Principles of Social Inclusion

Presenter: Denver D’Cruz
Acknowledgement of Country

As an organisation, we wish to acknowledge the traditional custodians of the land on which we meet, the local Ngunnawal people. We wish to acknowledge and respect their continuing culture and we pay tribute to their elders past and present.
Inclusion Solutions

- Inclusion Solutions – founded 2016
- Australian Inclusion Group – our parent organisation
- Passionate about social inclusion & engagement of all people
- Asset Based Community Development approach
Presentation Content

- Community Demographics
- Disability Awareness
- Principles of Social Inclusion
- Social Role Valorization
- Case studies
How do we connect with people?

1. Who here is a cricket fan?
2. Who was born overseas?
3. Who here loves to travel?
4. Who here has a dog?
5. Who here loves to help others?
Disability Awareness
The edf advert

http://theinclusionclub.com
What is a disability?

A disability is an continuing condition that restricts every day activities.
“People with a disability want to live in a society where they are treated with respect, dignity and importantly with equality, and note as ‘poor things’ nor merely as recipients of service. Additionally they do not want to be segregated as ‘people with disabilities’.”

2009 Shut Out Report
Exploring the political correctness minefield..

Language = Thoughts
Thoughts = Actions
1. Put the person first & emphasise individuality, not disability
2. Ask the person how they would like to be greeted/addressed
3. Save the labels for cans and jars
4. If unsure, call it what it is. Normalise it

<table>
<thead>
<tr>
<th>POSITIVE LANGUAGE</th>
<th>SITUATIONAL</th>
<th>AVOID USING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person with a disability</td>
<td></td>
<td>Disabled people</td>
</tr>
<tr>
<td>Person with autism</td>
<td></td>
<td>Autistic person/an autistic</td>
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<tr>
<td>Disability</td>
<td></td>
<td>Special Needs</td>
</tr>
<tr>
<td>Intellectual disability</td>
<td></td>
<td>Mentally challenged/retarded/slow</td>
</tr>
<tr>
<td>Wheelchair user</td>
<td></td>
<td>Wheelchair bound</td>
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<tr>
<td>Deaf</td>
<td>Hard of hearing</td>
<td>Hearing impaired</td>
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<tr>
<td>Blind</td>
<td>Visual impairment</td>
<td></td>
</tr>
<tr>
<td>Cerebral palsy</td>
<td></td>
<td>Retard/spastic</td>
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</tbody>
</table>
What is inclusion?

“Inclusion is the art of ensuring that all people feel welcomed and celebrated for exactly who they are. This means that all differences are viewed as unique gifts that an individual can offer to a group or a community.”
John O’Brien - Dimensions of Inclusion

Choice & Control
Belonging

John O’Brien - Dimensions of Inclusion
The Inclusion Pyramid

Schlien et.al, 1990

“Social inclusion is not simply the promotion of the increased presence of marginalised persons in society, but rather that such people return to or begin to occupy valued social roles within society and community life”

Michael Kendrick
Human Services & Community Services Consultant

Social Inclusion

Functional Opportunity

Physical Access
Combining two theories

Physical Access

Sharing an Ordinary Place

Functional Opportunity

Choice & Control

Contributing

Social Inclusion

Being Someone

Belonging
Understanding the Dimensions

1. Where do you **share an ordinary place** in your community?
2. How are you given **choice & control** in your community?
3. How do you **contribute** to your community?
4. How does your community **identify you as an individual**?
5. What makes **you feel valued** in your community?
Is it *really* inclusion?

**Exclusion**
People are denied access to community

**Segregation**
Grouping people based on similarities (i.e. culture, religion, age)

**Integration**
A pathway model providing people an opportunity to develop skills

**Inclusion**
All people have an active role to play in community

- Curves Gym
- Integrated Football League
- All 4 One
Social Role Valorization (SRV)

Extracted from Wolf Wolfensberger’s article “A Brief Overview of SRV”

- Social roles dominate our lives
- People categorise others according to socially valued roles
- The value attributed to various roles tends to decisively shape behaviour toward others – good and bad!
- Those in valued roles are treated well and those in devalued roles, ill.
Sayeed Shah

*Life before community: No valued roles*
Sayeed Shah

Life after community: Results of Inclusion
How do we give people valued roles?

Head, Heart and Hands

Community Skills & Passions Audit – adapted from LEAD ON & Bank of I.D.E.A.S
“Create opportunities for people to come together. Let them interact in a fun, friendly and relaxed environment. And see magic happen. They will exchange cultures and skills. They will learn from each other. That is integration and it is the precursor to social cohesion”

- Mamta Kochhar, Founder
The Human Excellence Project

Goal: A vision of connection & reversing trends

- 1,035 different participants
- 1.8k Facebook followers
- $0 cost, 315 days straight & counting
- 35,000 hours of human connection
- Estimated 12,800 coffees ($57,600 to café)

“This group has actually saved my life. There is nowhere more accepting & inclusive that the community at the Human Excellence Project” Keith, Participant - HEP
Content Reflection

- Community Demographics
- Disability Awareness
- Principles of Social Inclusion
- Social Role Valorization
- Case studies
- Postcards and evaluation
“I always wondered why somebody doesn’t do something about that. Then I realised I am somebody” Lily Tomlin
Contact Inclusion Solutions

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