

# Disability Awareness and Social Inclusion

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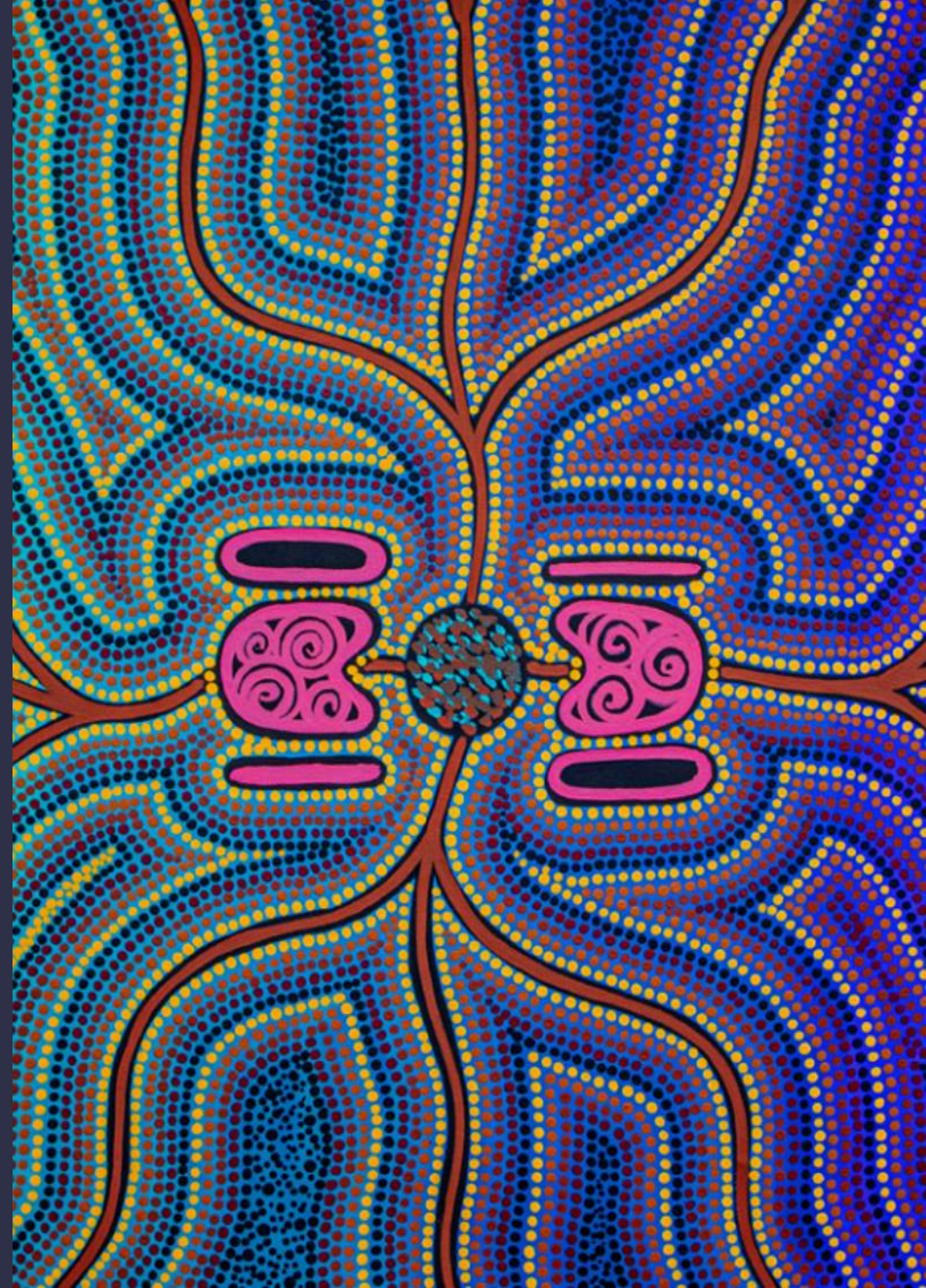


# Kaya

## Acknowledgement of Country

Inclusion Solutions would like to acknowledge and pay our respects to Aboriginal and Torres Strait Islander Elders past and present.

