

#OTalk Transcript

Healthcare social media transcript of the #OTalk hashtag.

Tue, April 30th 2019, 8:00PM – Tue, April 30th 2019, 9:15PM (Europe/London).

See #OTalk Influencers/Analytics.

OTalk @OTalk_

Evening all welcome to tonight's #OTalk hosted by me, @OT_rach about the #EqualityAct please let us know that your here!
<https://t.co/ObFyGCzX0j>



Holleigh Bryan ❤️🧣 @HolleighLouise

@OTalk_ @OT_rach Looking forward to tonight's OTalk #otalk

OTalk @OTalk_

House keeping - don't forget we will not grab the transcript for at least 24 hrs so time to re-read and respond... #OTalk Just a little reminder a 'House Rules' <https://t.co/aBBXM9JwCQ>



Bill Wong, OTD, OTR/L @BillWongOT

Hello folks! #OTalk

OTalk @OTalk_

@HolleighLouise @OT_rach Nice to have you here, don't forget the # in all your tweets so that we can see what you say #OTalk



Sh&RLYJ1 ❤️❤️ @sherlynmelody

Looking forward to tonight's chat! I need a better insight into this Act. So kind of lurking...#OTalk



OTalk @OTalk_

Hello bill, tonight is about a UK act of parliament do you know what the equivalent would be in the USA to the equalities act? #OTalk



OTalk @OTalk_

Lurks always welcome #otalk



Caroline Powell @Carolin64109281

@OTalk_ @OT_rach Looking forward to seeing what happens on #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

In US, we have an equivalent act. <https://t.co/UAtTEZfFdV> #OTalk



OTalk @OTalk_

Nice to have you! #otalk



OTalk @OTalk_

Great



OTalk @OTalk_

Don't forget to include #OTalk in your responses folks, there are a lot of questions tonight I may miss retweeting some of the tweets without t <https://t.co/PrZUSgJyD2>



OTalk @OTalk_

Ok let's get started #otalk

**OTalk** @OTalk_

Question 1 - Before tonights chat what was you knowledge and understanding of the equity act? #OTalk

**Bill Wong, OTD, OTR/L** @BillWongOT@OTalk_ And here is one from my home country- Hong Kong. <https://t.co/nD7JtOdAcd> #otalk**LD Occupational Therapist** @CommunityLD_OT

@OTalk_ I certainly wouldn't say I know it inside and out, but I've read parts and had training on numerous occasions about equality and diversity #OTalk

**Bill Wong, OTD, OTR/L** @BillWongOT

@OTalk_ I have to be well versed with the ADA because I had to figure out ways to get accommodations not only for my education, but also workplace. #otalk

**Bill Wong, OTD, OTR/L** @BillWongOT

RT @CommunityLD_OT: @OTalk_ I certainly wouldn't say I know it inside and out, but I've read parts and had training on numerous occasions about equality and diversity #OTalk

**Sh&RLY.J** ❤️❤️ @sherlynmelody

#otalk I had a pretty good understanding. We have our own online training that I've done, not done a refresher but have assumed things have changed too much since I started back in 2015,

**OTalk** @OTalk_

Sub question what Characteristics does it cover? #OTalk

**Holleigh Bryan** ❤️🧩 @HolleighLouise

@OTalk_ I think my main understanding is that you should treat everyone equally and according to their needs and not discriminate based on characteristics e.g. age, gender etc #OTalk

**Caroline Powell** @Carolin64109281

@OTalk_ I like to think I apply it to everything I do but don't know it verbatim if that makes sense #OTalk

**Sh&RLY.J** ❤️❤️ @sherlynmelody

#otalk yeah! Defo not inside out, but generally.

**Amie Jayne** @Amie_OT

@OTalk_ I had equality act and human rights act training last year for work. It was optional but so helpful #otalk

**Bill Wong, OTD, OTR/L** @BillWongOT

RT @HolleighLouise: @OTalk_ I think my main understanding is that you should treat everyone equally and according to their needs and not discriminate based on characteristics e.g. age, gender etc #OTalk

**Holleigh Bryan** ❤️🧩 @HolleighLouise

@OTalk_ Age, gender, sex, race, disability, pretty much any characteristics really I'd think #otalk

**Sh&RLY.J** ❤️❤️ @sherlynmelody

#otalk Age, gender, race, disability, religion..

