

# INCLUSION...

When ALL Really Means ALL  
Promoting Inclusive Communities



# *What* is Inclusion?

- A philosophy
- A process
- An honoring of the talents and contributions of each person



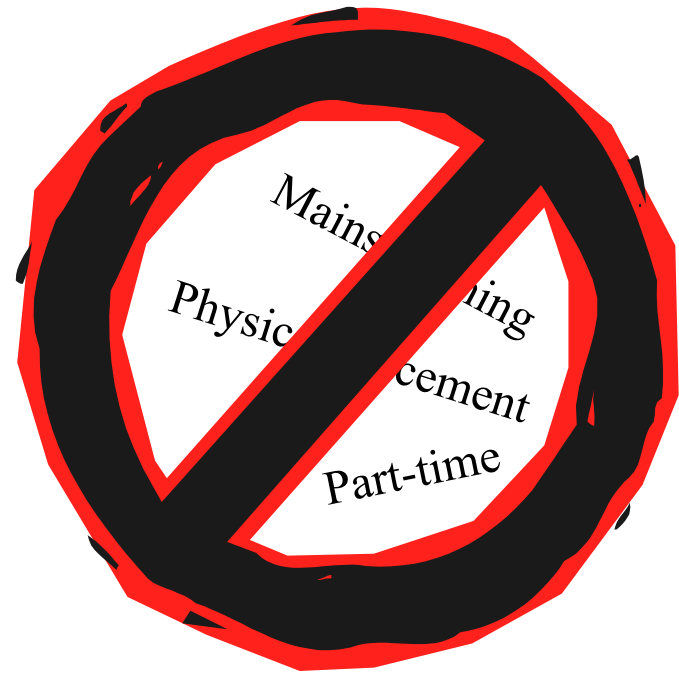
# Inclusion...

- Embraces and Respects Differences
- Upholds Civil Rights
- Expands Choice for Individuals with Disabilities
- Promotes Unconditional Acceptance
- Creates a Welcoming and Inviting Environment
- Involves Age-Appropriate Peers
- Creates Connections in the Community
- Respects the Entire Family



# Inclusion is NOT...

- Mainstreaming
- Segregated Programs
- Physical Placement
- Placement with Younger Peers
- Part-time
- A Program
- A Privilege



# *Why* Inclusion?



# 1. It's the LAW  
*and compliance is mandated.*

# 2. It's MORALLY and ETHICALLY  
*the right thing to do!*



# Legal Basis for Inclusion

- 1973 Rehabilitation Act
- 1975 Education for All Handicapped Children Act (PL 94-142)
- 1986 Amendments to PL 94-142
- 1990 Americans with Disabilities Act (ADA)
- 1990 Individuals with Disabilities Education Act (IDEA) – the revised and renamed PL 94-142



# United Nation's Charter on Human Rights of Persons with a Disability

## Main premises...

- Disability is one of many characteristics, it does not define a person.
- Environment is the cause of barriers, not disability.
- Failure to include is the equivalent of discrimination.



# Disability Affects Everyone

- 54 million Americans, that is 1 in 5, have disabilities
- Family and caregivers number in millions
- Incidence of disability increases with age
- Nearly all of us will experience disability in our lifetimes
- 5.8% of all school-aged kids have disabilities



# Excluded Kids Don't Thrive

Compared to youth without disabilities ...

- Twice as many (29%) dropout of high school (and 73% of those end up incarcerated)
- Twice the number live in poverty
- Over twice as many are bullied/picked on (29%)
- Less than 10% leave Social Security roles and become economically self-sufficient

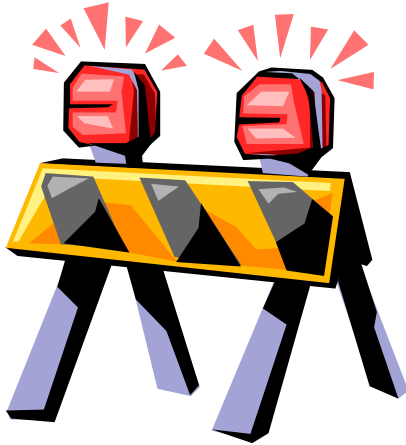


# The Answer...

- Contact
- Connection
- Community



# Barriers to Inclusion



- Negative attitudes and/or stereotypes
- Fear
- Lack of understanding of legal responsibility
- Lack of training
- Inadequate ratios of adults to children
- Lack of support from leadership
- Lack of a plan to implement and sustain inclusion practices

# Myths about Inclusion

- Every child with a disability needs a one-on-one aide.
- You have to know everything about a child's disability in order to support that child.
- It costs too much to do inclusion.
- Including children with disabilities will compromise the quality of the program for the other children.



