PLWG
PROGRAM LEADERS WORKING GROUP

A Proactive Approach to Inclusion of Individuals with Disabilities

By

Jennifer Taylor-Winney

July 15, 2020

Inclusion

- Inclusion is defined as transforming communities based on social justice principles in which all community members:
  - Are presumed **competent**;
  - Are recruited and welcomed as **valued** members of their community;
  - Fully participate and learn **with their peers;** and
  - Experience reciprocal **social relationships**.

  (The National Center on Health, Physical Activity and Disability, 2020)

PLWG
PROGRAM LEADERS
WORKING GROUP

Understanding Scope

- 1 in 7 (14%) children ages 3-17 have a developmental disability. (U.S Department of Health & Human Services, 2019)

- 1 in 4 (26%) adults in the United States have some type of disability. (National Center on Birth Defects and Developmental Disabilities, CDC, 2019)

- 2 in 5 adults 65 and older have a disability. (National Center on Birth Defects and Developmental Disabilities, CDC, 2019)

- Benefits of inclusion for youth with disabilities.
  - Higher academic achievement
  - Improved school attendance
  - Higher aspirations
  - Improved social competence
  - Improved Behavior

- Inclusion does not negatively impact the learning of other youth.

- Inclusion of adults with disabilities can reduce social isolation, encourage social engagement, increase physical activity.

PLWG
PROGRAM LEADERS
WORKING GROUP

Poll

Do feel you are more proactive or reactive to meeting the needs of individuals with disabilities in your programs?

PLWG
PROGRAM LEADERS
WORKING GROUP

Approaches

PROACTIVE

- Planning for inclusion throughout the entire process.
- Becomes an expected norm
- Energy efficient
- Serves a wider scope of individuals
- Promotes DEI

REACTIVE

- Planning for inclusion only in response to a request.
- Each instance needs priority
- Adds stress to Stakeholders
- May limit accommodations

PLWG
PROGRAM LEADERS
WORKING GROUP

Chat

- What are the most common accommodations you make in your programs for individuals with disabilities?

- Take 15-30 seconds

PLWG
PROGRAM LEADERS
WORKING GROUP

Poll

1. How easy or difficult is it to make accommodations
   1. Very easy
   2. Somewhat easy
   3. Neither easy or difficult
   4. Somewhat difficult
   5. Very difficult

2. What contributes to the ease or difficulty. (check all that apply)
   - Lack of training
   - Lack of time
   - Lack of support
   - Lack of resources
   - Lack of experience

   Quality Inclusion training
   Time to properly plan
   Positive support
   Resources are available
   Personal experience