**OTalk** @OTalk_

@HolleighLouise I like this 'equally according to needs'. Some say treat everyone the same? Why might we not treat everyone the same? #OTalk

**OTalk** @OTalk_

@Amie_OT Should it be optional? #otalk



Amie Jayne @Amie_OT
@OTalk_ @OT_rach I'm a little late to the party but I am here #otalk



Lesley Hawkins @LesleyHawkins5
@OTalk_ I think my understanding is about not discriminating on grounds of race, gender, sexual orientation etc and I knew there were certain protected characteristics, but I feel there's more to it #OTalk



Bill Wong, OTD, OTR/L @BillWongOT
@Amie_OT @OTalk_ You guys are lucky. I don't have one ever at my regular job. However, I now know I have to understand when ADA comes into play for my academia job. It will take some time for me to learn this from educator perspective. #otalk



OTalk @OTalk_
Always welcome #otalk



Caroline Powell @Carolin64109281
@OTalk_ Religion, sexual orientation, LGBTQ 🏳️‍🌈 included #OTalk



Holleigh Bryan 🌈 @HolleighLouise
@OTalk_ Well we have to be holistic and treat everyone according to their needs. If we treated everyone equally regardless of need we would treat every patient, and refer them onto services that they don't need or want #OTalk



Bill Wong, OTD, OTR/L @BillWongOT
@OTalk_ @HolleighLouise Hmmm... sometimes it is hard with certain situations. For example, I once heard a hospital setting turned away a placement student when she revealed she had weight lifting restrictions. #otalk



Sh&RLY.1 🌈 @sherlynmelody
#otalk on assessments you may have to provide extra time for someone who has a delay in speech, mobility...I may not be able to assess all in one visit due to these issues which may be condition specific.



Bill Wong, OTD, OTR/L @BillWongOT
RT @LesleyHawkins5: @OTalk_ I think my understanding is about not discriminating on grounds of race, gender, sexual orientation etc and



Sophie is my name. @ciderwithsophie
@OTalk_ @Amie_OT We have to do "equality and diversity training" as mandatory training #OTalk



Bill Wong, OTD, OTR/L @BillWongOT
RT @Carolin64109281: @OTalk_ Religion, sexual orientation, LGBTQ 🏳️‍🌈 included #OTalk



Bill Wong, OTD, OTR/L @BillWongOT
RT @HolleighLouise: @OTalk_ Well we have to be holistic and treat everyone according to their needs. If we treated everyone equally regardless of need we would treat every patient, and refer them onto services that they don't need or want #OTalk



OTalk @OTalk_
#otalk the characteristics it covers are. age gender reassignment being married or in a civil partnership being pregnant or on maternity leave disability race including colour, nationality, ethnic or national origin religion or belief sex sexual orientation



Carolina Cordero 🌈 @colourful_ot
@OTalk_ @HolleighLouise The same thing won't work for everyone! #OTalk



OTalk @OTalk_
Love this #otalk



OTalk @OTalk_
Don't forget that # #OTalk

**Amie Jayne** @Amie_OT

@OTalk_ I've seen this before and love it too, felt like it really explains OT #otalk

**LD Occupational Therapist** @CommunityLD_OT

@OTalk_ I'd like to think as Occupational Therapists it's second nature not to discriminate against anyone for any reason including the protected characteristics #OTalk

**OTalk** @OTalk_

💡 the hashtag #otalk

**Bill Wong, OTD, OTR/L** @BillWongOT

@Amie_OT @OTalk_ Like for example, for somebody who is pregnant, I CAN'T pick lab practical items I think she can do. Instead, it will have random from a list of all practical items. If it happened to be ones she can do, then so be it! #otalk

**OTalk** @OTalk_

Do any of these surprise anyone? #otalk?

**LD Occupational Therapist** @CommunityLD_OT@OTalk_ #OTalk <https://t.co/B5qVzNwbXv>**Holleigh Bryan** ❤️🧩 @HolleighLouise

@colourful_ot @OTalk_ Exactly! Some patients may need some advice, some equipment, some care at home but it's equality as long as the needs based and not based on characteristics I.e. providing equipment to a certain characteristic of people #otalk

**Bill Wong, OTD, OTR/L** @BillWongOT

@Amie_OT @OTalk_ If the random picks end up being items she can't do at this time, then she will have to make those up when she no longer has those restrictions or with doctor's clearance. #otalk

**Laura Cliff** @lauraclfiff

@OTalk_ @HolleighLouise Everyone is different, everyone wants different things from their life so you can't treat everyone equally but I think about respecting everyone equally. Respecting how everyone chooses to live their lives or how people were born. #OTalk

**Carolina Cordero** 🌈 @colourful_ot

@OTalk_ I realised as soon as the Tweet was posted! I was so preoccupied by trying to write a decent image description... #OTalk #DontForgetTheHashtag 😊

**Holleigh Bryan** ❤️🧩 @HolleighLouise

RT @lauraclfiff: @OTalk_ @HolleighLouise Everyone is different, everyone wants different things from their life so you can't treat everyone..

**LD Occupational Therapist** @CommunityLD_OT

@OTalk_ @Amie_OT It's mandatory in my trust too! #OTalk

**Bill Wong, OTD, OTR/L** @BillWongOT

RT @lauraclfiff: @OTalk_ @HolleighLouise Everyone is different, everyone wants different things from their life so you can't treat everyone..

**Bill Wong, OTD, OTR/L** @BillWongOT

RT @HolleighLouise: @colourful_ot @OTalk_ Exactly! Some patients may need some advice, some equipment, some care at home but it's equality...