We acknowledge the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples on this land and commit to building an inclusive future together.



# How we work

## Who we support

- Sporting Clubs
- Community Groups
- Government Authorities
- Sporting Associations
- Schools
- Organisations

## What we do

- Workshops
- Club Mentoring
- Professional Development Sessions
- Consultation and Engagement
- Specialist Projects



# Workshop Content

- Disability Awareness
- Terminology
- Principles of Social Inclusion
- Social Role Valorisation
- Case Studies

We will send through a PDF copy of all the slides to the organiser to distribute after the workshop.



# What is a disability?

The Disability Discrimination Act 1992 defines disability as:

- A restriction, limitation, or loss of a person's bodily or mental function;
- Total or partial loss of a part of the body;
- The presence of organisms causing disease or illness;
- A disorder resulting in a person learning differently; or
- A disorder, illness, or disease that affects a person's thought processes, perception of reality, emotions or judgment.



# Models of disability



Human Rights



Charity



Medical



Social



# Community Demographics

32.2% of population born overseas

27.9% of people are over 55

2.7 million people

20.6% of population are people with a disability

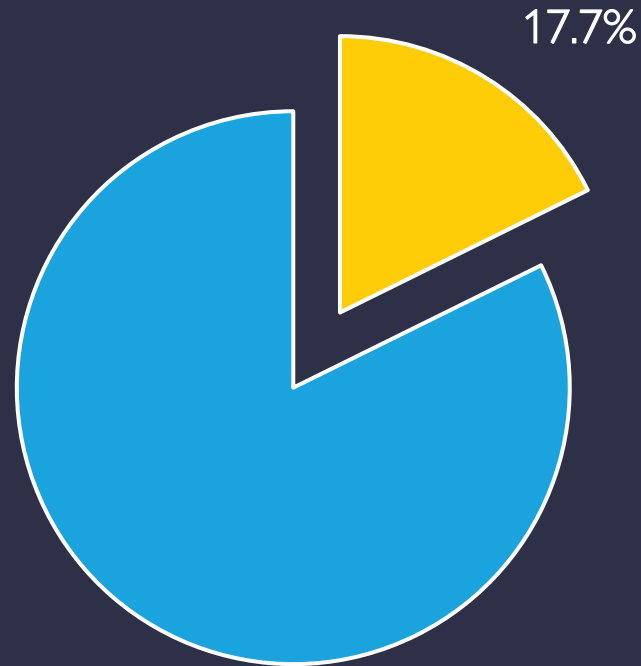
43.7% of adults will experience a mental disorder at some stage

3.3% of population are Aboriginal and Torres Strait Islander peoples

Up to 11% of people may have a diverse sexual orientation, sex or gender identity



# How many people in Australia identify as having a disability?



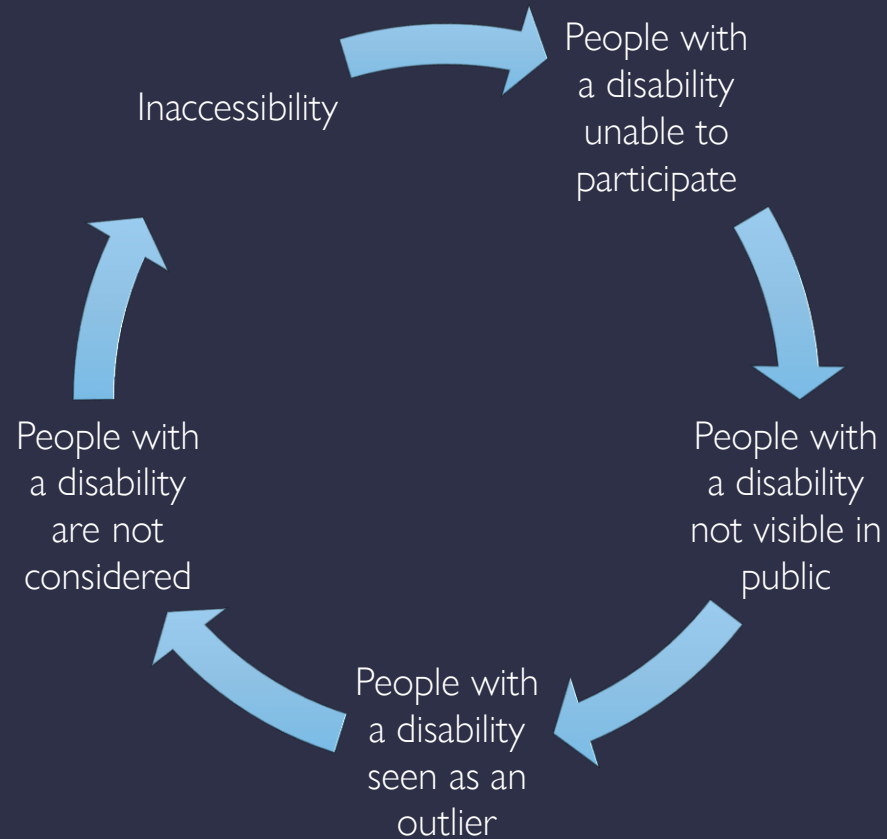
1 in 6 people identify as having a disability

