Guidelines for Inclusion in organisations

A world of which everyone belongs that's made real through the practise of inclusion in our organisations and our communities

What being included means… Andrew Lee

For most of my young life I had to fight to be accepted and included.

It wasn't until 1994, when I joined a self-advocacy group that I finally felt like I 'belonged'.

Together, with other self-advocates, we have campaigned for inclusion and equality and a society that can adjust and adapt..

We want to be seen, heard and valued the same as others.

WHEEL OF POWER/PRIVILEGE

Power and Privilege

Behind every privilege is an imbalance of power.

This power is invisible when we have it and ever present for those of us who don't.

Here are the main types of privilege and therefore power that we may have:

- White Privilege
- Heterosexual Privilege
- Religious Privilege
- Socio – economic Privilege
- Gender Privilege
- Able – bodied Privilege
- Cis – Gendered Privilege
- Colorism

Why is building an inclusive organisation important

If our dream is of a world in which everyone belongs and is included then it can be made real through the practise of inclusion in our organisations and in our communities.

Building an inclusive organisation means building an organisation that reflects all of the society we are living in.

An inclusive organisation has a positive impact on us as human beings, our organisations and our communities.

Working in an inclusive organisation supports us to see things from different perspectives and broaden our views and expertise and that of our organisations. Building an inclusive organisation helps us build a better world.

What do we mean by inclusion

Inclusion means seeing the skills, wisdom, and expertise of ourselves and of all communities.

It means providing equal access to opportunities and resources for people who might otherwise be marginalised or invisiblised.

Inclusion is seen as a universal human right. The aim of inclusion is to embrace all people including people who are often not included: people from black and minority ethnic communities, disabled people, people from the LGBTQ+ community, people from the gypsy and traveller community, deaf and autistic people etc.

The 7 Pillars of Inclusion

These are common elements that contribute to creating inclusive environments that reflect the communities we live in

- **Access** – both physical, including access to accessible information, and attitudinal
- **Attitude** – one of the biggest barriers that underpins all the pillars of inclusion
- **Choice** – providing a range of options

- **Partnerships** – inclusion doesn't happen in isolation it's built on open, trusting, honest and meaningful partnerships
- **Communication** – effective accessible communication is vital to the success of inclusion. It's important to be open to learning new ways of communicating that are inclusive and empowering to everyone
- **Policy** – for inclusion to become part of systemic changes in organisations it needs to be underpinned by accessible and inclusive policies
- **Opportunities** – by doing all of the above we are creating opportunities to involve people and communities we might not have included before and that's a great thing!

Starting with ourselves

It is important we start by thinking about ourselves.

How can we become more aware of and include all the different parts of ourselves, even the parts of ourselves we are ashamed of or don't like so much.

How can we create healthy, safe trusting places of work in which we can bring our whole authentic selves to our workplaces.

Places in which we can explore things together in safety, have open and honest discussions, be supported to move forward when we make mistakes, replacing shame and judgements with trust and openness.
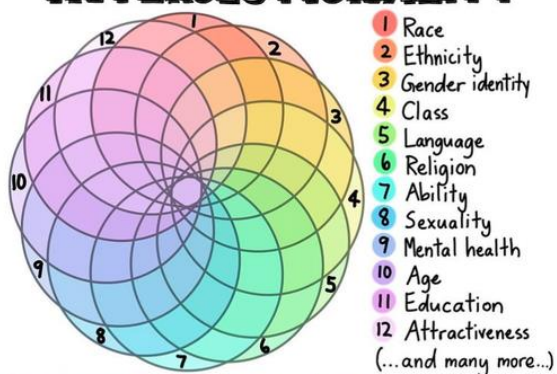
Traditionally there is an unspoken pressure at work to leave parts of ourselves at home.

This might be our emotional selves, the parts of us that make mistakes, our vulnerability.

We can only start with ourselves….how can we bring all of us to work.

How can we work together to develop cultures at work that enable us to bring our whole selves in.

When we marginalise parts of ourselves internally, it becomes easier to marginalise others externally.

Who do we mean by people from marginalised communities

When talking about people who are marginalised and often excluded from the mainstream, we mean people in the following communities:

- People from Black and minority ethnic communities
- Disabled people including people with learning disabilities
- LGBTQ+ community
- The gypsy traveller community
- The Autistic community
- The Deaf community
- Migrant communities
- Older people

INTERSECTIONALITY

1 Race
2 Ethnicity
3 Gender identity
4 Class
5 Language
6 Religion
7 Ability
8 Sexuality
9 Mental health
10 Age
11 Education
12 Attractiveness
(...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.
– Kimberlé Crenshaw –

@sylviaduckworth

Intersectionality

Of course we are usually from more than one community for example we might be a woman, have a learning disability, black and a mum. This is called intersectionality.

Working together these aspects of ourselves can create different modes of power and privilege. Intersectionality identifies many factors of advantage and disadvantage.

