



Introduction (1 minute):

Hello and welcome to TADD Talks presented by ADDA. I'm Shane Thrapp, Operations Director of the Men's ADHD Support Group.

Today, I am joined by an amazing group of men dedicated to the mission of the Men's ADHD Support Group. Our nonprofit community works to provide acceptance for neurodivergent men through virtual & in-person meetups, social media content, and access to experts and strategies to help us manage our neurodivergent minds.

The following is a breakdown of our panel discussion at the International ADHD Conference, Masculinity, Not Mask-u-Linity, featuring Marc Almodovar, President and Founder of our Men's ADHD Support Group. John Hazelwood, Vice President and Co-Founder. Kristian Moton, Organization Director. Myself, and Ron Capalbo, Founder of the Monoceros Initiative, an organization formed to connect ADHD experts and influencers to improve public discourse on Neurodivergence.

Marc Almodovar - Final Take - 01:00

Hispanic men with ADHD have been lied to. Growing up as a Hispanic man with ADHD I grew up with this misleading idea that as a man, whenever I struggled, whether it's something with my mental health, something within my education, that experiencing these issues was something that made me less of a man.

There is great power within admitting that you are struggling and understanding that your ADHD is a big deal. We have been told that as men with ADHD who struggle with this condition, have the disorganized rooms. sloppy handwriting, missing test assignments. We've been told that these actions make us less of a man and less capable.

My intention with this talk is to show you how men getting together, supporting one another. When men with ADHD come together, when we offer each other safe spaces, when we recognize that when we are struggling in life, that that does not make us less of a man.

What I've learned in my life... Is that in order for me to achieve strength and confidence as a male with ADHD, it's extremely important that I do things like speak to a therapist, treat my ADHD, and surround myself with a community that's willing to listen when I'm going through challenging moments. My

intention with this talk is to show you how community will help you as a man with ADHD grow stronger as an individual, and how you can get the tools that you need to in order for you to thrive.

John Hazelwood - Final Take - 02:45

Black man with ADHD. We exist. I, myself, am a part of that community. African American men face unique challenges when it comes to mental health on the daily. As a matter of fact, Almost 30 percent of all African American males lack access to quality mental health resources.

These are real barriers, and these are barriers that we are responsible to knock down.

ADHD has a way of showing up in our relationships As a way of showing up in the workplace as a way of showing up in our daily lives that makes embarking on the human experience just something more challenging than what it needs to be versus Loving ourselves in a unique way that we are. We must attack these barriers and devise strategies in order to ensure that our black men can be freed of the stigmas that haunt us daily.

And to counter these stigmas, to lessen the impact that they have on our community, and hopefully create access to greater resources that will eventually change the narrative known as ADHD in our black society.

Kristian Moton - Final Take - 03:50

We need to discuss meaningful and responsive conversations around neurodiversity. The men who are in crisis today were the boys who were failed by an education system that didn't acknowledge their existence and their neurodiversity. This creates a vicious cycle which many young people in underserved communities are being criminalized instead of receiving the support and resources they so desperately need. It's crucial that we address these issues and ensure that all children in disproportionately affected communities receive proper diagnosis and treatment for ADHD.

These are people who actually have a diagnosis that shouldn't be ignored, that needs to be acknowledged by an educational system, by you as an individual, and by the communities that they're in.

We need to think critically and invest critically in these situations and in these students, because those are going to be the future voters and the future individuals who will be dictating what we will be doing in our lives. I just seek to make sure that we take that veil off and we make it as easy for them as it should be, and as easy for you as it should be.

Shane Thrapp - Final Take - 04:50

When we talk about men, we often hear the term provider. A man is supposed to be a provider. Right? That's what we hear all of the time. All of us hear this growing up. The man is supposed to be the lead of the house. The example that everyone else is supposed to adhere to. The provider, however, we often don't really understand ourselves as we're growing up because culturally we grew up in these communities that may have these stigmas around mental health, especially in the workplace we're

seen as lazy, we're seen as incompetent, and this damages us at such an early age that then follows us through our entire professional careers.

Many of us don't even grow up understanding that there may be accommodations that we need in the workplace. Many of us grew up with a stigma that we shouldn't be stay at home parents. However, in many cases, due to hundreds of different factors, especially ADHD, we may wind up being the person who is at home.

There has to be really fundamental change in how men are viewed, not just in the workplace, but also in the home. It's okay for men to be stay at home parents. It's okay for men to struggle. What we have to learn is we have to put in place these... Areas where men can feel safe enough to be able to explain their struggles.

And then move forward living in their success within the capabilities that they have.

Ron Capalbo - Final Take - 06:20

Men with ADHD in relationships can really struggle to show up with vulnerability and be willing to learn and self reflect. And their relationships. I think one of the most difficult things for a man with ADHD is we tend to struggle with executive function from a young age, and we have a lot of shame around those things.

Now those things can be hard for any man, since most of us weren't taught emotional maturity and we're only given permission to show a few emotions by our parents, teachers, and society in general.

Things like anger, or rage, or extreme excitement. So if our partners are not made aware of this, that can look like we don't care about the relationship.

It could mean we make promises we don't keep, and it can mean a lot of miscommunication issues. We also tend to feel emotions much more intensely than people without ADHD, which make it even harder to teach ourselves emotional maturity. This mix with rejection sensitivity is a recipe for disaster that can come in the form of explosive arguments, dramatic breakups, a refusal to repair situations, and ultimately dreadful loneliness.

It's up to us to learn this and show up vulnerable and willing to be wrong and grow. And through this, we can work on ourselves, which ultimately will just help our relationships.

We need as men to show up understanding that we are flawed, and that we want to learn, and we want to grow and be better, and being able to accept that for ourselves is the first step in order for our partners to accept that in us.

Outro (35 seconds):

I'm glad you could join us today as we discussed our upcoming talk on supporting men with ADHD. Again, this is Shane Thrapp with the Men's ADHD Support Group. If you want to get involved or learn more about us, shoot an email to support@mensadhdsupportgroup.org. If you're interested in the Monoceros Initiative, reach out to them at monocerosinitiative@gmail.com and connect with fellow ADHD advocates like you. Thanks for tuning in - keep up the good fight out there, and stay empowered, my friends. Much love!