

SDF Community Inclusion Initiative - Community of Practice

Topic 1: What does Community Inclusion look like?

What is this?

This is the first in a series of resources to support providers of disability day services and community participation to increase community inclusion for people with disability. It is based on best practice and research as well as feedback from organisations participating in the NDS Community Inclusion Initiative. It is intended as a conversation starter with frontline disability workers and managers, but can also be used with people with disability and their families.

1. What do we mean by community inclusion?

purpose

✓ Individual purpose and meaning

- Doing things that have a purpose, are meaningful and are personally selected

✓ Diversity of choices

Doing things that most members of the community do:

- Employment
- Education and training
- Recreation and leisure
- Volunteering
- Civic and political activities



✓ Non-segregated settings

- Doing things in ordinary places used by other members of the community

✓ Level of Inclusion

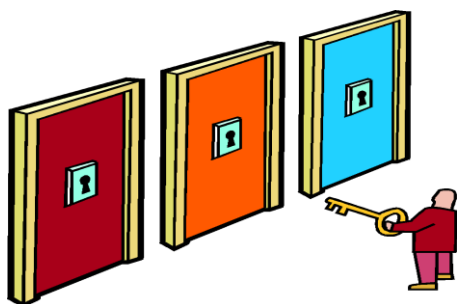
Participation: developing connections and friendships – a sense of belonging

Encounter: incidental meetings with strangers that may or may not go on to form relationships, e.g. shop staff, local people at libraries, community centres

Presence: physically being in the community but having little or no contact with others



2. Are there definable outcomes of community inclusion?



- ✓ Choices are self-selected
- ✓ Pleasure is expressed when participating
- ✓ Just the right amount of support is provided

- ✓ Receive a wage or income
- ✓ New life and independence skills are acquired
- ✓ Contributions are acknowledged



↑ Time in community settings
↓ Time in segregated settings

- ↑ New connections and friends each year
- ↑ Health status
- ↓ Complex behaviours
- ↓ Behaviour management medication



Topic 1: Discussion questions

- What does community inclusion look like for people using your service?
- What outcomes do they want?
- What does community inclusion mean in your life? What about your family?
- What outcomes would you expect? Are they different?



3. How can we increase social and unpaid relationships in a person's life?

Families

- ✓ See as a valuable resource
- ✓ Ask about their networks and potential supporters

Person

- ✓ Who they want to share time with
- ✓ What interests them the most
- ✓ Encourage to try something new
- ✓ Use communication tools to make sure you hear their choices



Staff

- ✓ Discuss what inclusion looks like
- ✓ Encourage creativity in finding options – move beyond staff personal interests
- ✓ Visit locations
- ✓ Seek support of people in charge
- ✓ Be honest about level of support needed
- ✓ Use networks

Make
BIG
Changes
in
SMALL
Steps

Time

- ✓ Recognise it takes time to make connections and build friendships. Some will last a short time & some will last a lifetime

Commitment

- ✓ Move ahead one person at a time; 'no matter what'



Discussion Questions

- Who do people who use your service want to spend more time with?
- How can you support them increase their social and unpaid relationships?

Community Inclusion looks like...



Presence



Encounter



Participation



David gets \$2.50 everyday from the day service office to purchase the paper because he enjoys walking to the shops and 'running errands'

The day service encourages staff to ask David to buy their coffee and lunches so he can spend more time at the shops. Few staff actually ask David

David is supported to start a local business enterprise where he delivers coffee and lunch orders for local retail and office workers for a fee

Ingrid enjoys cycling so she is put in the Tuesday bike riding group conducted at the day service. All participants get a turn riding around the day service car park which is adjacent to the local shopping centre car park

Twice a month the day service staff take Ingrid and three other service users to cycle around the town's cycling paths

Ingrid spends three hours a week at the local bike shop learning how to change tyres and adjust gears and chains. Ingrid is introduced to the local Bicycle Users' Group and is slowly gaining confidence to go on their fortnightly rides

?

Discussion Questions

- Can you think of an example of community inclusion for someone using your service which is just 'Presence'
- What would an 'Encounter' look like?
- How could 'Participation' be achieved?

Want to know more?

Read

Having a Good Day? A study of community-based day activities for people with learning disabilities –Social Care Institute for Excellence (SCIE UK) 2007 ([link](#))

John O'Brien, *Dimensions of Inclusion* ([link](#))

Watch

Living a good life: personal support networks

Queensland's Southern Cross University in collaboration with the University of Sydney through the Practical Design Fund (2013) ([Link](#))

NDIS videos of individual's stories

<http://www.ndis.gov.au/people-disabilityvideos-and-stories/videos#11>

Heather Simmons, *Values of Inclusion*

<https://www.youtube.com/watch?v=gcbliXFFIPw>



Contact
Us

We are interested to hear from people about community inclusion. Tell us what you think about these resources or any of the issues raised. What do you agree with? What have we missed?

Get in touch via the project manager, James Bannister on james.bannister@NDS.org.au