

ACTIONS FOR SUPPORTING INCLUSION



Check out and check off these 5 things that can support you to be more inclusive for Autistic and autism communities.

1. Build knowledge, awareness and understanding
Autism is more than a word. Autism is different for everyone. Make a meaningful start and build your knowledge through learning and training. Share this opportunity with all employees.

2. Create sensory friendly environments
Consider the environment around you and how you can set Autistic people up for success by creating low sensory places and conducting an environmental audit. Consider things such as:

 - What can you see?
fluorescence / sun glare / visual overwhelm
 - What can you hear?
echo / mechanical noises / busy places
 - What can you smell?
perfumes / deodorisers / kitchen smells
 - What touch happens in the work place?
norms around handshaking / tactile impact of uniform materials

3. Communicate clearly
Say what you mean and mean what you say. Use clear, plain English. Normalise that Autistic people may not use direct eye contact and have different ways of communication. There are differences between Autistic and neurotypical communication. Neither is right or wrong, both just need to be understood.

4. Respectful Curiosity
It's okay to not be an expert. Feel welcome to ask questions. Continue your learning journey and remain respectfully curious so Autistic people feel valued and appreciated as individuals.

5. Start a road map
Finish what you started – the journey towards autism inclusion. Contact the Office for Autism for more information about how you can build on inclusive strategies that support Autistic and autism communities.

By implementing this guidance, you are making a meaningful start in recognising Autistic strengths and all the ways that autism works. Contact the Office for Autism for more help!