

Actions for autism inclusion

1

Build knowledge, awareness & understanding

Autism is different for everyone and you may not always know who is Autistic. Make a meaningful start and build your knowledge through learning and training. Share opportunities to learn with those around you.

2

Foster wellbeing through sensory friendly environments

Conduct an environmental audit and make changes to set Autistic people up for success. 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
- Normalise self-stimulation ('stimming') in the workplace.

3

Communicate for connection & belonging

- Embrace different communication styles
- Seek to understand how Autistic individuals prefer to communicate
- Use clear, plain English to say what you mean and mean what you say
- Check in to ensure a shared understanding of conversation
- Normalise Autistic traits such as avoiding eye contact.

4

Champion respectful curiosity

It's okay to not be an expert. Respectful curiosity means asking questions for genuine reasons, listening with compassion, in an effort to grow knowledge and understanding. If you are respectful in your curiosity you will be met with no judgement.

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.

