



How to work towards an accessible and equitable workplace additional resources

Ideas and resources from the EACHOT community (thanks especially to Robyn Harris Ed Sum and Lisa Westhorpe for their contributions to the information below – referred to in Millie Pollitt’s video).

-  Able OT UK and the other affiliated networks <https://affinot.co.uk/ableotuk/>
-  Engage with staff support groups as both an attendee and/or an ally
-  If your organisation doesn’t have staff support groups, perhaps you could set one up?
-  Seek to include those who may be more on the fringes and welcome in new people as this can foster new connections with colleagues
-  Accessing resources that relate to EDB, and sharing them within your workplace through in-service trainings or presenting as part of a team meeting – such as the Race Equality Matters 5 Day <https://www.raceequalitymatters.com/5-day-challenge/>. RCOT has some good resources for this too.
-  Check if your employ runs Employee Resource Groups (ERGs) to support staff, and if not, consider requesting or setting up one yourself (more info: <https://www.mentorcliq.com/blog/types-of-ergs>)
-  Start a movement. Participate in campaigns for change - be a follower; I like this video to inspire others: <https://youtu.be/fW8amMCVAJQ?feature=shared>
-  Understand: allyships, intersectionality, upstander allyship
-  Develop your influence as a leader - understand change processes.
-  Network to ensure you have support
-  Research neurodivergence; be neuroaffirming in your practice

-  Develop self-compassion - take rests; manage your personal and professional safety; deal with your self-criticism
-  Access your union health and safety rep
-  Become a union rep, become a union health and safety rep

Further Reading referred to in Millie Pollitt's video

-  Powell, J., Galloway-Popotas, R. (2024) *The Power of Bridging: How To Build A World Where We All Belong*. Sounds True.
-  Powell, J., Menendian, S. (2024) *Belonging without Othering: How We Save Ourselves and the World*. Stanford University Press.
-  Praslova, L. (2024) *The Canary Code: a guide to neurodiversity, dignity and intersectional belonging at work*. Berrett-Koehler Publishers.