Reaching Out

There are different ways to reach people from marginalised communities, one of the best ways is to get to know and work alongside people from the communities you are trying to reach out to.
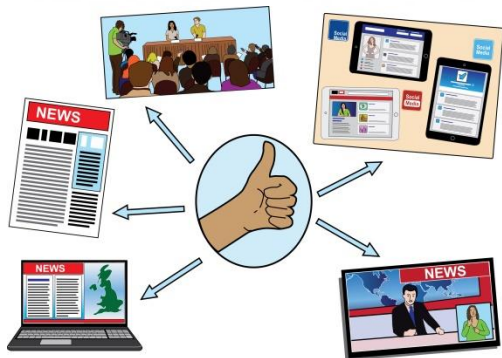
You can get in touch with people via social media: Twitter, Google searches, Facebook and local networks.

You can contact local community organisations and groups.

You can place articles and adverts in local news outlets and papers.

One of the most excluded groups globally are Disabled People and in particular people with learning disabilities.

Usually if you get inclusion right for people with learning disabilities you will get it right for everyone!

People with learning disabilities, difficulties and autism are also from different communities.

There are approximately 1.5 million people with learning disabilities in the UK and 1.2 million people with learning disabilities in England.

Approximately 2.6% of adults in the UK are believed to have a learning disability.

Understanding the Social Model of Disability

There are 3 models of disability: The charity model, medical model and the social model.

The **charity model** sees disabled people as lesser than and a group of people to be pitied who we donate our money to.

The **medical model** is all about what a person cannot do and cannot be.

The **social model** is a way of viewing the world developed by Disabled people. The social model says that people are disabled by barriers in society, and not by their impairment or difference.

Inclusion of people with learning disabilities - Things to consider:

Accessible recruitment – Things to consider

- Clear straightforward advert, job description and application form in easy read

- Contact local People First organisations. People First organisations are across the country and are usually led by people with learning disabilities themselves. These organisations will have access to the learning disabled community so it's important to build a close working relationship with people here.

- Create jobs that are bringing together the skills of many people with learning disabilities and the needs of your organisation – People First organisations can help you with this.

- Give people options of ways to apply ie video, standard application.

- Have people with learning disabilities on the recruitment panel

Accessible Employment – Things to think about There are approximately 869,000 adults of working age in the UK.

- Training for the team on accessible and inclusive communication.

- Training for the team on equality and diversity and Disability Discrimination.

- Thorough induction process that respectfully and appropriately explores support and adjustment needs in detail.

- Regular team meetings and supervision – clear accessible communication.

- Information and support about Access to Work.

- Make sure organisational policies are up to date with employment, equality and disability law.

Accessible meetings – How do we do it

In every inclusive meeting internally and with partners it is important to consider the inclusion of people with learning disabilities. Is everyone who should be there present?

Before the meeting send out an easy read agenda

Set ground rules for the meeting that include :
- Avoid jargon
- Using straightforward language
- Go more slowly
- Check people are understanding by asking
- Take notes and send out easy read minutes that are CLEAR – everyone will benefit!

Change the pace of the meeting, slow it down, and feel confident to ask if everyone understands.

Create a safe and supportive meeting space in which everyone can challenge each other if people are using jargon and not speaking clearly.

Take the risk to do things differently and know that you will make mistakes; but the point is to learn from these and go forward!
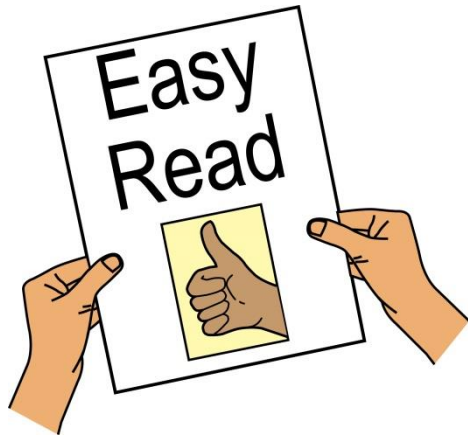
Easy Read

Many people with learning disabilities struggle with literacy so cannot access mainstream information that is written.

Easy Read is more than just an accessible format; it's an important tool for making information empowering.

It's not just about the document itself, it's about the whole process, from how people access the document to how people get support to act on the information in the document if they want to.

It's seeing the information as empowering and something that people can use to make the changes that they need or want.

Information gives us power in our lives, in our organisations and in our communities.

Digital Exclusion

The Digital World is an important part of inclusion and belonging.

It's a world in which many people with learning disabilities are excluded because they either are living in poverty and don't have access to digital technology, or struggle with literacy so can't understand the information in the format it's being presented.

Where do I go from here?

Organisations that can help
- People First Self Advocacy
- CHANGE
- My Life My Choice
- York People First
- All Wales People First
- People First Scotland
- People First Dorset
- Dudley Voices for Choices
- Speak Up Self Advocacy

People First (Self Advocacy)
336 Brixton Road, London, SW9 7AA
Tel. 020 7274 5484
info@peoplefirstltd.com
www.peoplefirstltd.com

Director: Andrew Lee
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