**Bill Wong, OTD, OTR/L** @BillWongOTRT @OTalk_: 💡 the hashtag #otalk <https://t.co/ogY1CbsJEg>**Bill Wong, OTD, OTR/L** @BillWongOT



RT @CommunityLD_OT: @OTalk_ I'd like to think as Occupational Therapists it's second nature not to discriminate against anyone for any r



OTalk @OTalk_

Do you think this is the case? We all have unconscious bias? Can we be sure that OT's are different from other professionals? And should tr when it comes to this Act? #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @OTalk_: #otalk the characteristics it covers are. age gender reassignment being married or in a civil partnership being pregnant or o...



Holleigh Bryan ❤️ @HolleighLouise

@lauraclfiff @OTalk_ I agree! What is meaningful to the individual person is completely different from one person to another and it's importar respect that and provide every patient with the opportunity to meet their own needs, and to work on what is meaningful to them #OTalk



AshleyOT @AshleyN64

@OTalk_ Honestly, these do not surprise me. Equality is common sense, and I think most of us adhere to this without actively thinking about #otalk



OTalk @OTalk_

Seen this one before it's a good one!! #otalk



Caroline Powell @Carolin64109281

@OTalk_ Not surprised #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @HolleighLouise: @lauraclfiff @OTalk_ I agree! What is meaningful to the individual person is completely different from one person to ar



Bill Wong, OTD, OTR/L @BillWongOT

RT @AshleyN64: @OTalk_ Honestly, these do not surprise me. Equality is common sense, and I think most of us adhere to this without activ



OTalk @OTalk_

Question 2 - Ok over to you now all please ask one question to hopefully further your knowledge and understanding (everyone is welcome to answer) #OTalk



OTalk @OTalk_

Is this others experience? #otalk



Amie Jayne @Amie_OT

@OTalk_ I think this is the ideal and where we hope to be, but in experience it's not always easy, then again I've known people to be treated differently and being discriminated against because they are staff side and not a service user in a previous role. #OTalk



OTalk @OTalk_

Your forgetting the hashtag - don't discriminate against the hashtag! 😊 #OTALK



Bill Wong, OTD, OTR/L @BillWongOT

RT @Amie_OT: @OTalk_ I think this is the ideal and where we hope to be, but in experience it's not always easy, then again I've known peo



AshleyOT @AshleyN64

@OTalk_ I apologise! 😂 #otalk



SHERLYN ❤️ @sherlynmelody

RT @OTalk_: Love this #otalk <https://t.co/ogY1CbsJEg>

OTalk @OTalk_



RT @Amie_OT: @OTalk_ I think this is the ideal and where we hope to be, but in experience it's not always easy, then again I've known peo

LD Occupational Therapist @CommunityLD_OT



@OTalk_ I'm sure, sadly, it isn't always the case. As a person my belief system is very liberal so I've never been one to judge others or have preconceived ideas, but I can imagine not everyone in our job is like that, so my own values inform my practice a lot anyway #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

@Amie_OT @OTalk_ Speaking of getting treated differently, there are definitely times where I felt people forget that I am #actuallyautistic. #



Holleigh Bryan ❤️🧩 @HolleighLouise

@OTalk_ I think it's likely that everyone has some form of unconscious bias, but that's why reflection is so essential. There's a few studies or healthcare professionals do not take pain complaints from women as seriously as men, which is quite upsetting to hear #otalk



Sh&ERLY& ❤️❤️ @sherlynmelody

#otalk not at all!



Sh&ERLY& ❤️❤️ @sherlynmelody

RT @CommunityLD_OT: @OTalk_ #OTalk <https://t.co/B5qVzNWbXv>



OTalk @OTalk_

Can't jump from one account to another, but this is @OT_rach talking, I want to challenge this, have people every felt discriminated against t profession? #OTalk



Sophie is my name. @ciderwithsophie

@CommunityLD_OT @OTalk_ I think also, sometimes professionals are so caught up in their OWN interpretation of what someone may wa they forget that's imposing that judgement on someone else, that that is what they "should" want #OTalk



LD Occupational Therapist @CommunityLD_OT

@OTalk_ I like to think because we are such a holistic and person centred profession that separates us from other professions. But if people pre conceived biases they should probably leave them at the door when they're at work. Easier said than done #OTalk



OTalk @OTalk_

And should own values impact our practice? #otalk



Bill Wong, OTD, OTR/L @BillWongOT

@HolleighLouise @OTalk_ And same thing with invisible disabilities too. That is why sometimes I don't like to be the top dog of something in OT or clinically. Yes- they can be opportunities to grow, but mistakes will make me lose confidence. #otalk



Carolina Cordero 🌈 @colourful_ot

@OTalk_ I think the OT community tends to be more open to talking about social justice than other health professions because it's such a bi our theory base, but we do all have unconscious bias (and there's going to be people who are just outright prejudiced in any group) #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @colourful_ot: @OTalk_ I think the OT community tends to be more open to talking about social justice than other health professions bec



