Creating a Culture of Inclusion: Why it’s Important and how to get started

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Communities WHERE inclusion occurs

- Worship
- School
- Marketplace
- Work
- Neighborhood
  - Recreation
  - Family
Learners with Autism, age 6 - 21
Placed Inside regular class 80% or more of the day (%) 2018 - 2019

Percent of Learners with Disabilities

Learners with Intellectual Disability
Placed Inside regular class 80% or more of the day (%) 2018 - 2019

Percent of Learners with Disabilities

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Membership
A Sense of Belonging
Membership and Belonging

Photo credit: Elevate/Unsplash
Be Here!

Membership and Sense of Belonging

Meaningful Participation

Activities & Settings
Membership and Sense of Belonging

Meaningful Participation

Learning, Earning, Contributing

Be Here!
Creating a **Culture of Inclusion**: Why it’s Important

When people are included,

they are **happier**, experience **less stress and depression**, have more **positive social relationships**, increase **academic performance and motivation**, and experience **more pleasure in life**.
What we do – how we act

Welcome diversity – Embrace uniqueness - Collaborate
# Vision, Skills, Incentives, Resources, Action Plan

<table>
<thead>
<tr>
<th>VISION</th>
<th>+ SKILLS</th>
<th>+ INCENTIVES</th>
<th>+ RESOURCES</th>
<th>+ ACTION PLAN</th>
<th>= CHANGE</th>
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</thead>
<tbody>
<tr>
<td>Vision</td>
<td>+ Skills</td>
<td>+ Incentives</td>
<td>+ Resources</td>
<td>+ Action Plan</td>
<td>= Confusion</td>
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<td>+ Incentives</td>
<td>+ Resources</td>
<td>+ Action Plan</td>
<td>= Treadmill</td>
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Elizabeth Moss Kanter
Creating a culture of inclusion = change

1. Establish a planning group ➔ collaborative team
2. Define a vision for inclusion
3. Use data to identify targets
4. Create space for dialogue, discussion, and safe space for disagreement
5. Communicate, communicate, communicate
6. Involve all stakeholders
The POWER of Inclusion ~ A Sense of Belonging

- Achievement
- Contribution
- Friendships
- Well-being and confidence
- Participation
- Value
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Thank you!