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**Being welcomed in a second language? Migrant doctors' experiences of inclusion in healthcare work communities**

The article examines immigrant doctors' experiences of in/exclusion in Finnish health care work communities. The study is based on focus group discussions carried out in the context of preparatory training for the legalisation examination. The focus group reflections were targeted to support the professional development of the L2 Finnish-speaking doctors and to explore how they approach (Finnish) language and identify and perceive the linguistic challenges they face in their local professional encounters. In this article, the analytical focus is on how the migrant doctors bring up experiences of healthcare workplace practices (linguistic practices and beyond) from the viewpoint of integrating into the workplace community. The thematic analysis of focus group discussions involving altogether 22 participants showcase the immigrant doctors' perspectives on the meaningfulness but also the challenges of inclusion. On the basis of the analysis, the study provides suggestions on how to develop further research supporting inclusion in multilingual and multicultural care work communities.

**Keywords:** immigrant doctors, inclusion, work community, language proficiency, thematic analysis