Dr. Clarissa Kripke
and Gail Ludwig



Eye Contact
is a Hostile
Act Fund



Arlene
Mayerson

Acknowledgements

ASAN would like to express our deepest gratitude to our **funders of the ASAN Autistic Scholars Fellowship**, Michael and Chelsea Leger and Stimtastic.

Thank you to James Bishop and his team at the **Pokéthon Evolution**, who fundraised for ASAN throughout their 72-hour online gaming marathon.

Thank you to **our sustaining donors**, who set up monthly recurring donations to support ASAN and our initiatives. Knowing we have your regular support makes it possible for us to count your donations into our planning.

ASAN is proud to be financially supported by so many members of our community. **Thank you to each of you for supporting us, not just with your actions, but with your hard earned money.** We understand how difficult it can be to give money

and we are grateful for each and every donation of any dollar amount.

We would like to thank **the members of our Board of Trustees**. The direction, oversight, and support of our board has been invaluable in guiding ASAN over the years.

Sarah Schneider, Chair

Katie Miller, Vice-Chair

Meg Evans, Secretary

Carol Quirk, Treasurer

Ari Ne'eman, President, ASAN

Amy Sequenzia, Trustee

As ASAN senior staff, **Ari Ne'eman, Julia Bascom, and Samantha Crane** would like to thank our staff for their hard work throughout the year. Each of you helps us accomplish our goals in innumerable ways.

Ianthe Belisle Dempsey, Publications & Communications Coordinator

Natalia Rivera Morales, Leadership Programs Coordinator

Kris Guin, Technical Assistance Coordinator

Savannah Logsdon-Breakstone, Social Media Coordinator

Lydia Brown, Policy Analyst (through August 2015)

Kelly Israel, Policy Fellow

Finn Gardiner, Boston Community Coordinator

Jean Winegardner, Office Manager

ASAN would also like to thank our wonderful interns, **Kylie Boazman**, who works on the Loud Hands project, and **Simon Margolis**, our Summer Policy Intern.

We would like to thank **our volunteers**, who help us to produce accessible resources and to continue having Day of Mourning and Autism Acceptance Month events.

ASAN is proud to be supported by our Autistic community and our allies across the United States and the world. There truly could be **Nothing About Us, Without You.**



Sarah Schneider
Chair



Katie Miller
Vice-Chair



Meg Evans
Secretary



Carol Quirk
Treasurer



Amy Sequenzia
Trustee



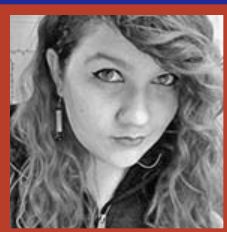
Ari Ne'eman
President



Julia Bascom
Deputy Executive Director



Sam Crane, J.D.
Legal Director & Director
of Public Policy



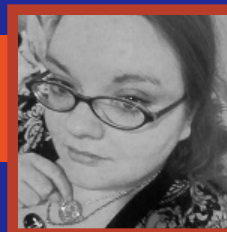
Ianthe Belisle Dempsey
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Natalia Rivera Morales
Leadership Programs
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Kris Guin
Technical Assistance
Coordinator



Savannah Logsdon-Breakstone
Social Media Coordinator



Finn Gardiner
Boston Community Coordinator



Jean Winegardner
Office Manager



Kelly Israel
Policy Fellow



Kylie Boazman
Loud Hands Intern