*Australian Bureau of Statistics – Survey of Disability, Ageing & Carers (2018)*





# The Inaccessibility Cycle



# Terminology

Put the person first



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# Reflections

- Think of a time where you felt welcomed whilst playing sport
- Think of a time where you felt or have seen someone feel unwelcomed

Discuss in small groups for 3-5 minutes



# 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.



# Dimensions of Inclusion

- ▶ Sharing the Ordinary Place
- ▶ Choice and Control
- ▶ Contributing
- ▶ Being Someone
- ▶ Belonging



# Sharing the Ordinary Place

Being an active community contributor, not just a community tourist, in places where regular people do regular things and where personal (not just professional) relationships are shared.



# Choice and Control

Who we become depends on the big decisions we make, but also the small and seemingly insignificant decisions. Choices are based on life experiences, and give us the opportunity to experience the dignity of risk.



# Contributing

The ability and freedom to give of ourselves; whether that be contributions of time, money, help, support or one of our personal and unique gifts.





# Being Someone

Having qualities that relate to being a person who has individuality. Being someone means you are considered to be a valued member of community and who matters to others.



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# Belonging

We achieve belonging by creating an environment where people are feeling accepted and valued for being themselves.



# How do the dimensions impact your life?

Think about your own community.

It could be your neighbourhood, your local club even your family or friendship circle...

- Where do you **share an ordinary place** in your community?
- How are you given **choice & control** in your community?
- How do you **contribute** to your community?
- How does your community **identify you as an individual**?
- What makes you **feel valued** in your community?