# *How* to Foster Inclusion?

*Just do it* – inclusion can start right now!



# Start with “Person First Language”

Always put the person before the disability!

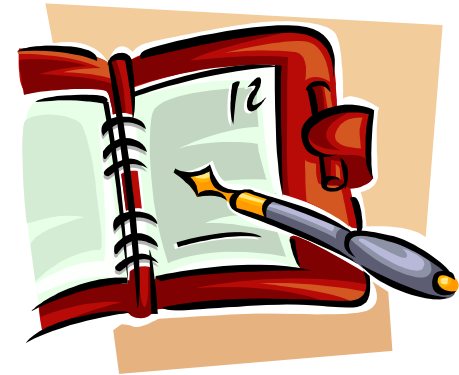
- The “child with Down syndrome,” not the “Down syndrome child”
- The “child with epilepsy,” not “an epileptic child”
- The “kids with special needs,” not “the special needs kids”
- It’s not even “the inclusion kids”!



# Providers Need to Know...

They should:

- Remember each child is an individual.
- Collaborate with families.
- Commit to train and support staff.
- Ensure adequate ratios of adults to children.
- Identify resources in the community.
- Develop a plan for inclusion.
- Celebrate successes!



# An Inclusive Program...

Undertakes required activities to ensure equal access to the facility, programs, and services, including:

- Eliminating or modifying eligibility criteria which discriminate simply on the basis of disability.
- Removing barriers.
- Making reasonable modifications in policies, practices and procedures.
- Providing auxiliary aids and services to ensure effective communication.



# The Reality is...

- You will likely have to change ratios in your programs (which will benefit ALL children).
- Families will help you learn what you need to know to make accommodations for their child.
- The cost of inclusion is just the cost of doing business and you can plan for it.
- ALL children benefit as they live and play together, learning to appreciate differences.



# *Who* Benefits?

- Organizations—more youth served
- Kids without disabilities—diversity sensibilities increased, heightened compassion for self and others
- Kids with disabilities—new opportunities, expanded horizons
- Parents/families—more options for kids; raised expectation/ see kids in new light
- Community—better child outcomes

*Everyone!*



# Thoughts from Four Young People with disabilities

- “We can only grow as much as there is room. The space to grow is key.”
- “Though you may have the same disability as someone else, you may have different needs.”
- “It takes a lot to change peoples’ attitudes so you have to do it repeatedly and in an attention getting way.”
- “A good attitude is not *can* you, but *how* can you?”



# INCLUSION Means...

Creating Communities where Everyone  
is Welcomed and Valued.



Remember...It's the Right Thing to Do!



# Resources for Providers

## Training and Technical Support for Inclusion:

Kids Included Together – San Diego, Inc  
(858) 320-2050 [www.kitonline.org](http://www.kitonline.org)

## Disability Awareness:

Easter Seals [www.easterseals.org](http://www.easterseals.org)

United Cerebral Palsy [www.ucp.org](http://www.ucp.org)

National Association for Down Syndrome [www.nads.org](http://www.nads.org)

Autism Society of American [www.autism-society.org](http://www.autism-society.org)

Kids on the Block [www.kotb.com](http://www.kotb.com)

Braille Institute [www.brailleinstitute.org](http://www.brailleinstitute.org)

Canine Companions for Independence [www.caninecompanions.org](http://www.caninecompanions.org)

## ADA Information:

Department of Justice [www.usdoj.gov/disabilities.html](http://www.usdoj.gov/disabilities.html)

Child Care Law Center, San Francisco [www.childcarelaw.org](http://www.childcarelaw.org)