PLWG
PROGRAM LEADERS
WORKING GROUP

Proactive Inclusion

PLWG
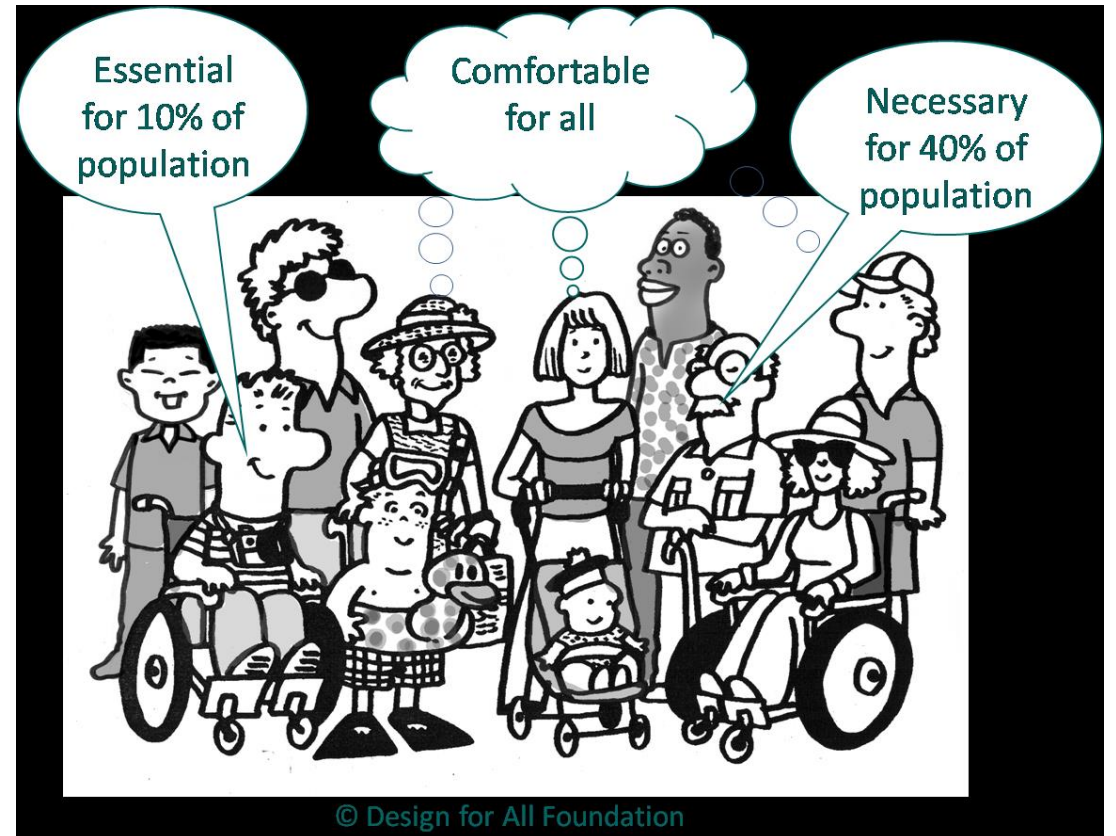PROGRAM LEADERS
WORKING GROUP

Program Planning

1. Explore needs and assets
   ◦ Stakeholders voice
   ◦ Community collaboration

2. Craft your vision
   ◦ Be clear on your commitment to inclusion

3. Create your program plan
   ◦ Utilize principals of universal design

4. Evaluate your plan
   ◦ What worked, what didn't
   ◦ Why?

NOTHING ABOUT US WITHOUT US

PLWG
PROGRAM LEADERS
WORKING GROUP

Universal Design Principles

1. Equitable Use
2. Flexibility in Use
3. Simple and Intuitive Use
4. Perceptible Information
5. Tolerance for Error
6. Low Physical Effort
7. Size and Space For Approach and Use

© Design for All Foundation

PLWG
PROGRAM LEADERS
WORKING GROUP

TREE Framework

PLWG
PROGRAM LEADERS
WORKING GROUP

Teaching

4-H is the youth development program of our nation's Cooperative Extension System and USDA. The PLWG encourages all Cooperative Extension programs to adhere to their Land-grant University nondiscrimination policy in the development and delivery of Extension efforts designed to engage all people.

PLWG
PROGRAM LEADERS
WORKING GROUP

Rules

Equipment

PLWG
PROGRAM LEADERS
WORKING GROUP

Environment

Summary

- Proactive inclusion reduces barriers and allows a broader group to participate in programming.

- By being proactive in our efforts for inclusion we can help reduce the work needed to accommodate individuals

- Being proactive sends a clear message that you are committed to DEI.

PLWG
PROGRAM LEADERS
WORKING GROUP
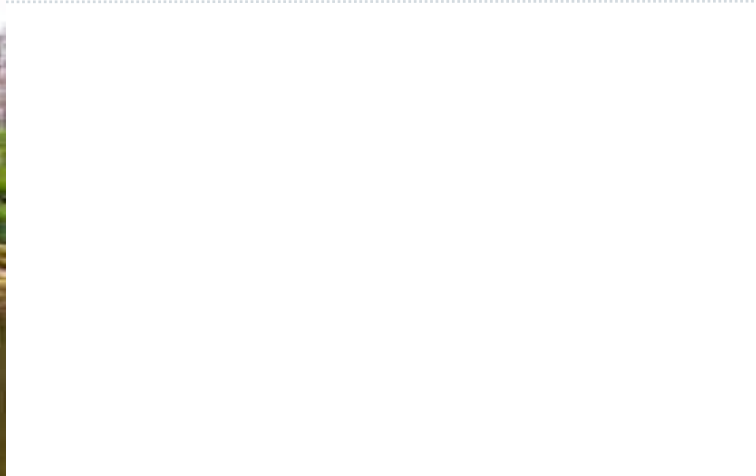
AEBC

- Incarcerated Youth
- Immigrant and Refugee Youth
- LGBTQ + Youth / Community-*recruiting new members*
- Mental Health and Wellbeing-*recruiting new members*
- Youth Experiencing Homelessness
- Youth in Foster Care-*recruiting new members and chair*
- Youth with Disabilities-*recruiting new members*
- Youth Living in Poverty-*recruiting new members and chair*
- Racial and Ethnic Youth:
- African American Youth-*recruiting new members and chair*
- Asian / Pacific Islander Youth-*recruiting new members and chair*
- Latino Advisory Committee
- Native American Youth-*recruiting new members and chair*

- If you are interested in joining a working group please submit an application at;

  https://access-equity-belonging.extension.org/seeking-applications-for-champion-group-members-and-chairs/

4-H is the youth development program of our nation's Cooperative Extension System and USDA. The PLWG encourages all Cooperative Extension programs to adhere to their Land-grant University nondiscrimination policy in the development and delivery of Extension efforts designed to engage all people.

PLWG
PROGRAM LEADERS
WORKING GROUP

Questions?

Contact info:
Jennifer Taylor-Winney: taylorj@mail.wou.edu

IF YOU CURRENTLY HAVE INCLUSION POLICIES, GUIDELINES, PRACTICES, CURRICULUMS, OR SUCCESS STORIES PLEASE SHARE THEM

4-H is the youth development program of our nation's Cooperative Extension System and USDA. The PLWG encourages all Cooperative Extension programs to adhere to their Land-grant University nondiscrimination policy in the development and delivery of Extension efforts designed to engage all people.

PLWG
PROGRAM LEADERS
WORKING GROUP