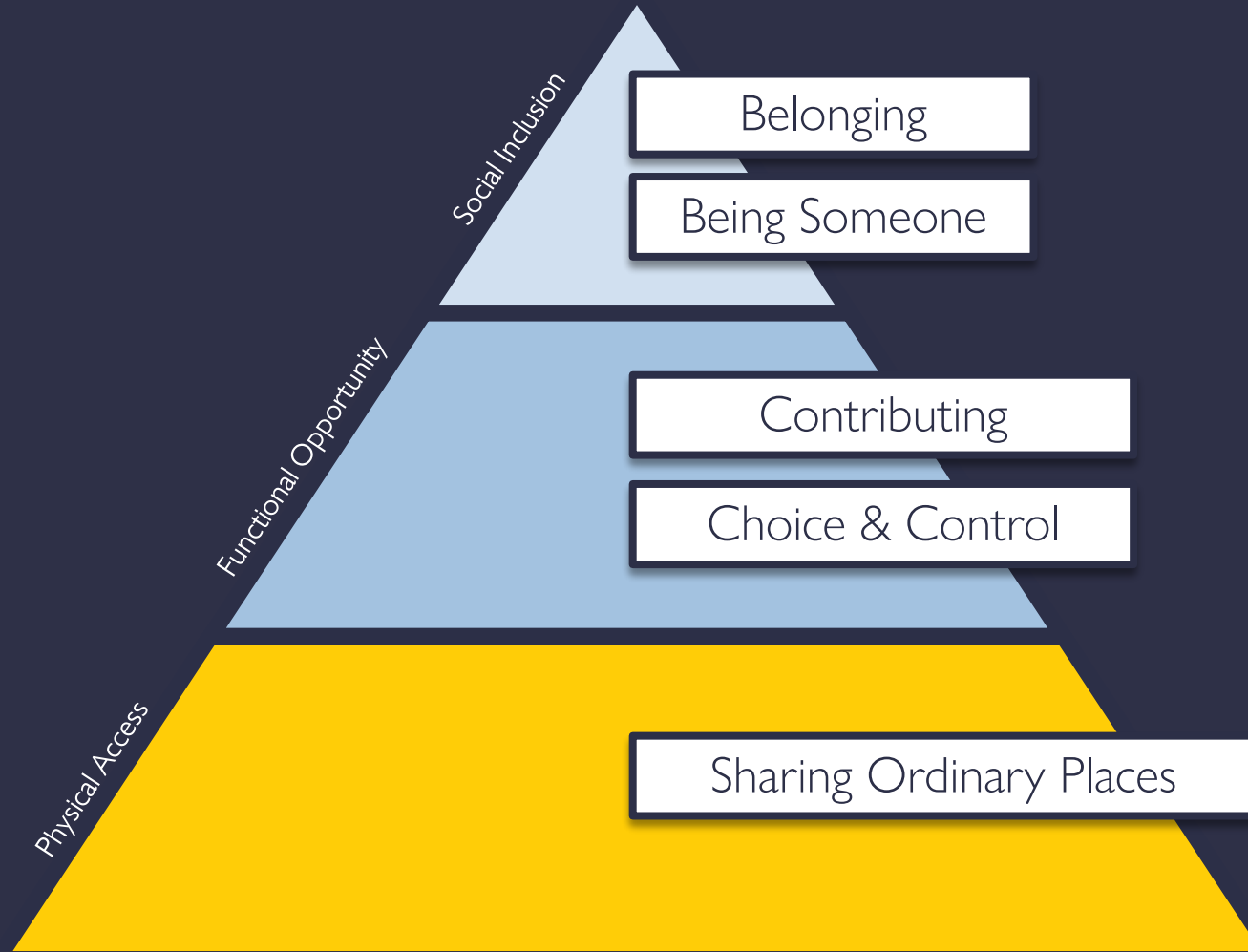




## Inclusion Pyramid

*"Making friends within inclusive community recreation programs" Schleien, Green & Stone (2003)*



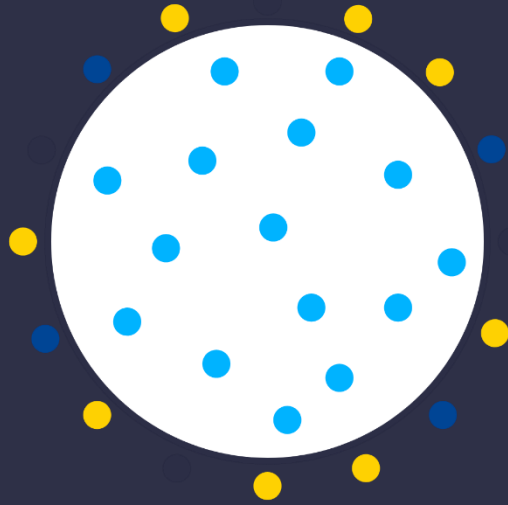


# Pyramid + Dimensions

*Combining two theories*

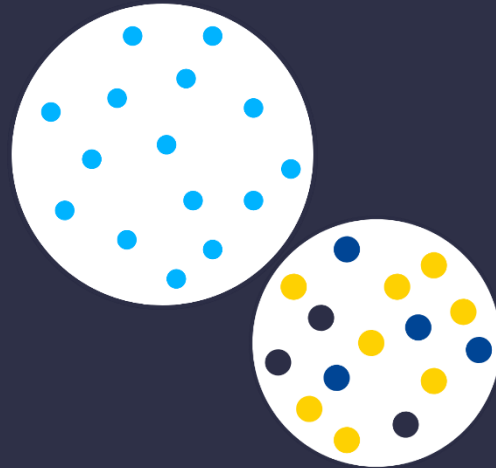
# Inclusion Spectrum

Is it *really* inclusion?



