



“I’m the only one in the room”

# 5 ways to avoid tokenism

1. Build a transparent and authentic EDI/EDB strategy
2. Measure the impact of diversity in your team/trust
3. Allow diverse employees to be decision-makers
4. Clearly establish inclusion as everyone's responsibility
5. Don't be performative when it comes to diversity



**These examples may be triggering to people from marginalised backgrounds.**

Disability is often overlooked when it comes to microaggressions. It is often acceptable to say things like, "I'm OCD about that, he's on the spectrum or that just seems like an excuse". In the work place those that need reasonable adjustment, often experience microaggressions and/or lack of support. How do you address this?

I am attending as I have an international recruit that has started in our team who is struggling with the significant cultural differences they are facing in their new role and I would be grateful for any advice on how I and our team can support them better. Our team has not recruited physios from overseas before.