Lauren @OTLaurenC

@OTalk_ I think so - my most recent role was in disability support & advice where I had to have a good knowledge of the #EqualityAct and something I feel I picked up very naturally due to the ethos and culture of OT #OTalk



Caroline Powell @Carolin64109281

@OTalk_ Working in the public sector, education and now in healthcare it has been my experience. #OTalk

Lesley Hawkins @LesleyHawkins5



@OTalk_ In an ideal world this should be where we are, but when there's a lack of understanding, eg of religious beliefs, different non-cis gender then discrimination creeps in without realising #OTalk



Holleigh Bryan ❤️🧣 @HolleighLouise

@ciderwithsophie @CommunityLD_OT @OTalk_ This is such an important point for OTs, often we want patients to have things that we feel they need but they may not want to have, due to our duty of care, but their choice is always the most important #otalk



OTalk @OTalk_

So here is a great example of how within health care, we as professionals discriminate on the grounds of gender, even without thinking about it #otalk - interesting!



Bill Wong, OTD, OTR/L @BillWongOT

@colourful_ot @OTalk_ I remembered when I disclosed my autism diagnosis to my OT classmates. They were like, "No way! You got through this time in education with no accommodations? You maybe a little introverted, but you are a friendly guy. I never would have imagined!" #otalk



OTalk @OTalk_

You need that hashtag in all your tweets #otalk so we can all see them



LD Occupational Therapist @CommunityLD_OT

@OTalk_ I suppose it depends what they are. I'd never "push" my values on someone else. As I said earlier, I'd like to think people who have decided to become an OT are open minded, kind and caring people who want to treat people equitably in general and in their practice #OTalk



Lauren @OTLaurenC

@HolleighLouise @OTalk_ Wow I was not aware of that sounds like an interesting study #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @Carolin64109281: @OTalk_ Working in the public sector, education and now in healthcare it has been my experience. #OTalk



ShErLYNJ ❤️💚 @sherlynmelody

#otalk oh yes always expected to do the work of a social worker....but I don't see social workers doing moving and handling assessments 😊 #giveittotheOT #theycandoEVERYTHING Yes we are a super bunch of professionals but we are #human but I think there needs to be a line.



Shelley Faulkner OT @shelleyamybeth

@OTalk_ I used to advise on the Equality Act & Human Rights Act in a previous job role...it has strengthened my understanding of the legislation that underpins occupational therapy practice & the relevance of the duties listed. #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @sherlynmelody: #otalk oh yes always expected to do the work of a social worker....but I don't see social workers doing moving and handling assessments 😊



OTalk @OTalk_

@HolleighLouise @ciderwithsophie @CommunityLD_OT Is capacity important here? Answering my own question later on but its capacity or not capacity a characteristic that is missing from this act? Or is that covered somewhere else? #otalk



LD Occupational Therapist @CommunityLD_OT

@HolleighLouise @ciderwithsophie @OTalk_ Absolutely. I've had referrals asking for input for people to regain eating and drinking skills in the past and when I've met with the person they're happy with the carer feeding them. The carers can often not quite understand why, but it's not about the person they are or what they want! #OTalk



OTalk @OTalk_

Don't forget that hashtag #otalk



Holleigh Bryan ❤️🧣 @HolleighLouise

@OTLaurenC @OTalk_ It's absolutely fascinating but it's interesting to think that there are probably so many more unconscious biases that we don't realise even goes on everyday in healthcare! #OTalk

LD Occupational Therapist @CommunityLD_OT

@OTalk_ @HolleighLouise @ciderwithsophie The mental capacity act covers that in great depth, so I don't think it needs covering in the Eq

Act #OTalk

Bill Wong, OTD, OTR/L @BillWongOT

RT @OTalk_: Don't forget that hashtag #otalk <https://t.co/bpYetuEcyG>

AshleyOT @AshleyN64

@HolleighLouise @ciderwithsophie @CommunityLD_OT @OTalk_ This is an interesting point. I can envision we can become so motivated & driven to provide therapy and assist with ADLs- but sometimes doing the minimum/nothing is harder, and in fact is all the patient wants. #otalk

Amie Jayne @Amie_OT

@OTalk_ I think stereotypes have a lot to answer for when considering the way in which we approach people and how we are taught to sort 'naturally discriminate' against others #OTalk

Lauren @OTLaurenC

@CommunityLD_OT @HolleighLouise @ciderwithsophie @OTalk_ Another great point #OTalk getting that balance between fostering independence and remaining client centred!