## Exclusion

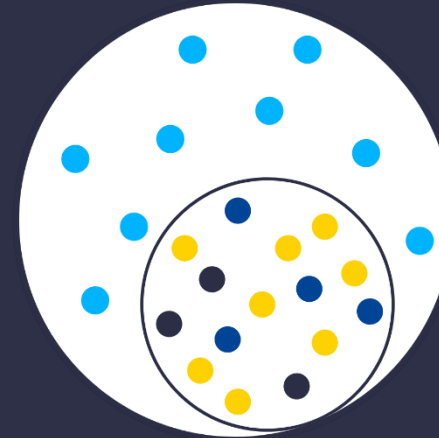
Denied access to community



## Segregation

Grouping based on similarities

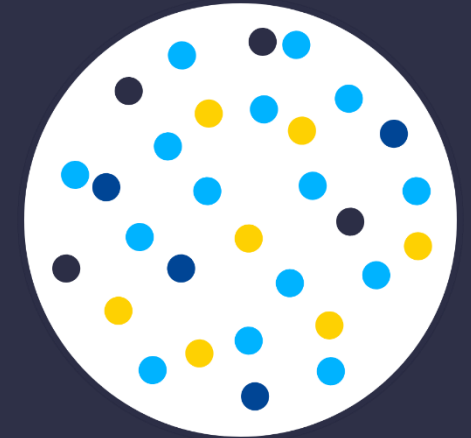
Superfins



## Integration

Opportunities based on skill

U18s / United Reds



## Inclusion

An active role in community

Your Baseball community?





# Karratha-Dampier Tee Ball Club

- Estimated new memberships – 20 @ \$100pp
- Volunteer benefits p.a.= \$3,500
- Increased exposure on social media, on radio and in print – estimated= \$1,500-\$2,000
- Increased good will amongst community (immeasurable)
- New gear (bats, gloves, balls, trailer, storage cages etc.) through grants \$5,800 (received over two years)
- Stronger links to service providers, schools etc.
- Led to new junior competition starting up
- Estimated economic benefit of \$12-\$14k p.a





# Coolbinia Bombers JFC

- ▶ 139 new members over three seasons (\$30,000+)
- ▶ 60 volunteers donating total of 2,880 hours valued @ \$79,056 (VWA Calculator)
- ▶ Increase social media, print and radio presence led to sponsorship opportunities
- ▶ Estimated 1,000+ hours of increased physical activity amongst participants
- ▶ Public speaking opportunities bringing in excess of \$2,000 p.a as an additional income stream for the club
- ▶ Developed link with Fremantle Dockers as a Corporate Sponsor
- ▶ Bar and canteen sales up by 25%, merchandise up by 10%
- ▶ Physical activity and social benefits increased = greater leverage with the LGA
- ▶ Estimated economic benefit is in the vicinity of \$95,000 p.a.

*“Personally I believe \$800K building upgrade occurred sooner than would have been the case as a direct result of Starkick. We were pushed higher up the ladder of ‘importance’ for sure” Rob Geersen.*





# West Coast Wolverines American Football Club

- Have a Club Welcomer
- Inclusive umpiring
- Introducing names and pronouns
- Modified signs, visual cues and gestures
- Ask more questions and listen
- Be flexible and understanding of others
- Be creative!



# What you can do right now to be more inclusive

- Give an authentic and personal Acknowledgement of Country at events
- Explore an LGBTQIA+ competency course
- Introduce your own name and pronouns
- Educate yourself on Aboriginal competency
- Look at partnering with multicultural or other advocacy groups
- Celebrate team wins and success stories
- Explore a Deaf Awareness Training
- Learn about culturally significant events and host a social event for your team
- Consider accessible communications and advertising (ie. image descriptions)



# Thank You

Stay in touch!

08 9443 7226

[www.inclusionsolutions.org.au](http://www.inclusionsolutions.org.au)

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