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

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Co-authored by Sally Rae & Irene Ryan

2022 IWG Lightning Talk Sally Rae & Irene Ryan - Level playing fields do not exist



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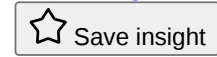
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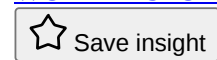


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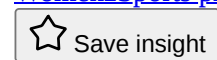


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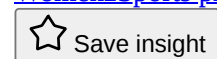


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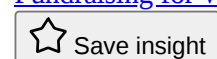


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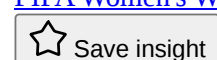


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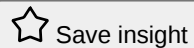
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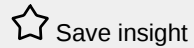


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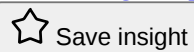


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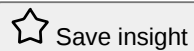


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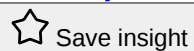


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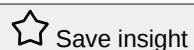
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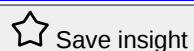
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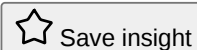
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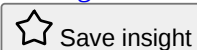
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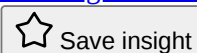
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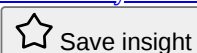
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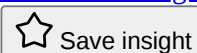
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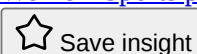
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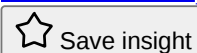


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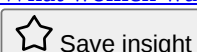
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