

Inclusion Conversations

Meaningful and productive conversations on equity, diversity, and inclusion.

BETTER
Together

AASE National Conference 2023

There is no right way to have a conversation about matters of inclusion and diversity. However, it is helpful to be open-minded and respectful. Everyone will bring their own experiences to the conversation. As a group, commit to respecting one another's varying experiences and opinions.

Start with a few **Warm-Up** cards to develop rapport and comfort in your group. Then move on to the **Awareness, Action,** and **Dialogue** cards. Let the conversation be your guide and move on to a new card when contributions begin to falter.

Warm-Up

When did you first become
aware of ableism?

Of disability?

Of neurodiversity?

When did you first become
aware of your own abilities?

Warm-Up

Why is talking about inclusion, ableism, and the concept of neuro-normativity important?

Why now?

Warm-Up

Who do you most look up to on matters of inclusion?

What are their views?

Why have you been drawn to those views?

Warm-Up

What do you think are the controversial disability and inclusion-related issues happening in society today?

What about within your organisation or context?

Awareness

Briefly define segregationist, ableist, and assimilationist policies and ideas.

What are their similarities and differences?

Awareness

When is identifying someone by their disability or difference helpful? When is identifying someone by their disability or difference hurtful?

Hint: Think census data, generalisations, using person first or identify first language etc.

Awareness

When you were a child what kinds of ideas were expressed (by the media, adults in your life, etc.) about inclusion and people with disabilities?

How would you compare this to the ideas expressed in current society?

Action

To be an inclusionist is to be hopeful. We must all find hope.

Where do you find hope and support?

Action

Name a tangible way you can contribute to an inclusive and equitable future in your home, among your friends, within your family, within your workplace, and/or within your community.

Action

What are your inclusion superpowers?

How do you think you can regularly assist the individuals, campaigns, policymakers, and organisations that are challenging inequity and injustice?

Dialogue

Take some time to envision an
inclusive society.

How would it differ from society
right now?

Dialogue

Discuss the diversity of your environment.

In your institution or community, are disabled people more or less likely to be in desirable or leadership roles than non-disabled people?