Sophie is my name. @ciderwithsophie

@OTalk_ @HolleighLouise @CommunityLD_OT Absolutely it sits nicely with Care Act and Mental capacity act. It's a natural reaction when in a caring profession- challenge is learning to be empathetic rather than sympathetic! #OTalk

Amie Jayne @Amie_OT

@BillWongOT @OTalk_ Unfortunatley i know it happens but try to be more aware myself #otalk

Sarah Innes @SarahInnes16

@colourful_ot @OTalk_ I agree occupational therapists are good at challenging injustices and advocating for improvement. I don't think we are perfect at this by any means. Services are often set up in a way that discriminates. We work hard to counteract discrimination #otalk

Bill Wong, OTD, OTR/L @BillWongOT

@OTalk_ @HolleighLouise @ciderwithsophie @CommunityLD_OT I think capacity is important because accommodations should not be a one size fits all... because each person needing such has unique combination of strengths and weaknesses. #otalk

OTalk @OTalk_

@HolleighLouise @OTLaurenC Lots of evidence that healthcare is discriminatory towards men over women. Most drugs are only ever tested on males because the female body is interrupted by hormones and monthly periods so it confuses the statistics!! #otalk #madness

Sophie is my name. @ciderwithsophie

@OTLaurenC @CommunityLD_OT @HolleighLouise @OTalk_ Definitely, otherwise the risk of disabling rather than enabling is high! teaching newly qualified staff this can be hard. #OTalk

Bill Wong, OTD, OTR/L @BillWongOT

@Amie_OT @OTalk_ I think part of it is also the byproduct that I have done some crazy amazing things. #otalk

Holleigh Bryan ❤️🧩 @HolleighLouise

@AshleyN64 @ciderwithsophie @CommunityLD_OT @OTalk_ Quite often being/becoming independent can come with a lot of energy exertion which can make it difficult for someone to find the energy to do the activities that they enjoy doing. So the person may choose some care over equipment or advice #otalk

Bill Wong, OTD, OTR/L @BillWongOT

RT @OTalk_: @HolleighLouise @OTLaurenC Lots of evidence that healthcare is discriminatory towards men over women. Most drugs are only ever...

Bill Wong, OTD, OTR/L @BillWongOT



RT @SarahInnes16: @colourful_ot @OTalk_ I agree occupational therapists are good at challenging injustices and advocating for improvement



Bill Wong, OTD, OTR/L @BillWongOT

RT @OTLaurenC: @CommunityLD_OT @HolleighLouise @ciderwithsophie @OTalk_ Another great point #OTalk getting that balance between fostering i...



Quetzalli Atlahuilli @Atlahuilli

RT @OTalk_: Love this #otalk <https://t.co/ogY1CbsJEg>



LD Occupational Therapist @CommunityLD_OT

@ciderwithsophie @OTalk_ @HolleighLouise I remember a patient some time ago talking about how sympathy is patronising and that always goes with me. The challenge can be empathy when you've never been in a similar situation, so it's truly hard to put yourself in their shoes #OTalk



Holleigh Bryan ❤️🧩 @HolleighLouise

RT @OTalk_: @HolleighLouise @OTLaurenC Lots of evidence that healthcare is discriminatory towards men over women. Most drugs are only ever...



OTalk @OTalk_

Question 3 - How if at all do you think this act impacts on or influences you're clinical practise? #OTalk



Holleigh Bryan ❤️🧩 @HolleighLouise

@OTalk_ @OTLaurenC Wow I didn't know that! It's shocking to think that we may not know the full effects of drugs if they are not tested on women #otalk



Bill Wong, OTD, OTR/L @BillWongOT

@ciderwithsophie @OTLaurenC @CommunityLD_OT @HolleighLouise @OTalk_ I think it is definitely a fine line between empowering and discouraging. #otalk



OTalk @OTalk_

Can I just say you guys are great!! This for me a lovely and interesting chat!! #otalk



Shelley Faulkner OT @shelleyamybeth

@OTalk_ This is relevant to tonight's #OTalk <https://t.co/EObZJ8y8vP>



Lauren @OTLaurenC

@Amie_OT @OTalk_ Yes I've come across this! #OTalk



Sophie is my name. @ciderwithsophie

@HolleighLouise @AshleyN64 @CommunityLD_OT @OTalk_ Good point- thereby highlighting choice and control element. #OTalk



Sophie is my name. @ciderwithsophie

@BillWongOT @OTLaurenC @CommunityLD_OT @HolleighLouise @OTalk_ Risk enablement is great for supporting that. Again though, it's about experience and confidence which can be hard for people #OTalk



OTalk @OTalk_

@HolleighLouise @OTLaurenC Once I'm not busy with this I will find where I read that, I think it was in one of my feminist books recently- but I'll find the link for people #otalk



Sarah Innes @SarahInnes16

@OTalk_ @BillWongOT @HolleighLouise @OTLaurenC I work in a service which only offers care to men. Women are automatically disadvantaged by that #otalk



Holleigh Bryan ❤️🧩 @HolleighLouise

@OTalk_ Ensuring that we provide all our patients with the opportunity to address the things they are finding difficult, respecting their decisions



equally, providing them with equal choice #otalk



OTalk @OTalk_
@DanWaldronOT Why? #OTalk



Caroline Powell @Carolin64109281

@OTalk_ I see the person and ask my favourite question: what is important to you? Do I do that because of legislation? Not really. I do that because I'm an OT. ❤️ #OTalk



Holleigh Bryan ❤️🌿 @HolleighLouise

RT @Carolin64109281: @OTalk_ I see the person and ask my favourite question: what is important to you? Do I do that because of legislation?



