

Building the National Infrastructure for Neurodivergent Success.

Strengths First. Science Driven.

MISSION NDFND builds the **national infrastructure** that enables neurodivergent individuals to thrive across **education, employment, health, and community** life: a cross-sector system designed to improve neurodivergent outcomes at national scale.

WHO WE ARE

The Neurodiversity Foundation (NDFND) is a **neurodivergent-led 501(c)(3)** that designs, implements, and scales the cross-sector systems, applied research, technology, and partnerships through which neurodivergent individuals succeed, integrating directly with federal, state, and institutional missions. We serve autistic people and the broader neurodivergent community, including ADHD, learning differences, and co-occurring conditions. Because people with lived experience lead the organization, **co-design is built into our structure**, not added at the end.

FOUR PILLARS · ONE CONNECTED ECOSYSTEM

01 Education & Academic Success

Systems that lift achievement, persistence & transition.

02 Workforce & Economic Mobility

Neuroinclusive employment, retention & advancement.

03 Health & Well-Being

Applied autism research, healthcare innovation & care coordination.

04 Community & Systems Transformation

Capacity, technical assistance & systems change.

CORE COMPETENCIES

Applied Autism Research & Program Evaluation • Community Co-Design with Autistic People & Families • Human-Subjects Research Governance • Health Data Governance & Privacy • Healthcare Innovation & Population Health • Behavioral Health Navigation & Care Coordination • Workforce Development & Neuroinclusive Employment • Caregiver, Educator & Coach Training • Research-to-Practice Translation • AI-Enabled Support Infrastructure • Program Design, Implementation & Management

LEADERSHIP

Shawn Fry

Founder & Executive Director

Autistic founder; former multi-hospital CIO; built and exited Prevalent Health, a clinical analytics firm managing data on 50M+ patients; named inventor on four issued patents; federal contracting experience.

Jillian M. Pierucci, PhD

Research Director

Professor of Psychology, St. Mary's University (San Antonio); developmental psychologist specializing in autism screening and parent-mediated intervention.

Karen A. Richardson, MD

Medical Director, Safety & Assessment

Board-certified family physician (ABFM) with ~30 years in family and emergency medicine and emergency department medical direction.

Michelle Raz, MED, BCC

Career Pathways Director

Board Certified Coach and curriculum developer; executive-function and career-pathway programs; trains coaches and educators; federal contracting experience.

PAST PERFORMANCE & ECOSYSTEM IMPACT

The NDFND ecosystem has supported neurodivergent individuals, families, employers, educators, and public agencies nationwide. Programs span education, neuroinclusive employment, behavioral-health navigation, care coordination, and vocational rehabilitation. NDFND coordinates a vetted network of implementation and clinical partners under shared evidence-to-implementation frameworks.

2016 **50** **10+**
FOUNDED STATES YEARS

VENDOR PROFILE

UEI	P2C5YB46W2K8
CAGE	14XM8
EIN	81-4716520
SAM.GOV	Active
STRUCTURE	501(c)(3) · ND-Led
FOUNDED	2016 · National

NAICS CODES

813212 Voluntary Health Organizations (primary)
541715 R&D – Physical, Engineering & Life Sciences
624310 Vocational Rehabilitation Services
621420 Outpatient Mental Health & Substance Abuse
621999 All Other Ambulatory Health (Navigation)
611430 Professional & Mgmt Development Training
611710 Educational Support Services
611699 All Other Misc. Schools & Instruction
624190 Other Individual & Family Services
541611 Management & Program Consulting
541612 Human Resources Consulting
541618 Other Management Consulting

PSC CODES

R408 Program Mgmt Support ·
R499 Professional Support · R799 Mgmt Support · U008 Curriculum Dev. & Training · U009 Training · U099 Education & Training

GOVERNMENT ALIGNMENT

HHS ARPA-H, NIH, SAMHSA, ACL & CDC: autism research, behavioral & population health

Dept. of Education OSERS/RSA, IDEA, ESSA & vocational rehab

Dept. of Labor ODEP & ETA: WIOA disability employment

VA & Defense Health Agency Neurodivergent/TBI care & reintegration

State VR & Workforce Rehab Act §503/ §504; WIOA boards

STRATEGIC DIFFERENTIATORS

Neurodivergent-Led

Lived-Experience Co-Design

Research-to-Practice

Physician Safety Oversight

Federal Contracting Experience

Public-Private Partnerships

Human + AI Delivery

National Reach