



Redefining Mental Health Through Neurodiversity-Affirming Care

Could you share the founding story of Bright Minds, what inspired the creation of the clinic?

The idea for Bright Minds LNC was born from a deeply personal experience. In 2020, while navigating care and support services for my first-born child, I repeatedly left provider interactions feeling discouraged and burdened by an unspoken sense of shame as though something was inherently “*wrong*” with my child. As a practicing psychologist, those moments were both professionally and emotionally transformative. They revealed a gap between clinical expertise and compassionate, affirming care.

That experience inspired me to create Bright Minds LNC as a space that views neurological differences not as deficits, but as natural expressions of human diversity and sources of strength. I envisioned a clinic that helps individuals and families recognize the immense value neurodivergent people contribute to society, while fostering inclusion, understanding, and empathy.

On a deeper level, becoming a mother heightened my concern about the world my son will grow up in one marked by uncertainty, violence, and stigma around mental health. Bright Minds LNC was created to counter that reality by reducing shame, normalizing access to care, and building a more compassionate, supportive future.

“Supporting minds, honouring identities, and transforming mental health care”

What is the core philosophy or mission that drives your work every day?

The core philosophy that drives our work at Bright Minds LNC is a commitment to transforming the culture of mental health care by honouring the full humanity of every individual. We believe that being human is not something to be pathologized, but understood, supported, and respected. Our mission is rooted in destigmatizing mental health challenges and reframing differences as natural variations of human experience rather than deficits that need to be “*fixed*.”

Every day, we strive to provide inclusive, trauma-integrated care that meets individuals and families where they are, recognizing the impact of lived experiences, identity, and environment on mental well-being. We are intentional about creating a space where clients feel safe, seen, and empowered to seek support without fear of judgment or shame.

At its heart, our work is about fostering compassion, both within individuals and across communities. By reducing stigma and increasing access to affirming mental health care, we aim to help build a world that truly embraces differences and supports long-term emotional well-being for all.

How does the “brain-mapping” and “neurotherapy” offering differ from more traditional therapy services?

Bright Minds LNC’s brain-mapping and neurotherapy services differ from

traditional therapy by integrating clinical psychology with applied neuroscience to create a more comprehensive and personalized approach to care. As a neuro-focused practice, we look beyond symptoms and conversations alone, using brain-based data to better understand how an individual’s nervous system is functioning. Brain-mapping allows us to identify patterns of activity that may be influencing emotional regulation, attention, behaviour, or stress responses, providing valuable insight that guides treatment planning.

Neurotherapy then works directly with the brain and nervous system to support regulation, resilience, and healing through evidence-based, non-invasive interventions. This approach is especially beneficial for individuals who may not respond fully to talk-based therapy or who find verbal processing challenging. By offering nervous-system-informed care, we expand access to mental health support and meet clients in ways that align with how their brains naturally work.

How do you approach client engagement and retention - from first contact through diagnosis, therapy and follow-up?

Client engagement and retention at Bright Minds LNC are grounded in genuine human connection and respect for each individual’s experience. From the very first contact, we intentionally slow the process down. When a client reaches out, they are met with patience, attentive listening, and thoughtful answers, recognizing that seeking support is often a vulnerable and



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courageous step. Our goal is to ensure every person feels welcomed, understood, and emotionally safe from the first conversation onward.

What truly distinguishes our approach is our neurodiversity-affirming philosophy. We view neurodivergence as an integral part of identity, not something to be fixed. Throughout diagnosis, therapy, and follow-up, we focus on personalized supports that align with each client's nervous system and lived reality. Our neuropsychological evaluations go beyond labels, offering a holistic, client-centred understanding that helps individuals gain insight into how they process, adapt, and thrive in the world.

How does your approach differ from traditional therapy or diagnostic models?

Our approach differs from traditional therapy and diagnostic models by placing neurodiversity, individuality, and lived experience at the centre of care. Rather than relying on rigid structures or one-

"Honouring neurodivergent minds and empowering individuals to thrive"

size-fits-all methods, we recognize that neurodivergent minds process, communicate, and experience the world in uniquely valid ways. Many conventional therapy models were developed without meaningful consideration of neurodiversity, which can unintentionally limit effectiveness and accessibility.

At Bright Minds LNC, we provide personalized, evidence-informed, and person-centred care that honours neurodivergent culture and identity. Our goal is not to reshape clients to fit existing systems or expectations, but to understand who they are and how their minds work. We emphasize acceptance over correction and collaboration over compliance. By leveraging each individual's neurodiversity as a source of insight and strength, we help clients build strategies and supports that allow them to function, grow, and thrive in ways that feel authentic, empowering, and sustainable.

What challenges do you face in scaling a specialized neuropsychological clinic?

Scaling a specialized neuropsychological clinic like Bright Minds LNC comes with unique challenges, particularly when it comes to building the right team. Our greatest barrier has been finding clinicians who genuinely align with our mission of providing neurodiversity-affirming care. Many traditional clinical psychology training programs continue to emphasize standardized, pathology-focused models and therapies such as CBT and DBT, with heavy reliance on the DSM framework. While valuable, these models often leave little room for understanding neurodivergence through a lived-experience and identity-affirming lens.

As a result, practicing in a truly neurodiversity-affirming way requires significant unlearning and a shift in mindset, something that takes time and intentional training. For a small practice, this can lead to longer wait times for clients seeking specialized services. To address this challenge and support sustainable growth, we have become a clinical training site for graduate students who are interested in the neurodiversity movement, helping to cultivate the next generation of affirming clinicians.

Share us about the leadership team behind the success of Bright Minds.

The success of Bright Minds LNC is driven by a deeply collaborative and compassionate leadership team made up of therapists, psychologists, and mental health occupational therapists who share a unified vision of affirming, inclusive care. What makes our leadership truly distinctive is that we are a practice proudly led and staffed by neurodivergent professionals. This lived experience shapes not only how we lead, but how we understand, support, and advocate for our clients every day.

Our team works closely across disciplines, valuing shared knowledge, mutual respect, and collective problem-solving. Neurodiversity within our leadership is not only welcomed-it is a core strength of the practice. Through our varied perspectives and experiences, we continue to learn from one another and deepen our understanding of different neurodivergent identities. This ongoing exchange fuels professional growth, innovation, and a culture of empathy that ultimately strengthens the care we provide.