LD Occupational Therapist @CommunityLD_OT

@OTalk_ Well I'm aware of the protected characteristics or course. But I don't feel I need to be "mindful" or discriminating against someone because of them because I just wouldn't do that anyway, at work or at home. It's not a "conscious" choice if you know what I mean #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

@ciderwithsophie @OTLaurenC @CommunityLD_OT @HolleighLouise @OTalk_ Definitely is a fine line. Like when I decided to take on our TEDx event last year, many people were happy and excited! Now many people after knowing the risks associated with such, they were like, "I have to eat my words that I said to you in the beginning." #otalk



Dan Waldron OT @DanWaldronOT

A brilliant visual depiction of equality and inclusion 👏👏



LD Occupational Therapist @CommunityLD_OT

@Carolin64109281 @OTalk_ Exactly! #OTalk



Sophie is my name. @ciderwithsophie

@OTalk_ A resource at the back of my brain that I pull forward to help frame intervention and assessment. To keep me on track and try to quell any bias! #OTalk.



LD Occupational Therapist @CommunityLD_OT

RT @Carolin64109281: @OTalk_ I see the person and ask my favourite question: what is important to you? Do I do that because of legislation?



OTalk @OTalk_

Interesting- what other area's in health care do people see/ think that the sex of the service user instantly creates discrimination



Lauren @OTLaurenC

@OTalk_ I think knowledge of this act can help to empower patients as well - if we understand their rights we can help if ever needed with a information advice and guidance in our clinical practice #educationapproach #OTalk



OTalk @OTalk_

RT @OTLaurenC: @OTalk_ I think knowledge of this act can help to empower patients as well - if we understand their rights we can help if ever needed with a information advice and guidance in our clinical practice #educationapproach #OTalk



Lauren @OTLaurenC

@ciderwithsophie @OTalk_ This too #OTalk



OTalk @OTalk_

Question 4 - Is there anything not covered by the act that you think should be considered for future updates of the act? #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

@ciderwithsophie @OTLaurenC @CommunityLD_OT @HolleighLouise @OTalk_ And they instead said, "Oh my gosh! You are taking on way more risk than I thought you would. I should have been a better friend and realizing that you are doing something way out of your comfort zone." #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @OTLaurenC: @OTalk_ I think knowledge of this act can help to empower patients as well - if we understand their rights we can help if e



LD Occupational Therapist @CommunityLD_OT

@OTalk_ People with learning disabilities face discrimination as a regular occurrence in the UK. Over 1200 people with learning disabilities c completely avoidably in mainstream hospital services each year. They do not receive equitable healthcare #OTalk



Amie Jayne @Amie_OT

@OTLaurenC @OTalk_ I try my best to make sure I am more aware of my own actions and impact on others to avoid this though #otalk



Sarah Innes @SarahInnes16

@OTalk_ I think the act supports OTs to challenge barriers to injustice as we have it as evidence to support our clinical judgement #otalk



Bill Wong, OTD, OTR/L @BillWongOT

@OTLaurenC @OTalk_ And I think such knowledge can also be helpful to help mentoring peers with disabilities with their CPD goals. #otalk



Shelley Faulkner OT @shelleyamybeth

Having once seen "read twice, tweet once" & with being an over-thinker...grammatical errors bug me so much when people tweet in a profes capacity. 'More haste, less speed' to those tweeting #OTalk & other forums for CPD professional engagement. NB. I've had a long day.



Laura Cliff @lauraclfiff

@HolleighLouise @OTalk_ I think it underpins who we are as professionals because if we can't treat everyone equally then we are not show true uniqueness of OT, that everyone deserves to participate in meaningful occupations to enhance their health and wellbeing. #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @HolleighLouise: @OTalk_ Ensuring that we provide all our patients with the opportunity to address the things they are finding difficult...



