

**Company:** Neurodivergent Empowered

**Company Description:** Neurodivergent Empowered, led by Tanya Hicks, is a trailblazer in providing neurodivergent affirming support. We offer innovative programs tailored to neurodivergent individuals, including pro bono services for mothers of disabled children. Our commitment to inclusivity and practical support is reflected in significant awards and recognition.

**Nomination Category:** Company/Organization Awards Categories

**Nomination Sub Category:** Organization of the Year – Government or Non-Profit– 10 or Less Employees

**Nomination Title:** Sparkly Aliens Inc. – Nourishing the Nervous System, Reclaiming Authenticity



1. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the achievements since July 1, 2023 of the nominated organization, OR written answers to the questions? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions for this category, provide them in the appropriate spaces below:

3. Briefly describe the nominated organization: history and past performance (up to 200 words):

**Total 143 words used.**

Sparkly Aliens Inc. is a women-led, neurodivergent- and LGBTQIA+-affirming not-for-profit founded by Tanya Hicks, an autistic, ADHD woman with multiple chronic illnesses. Sparkly Aliens exists for the *unfunded and unseen*—older teens, adults, and carers who don't meet NDIS eligibility and are left unsupported by traditional systems.

Grounded in "authenticity architecture" and the science of nervous system regulation, Sparkly Aliens delivers trauma-informed, low-cost programs that centre belonging, connection, and identity repair. Its flagship offerings include Nervous System Nourishment memberships and \$10 Phoenix Connection social sessions—accessible programs that provide somatic support, safe connection, and emotional empowerment in a sensory-friendly environment.

Since its founding, Sparkly Aliens Inc. has been recognised nationally and globally for its innovation and inclusion, including Gold and Bronze wins at the 2025 Women Changing the World Awards. It continues to challenge deficit-based models by leading with lived experience, joy, and neuroscience-backed care.

4. Outline the organization's achievements since July 1 2023 that you wish to bring to the judges' attention (up to 250 words):

**Total 217 words used.**

Since July 2023, Sparkly Aliens Inc. has:

- o **Delivered over \$190,000 in pro bono and highly discounted support** to autistic, ADHD, and LGBTQIA+ individuals without NDIS funding, including group mentoring, nervous system-based somatic sessions, and emotional empowerment programs.
- o **Created Australia's only low-cost Nervous System Nourishment Membership**, offering up to five sessions per week for just \$20, focused on trauma-informed somatic practices to support nervous system recovery, identity repair, and authentic connection.
- o **Hosted a large-scale inclusive birthday celebration** attended by 58 autistic children and their families—many of whom had never had or attended a birthday party before.
- o **Won two international awards at the 2025 Women Changing the World Awards:**

🏆 *Gold – Children's Education*

🏆 *Bronze – Advocacy & Impact*

These honours recognised the organisation's radical approach to inclusion, empowerment, and community healing.

- o **Launched a groundbreaking book series, *The Sparkly Alien's Guide***, authored by founder Tanya Hicks. The series supports autistic and neurodivergent people in reclaiming joy, identity, and empowerment. Tanya also contributed to two **collaborative best-selling books** sharing her lived-experience-based leadership and advocacy.
- o **Continued Phoenix Connections**, a \$10 weekly sensory-safe program where older teens and adults connect with others who also feel like "sparkly aliens" in the world—building friendship, confidence, and safety.

These achievements reflect Sparkly Aliens Inc.'s commitment to accessible, research-backed, and radically inclusive support.

5. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

**Total 223 words used.**

Sparkly Aliens Inc. operates in a sector where most services are only accessible to those with government funding (e.g. NDIS). In contrast, Sparkly Aliens was built **specifically for those who don't qualify**—yet often have the greatest needs. That alone makes our impact unique: we support the unsupported.

Despite having fewer than 10 staff and no government funding, Sparkly Aliens has delivered over **\$190,000 in life-changing services** this past year. Few, if any, organisations of this size offer such a broad scope of trauma-informed, somatic, and identity-affirming programs—especially for older teens, adults, and carers.

Other providers may offer peer groups or mental health services, but none combine **nervous system science, oxytocin-based connection models, and neurodivergent-affirming care** in the way Sparkly Aliens does. We've built Australia's only **Nervous System Nourishment Membership**, delivering up to five weekly somatic sessions for just \$20—an unheard-of offering in this space.

Compared to our past performance, this period reflects exponential growth: new programs launched, our birthday initiative scaled, and we gained **global recognition** with **two Women Changing the World Awards**. We also **entered the global publishing space**, launching a book series and contributing to bestsellers that centre disabled and neurodivergent voices.

Sparkly Aliens Inc. is not just delivering support. We are **redefining how community care, identity healing, and authentic leadership** are done—especially for those the system leaves behind.

6. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

**Total 198 words used.**

Our official website — [www.sparklyaliensinc.com](http://www.sparklyaliensinc.com) — provides direct evidence of the claims made throughout this nomination and serves as a comprehensive resource for judges.

Key areas include:

- o **About Us** – Outlines our origin, neurodivergent and LGBTQIA+ leadership, and our commitment to inclusion, trauma-informed practice, and supporting those without NDIS funding.
- o **Our Services** – Details our accessible offerings, including the **Nervous System Nourishment Membership** and **Phoenix Connections** social groups, along with program pricing that confirms our pro bono and low-cost structure.
- o **Why We Exist** – Explains the systemic gaps we address, with references to research on oxytocin, trauma, suicide risk in autistic individuals, and the stress experienced by carers — showing how our programs are both science-backed and community-led.
- o **Nervous System Nourishment** – Outlines our original therapeutic framework, including sensory, emotional, relational, and somatic nourishment. This section validates our model as unique in the community support space.
- o **Founder's Quotes** – Tanya's quotes throughout the site offer powerful insight into the values and vision behind Sparkly Aliens Inc., reinforcing our authenticity architecture approach.

This single resource evidences our innovation, outcomes, accessibility, and identity-centred impact — while reflecting the language, philosophy, and lived experience leadership that define us.

## Attachments/Videos/Links:

[Sparkly Aliens Inc. – Nourishing the Nervous System, Reclaiming Authenticity](#)

[REDACTED FOR PUBLICATION]