LD Occupational Therapist @CommunityLD_OT

@OTalk_ People with learning disabilities are also not taken seriously when they enter into relationships, in relation to sex and sexual relatio in relation to paid work. The list goes on. #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @CommunityLD_OT: @OTalk_ People with learning disabilities are also not taken seriously when they enter into relationships, in relatio



LD Occupational Therapist @CommunityLD_OT

@OTalk_ Sorry, I know you asked about sex but I wanted to raise this point #OTalk



OTalk @OTalk_

@lauraclfiff @HolleighLouise And what do we mean by treating equally? #OTalk



Caroline Powell @Carolin64109281

@LesleyHawkins5 @OTalk_ I think you're right, me too! #OTalk



OTalk @OTalk_

@CommunityLD_OT No it was a great point!  #otalk



Lauren @OTLaurenC

Absolutely Bill #OTalk



Lauren @OTLaurenC

@BillWongOT @OTalk_ Absolutely Bill #OTalk



Lauren @OTLaurenC
@HolleighLouise @OTalk_ Agreed! #OTalk



OTalk @OTalk_
Wow tonight's has gone so fast - 2 questions left, sorry if I missed anything doing both the job of host and support tonight!! #otalk 😊



Lauren @OTLaurenC
@OTalk_ @HolleighLouise Yes please do! #OTalk



OTalk @OTalk_
Question 5 - How can we as occupational therapist influence future act of parliament? #OTalk



Sarah Innes @SarahInnes16
@OTalk_ I think there are huge discriminatory barriers by the way services are designed for lots of the characteristics. OTs are usually key to problem solving this for individual patients to overcome this #OTalk



Laura Cliff @lauracliff
@OTalk_ @HolleighLouise That we are all humans and deserve to be respected for who we are, what decisions we make and how we want our own lives no matter what our age, gender....etc #OTalk



Bill Wong, OTD, OTR/L @BillWongOT
@CommunityLD_OT @OTalk_ Like on me taking an academia position, I wanted to get my feet wet, master what is expected of me, and make sure I don't step over toes for my first class. On top of that, do I have good chemistry with the program director? #otalk



OTalk @OTalk_
Love love love #otalk



Lauren @OTLaurenC
@OTalk_ Lots more empirical research #OTalk



Bill Wong, OTD, OTR/L @BillWongOT
#otalk!



Bill Wong, OTD, OTR/L @BillWongOT
RT @lauracliff: @OTalk_ @HolleighLouise That we are all humans and deserve to be respected for who we are, what decisions we make and how...



OTalk @OTalk_
Don't forget that hashtag let's not discriminate against the #OTALK



OTalk @OTalk_
@DanWaldronOT How do we change that as OT's ? #otalk



Bill Wong, OTD, OTR/L @BillWongOT
@OTalk_ In US- we need students and practitioners to participate in state association hill days and hopefully also AOTA hill days, too! (AOT/ has a virtual hill day.) #otalk



Caroline Powell @Carolin64109281
@OTalk_ Employment status, previous/history of criminal offending, homelessness. #OTalk although they are probably covered by other legislation???



OTalk @OTalk_
RT @OTLaurenC: @OTalk_ Lots more empirical research #OTalk



Amie Jayne @Amie_OT

@OTalk_ By advocating what we do and promoting equality and shouting from the rooftops. Maybe I'm a little bit airy fairy.... but as an individual I don't know what influence I can have but if we shout enough together there's hope for change #otalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @Amie_OT: @OTalk_ By advocating what we do and promoting equality and shouting from the rooftops. Maybe I'm a little bit airy fairy....



Bill Wong, OTD, OTR/L @BillWongOT

@Amie_OT @OTalk_ I am trying to figure out too. I think me just finishing curating a TEDx event was an ambitious step for many in our profession. But I hope we all can learn from it and better game plan for next such effort from my mistakes. #otalk



LD Occupational Therapist @CommunityLD_OT

@OTalk_ I wish people could be in my brain for five minutes and see what it's like to think like an OT. It's liberating. I think we need more resources and we need to keep promoting what we do because people still don't get it #otalk



OTalk @OTalk_

These are interesting- are these a result of early discrimination? And is class a characteristic? #otalk



AshleyOT @AshleyN64

@OTalk_ Effective team working, promotion of our profession, and being dedicated to collecting data including our outcome measures. This enhances our ability to have a strong voice to communicate our views to parliament. #otalk



OTalk @OTalk_

RT @AshleyN64: @OTalk_ Effective team working, promotion of our profession, and being dedicated to collecting data including our outcome measures



Bill Wong, OTD, OTR/L @BillWongOT

@Amie_OT @OTalk_ I know the Tedx event was not a perfect 10 in execution... which I don't expect to because this was my first experience my team had to get over mistakes I made! #otalk



Laura Cliff @lauracliff

@Carolin64109281 @OTalk_ I think there are a lot of marginalised groups within society that maybe should be covered in this act. The homeless, asylum seekers, people living in poverty, informal caregivers. #OTalk



Lauren @OTLaurenC

@OTalk_ @DanWaldronOT I think there is an opportunity for us to train employers so that they both recognise their legal obligations but also appreciate the benefits of being equality friendly to their organisation and see it as something to embrace rather than fear! #OTalk



OTalk @OTalk_

Don't forget to include the #OTalk hashtag in ALL your tweets so everyone can see what you have to say & join in the conversation.



Lauren @OTLaurenC

RT @AshleyN64: @OTalk_ Effective team working, promotion of our profession, and being dedicated to collecting data including our outcome measures



Amie Jayne @Amie_OT

@AshleyN64 @OTalk_ I think more focus at times needs to be on outcome measures within the service I am in to prove what we do works #otalk



OTalk @OTalk_

Don't forget the #OTalk <https://t.co/CDE0QkiraQ>



OTalk @OTalk_

Last one - Question 6 - Don't forget to fill in the reflective log (link on blog post) and do you have any suggestions for future chats about government Policy, legislation and or acts? #OTalk



Sarah Innes @SarahInnes16

@OTalk_ #otalk



Bill Wong, OTD, OTR/L @BillWongOT

RT @Amie_OT: @AshleyN64 @OTalk_ I think more focus at times needs to be on outcome measures within the service I am in to prove what do...



Bill Wong, OTD, OTR/L @BillWongOT

RT @OTLaurenC: @OTalk_ @DanWaldronOT I think there is an opportunity for us to train employers so that they both recognise their legal



Bill Wong, OTD, OTR/L @BillWongOT

@OTLaurenC @OTalk_ @DanWaldronOT In terms of education, a training can be nice in terms of how to accommodate students. #otalk



Lauren @OTLaurenC

RT @ciderwithsophie: @BillWongOT @OTLaurenC @CommunityLD_OT @HolleighLouise @OTalk_ Risk enablement is great for supporting. Again tho...



OTalk @OTalk_

You need the hashtag!!!!!!'n #otalk



Sherylyn @sherlynmelody

#otalk has there been any chats on MCA's and Best interest decisions?



OTalk @OTalk_

That hashtag again!!!#otalk



Lauren @OTLaurenC

@BillWongOT @OTalk_ @DanWaldronOT Great point #OTalk



OTalk @OTalk_

That's me @OT_rach logging off!! #OTalk <https://t.co/LLIClmiNDE>



OTalk @OTalk_

Your all amazing and every #otalk rekindles my faith in the profession and my passion for the profession go you lot!!! <https://t.co/cqCHbbWIA>



Sarah Innes @SarahInnes16

@OTLaurenC @OTalk_ Great point! Everyone should absolutely know their rights and be supported to advocate for themselves too #otalk



Bill Wong, OTD, OTR/L @BillWongOT

@OTLaurenC @OTalk_ @DanWaldronOT Yes- that was why I asked about policies for students who may need accommodations during orientation. It is good to know in the back of my mind. #otalk



lisa Knott @lisaKnott20

RT @OTalk_ : Your all amazing and every #otalk rekindles my faith in the profession and my passion for the profession go you lot!!! <https://t.co/LLIClmiNDE>



Sharon McMorrow @mcmorrow_sharon

@OTalk_ #OTalk sorry 🙏



Lesley Hawkins @LesleyHawkins5

@OTalk_ @OT_rach Thanks. That was my first #OTalk It flew by, but I missed the end. #multitasking



Elena Luck @elenaluck_OT

RT @CommunityLD_OT: @OTalk_ #OTalk <https://t.co/B5qVzNWbXv>

 **Sarah-Jane** @0909cavendish

@OTalk_ We can't help but be shaped by our experiences, the impact of which won't always be immediately obvious to us, therefore, I think always the potential for unconscious bias. But our OT skills enable us to reflect and challenge ourselves to strive for that ideal! #otalk

 **Rachel Booth** @OT_rach

@LesleyHawkins5 @OTalk_ No to worry fled you enjoyed check out the blog later this week for transcript of chat, you will be able to read ev there!! #otalk

 **Bill Wong, OTD, OTR/L** @BillWongOT

RT @0909cavendish: @OTalk_ We can't help but be shaped by our experiences, the impact of which won't always be immediately obvious t t...

 **Bill Wong, OTD, OTR/L** @BillWongOT

RT @SarahInnes16: @OTLaurenC @OTalk_ Great point! Everyone should absolutely know their rights and be supported to advocate for themselves...

 **OTalk** @OTalk_

@0909cavendish Great easier done when your in the flow, but it will not go in the transcript with mout the # #OTalk

 **OTalk** @OTalk_

@mcmorrow_sharon Your forgive, this time! 😊 #OTalk

 **'K we n** @HolistiQueen

RT @OTalk_: Question 1 - Before tonights chat what was you knowledge and understanding of the equity act? #OTalk

 **'K we n** @HolistiQueen

RT @OTalk_: Question 3 - How if at all do you think this act impacts on or influences you're clinical practise? #OTalk

 **'K we n** @HolistiQueen

RT @OTalk_: Question 4 - Is there anything not cover by the act that you think should be consider for future updates of the act? #OTalk

 **'K we n** @HolistiQueen

RT @OTalk_: Question 5 - How can we as occupational therapist influence future act of parliament? #OTalk

 **'K we n** @HolistiQueen

RT @OTalk_: Last one - Question 6 - Don't forget to fill in the reflective log (link on blog post) and do you have any suggestions for futu...

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