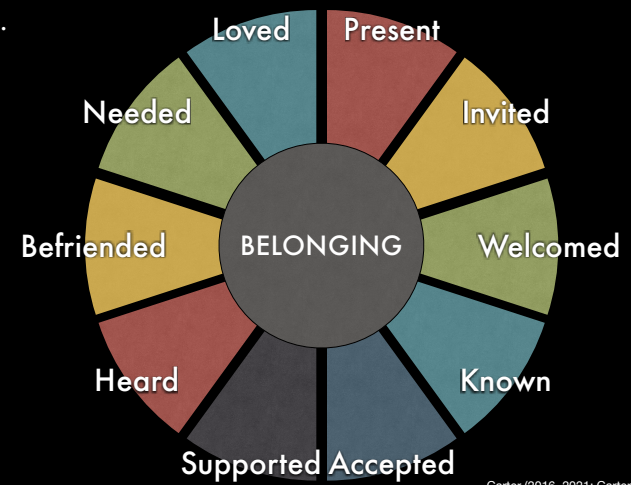


BEYOND INCLUSION MOVING FROM BARRIERS TO BELONGING

ERIK CARTER
BAYLOR UNIVERSITY

1

TO BE...



Carter (2016, 2021; Carter, Biggs, & Boehm (2016))

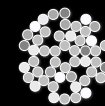
2

REFLECTING ON OUR COMMUNITIES

- What are we doing **well** right now?
- How do we **know**?
- What should we do **better** or **differently**?
- What should we do **next**?



3



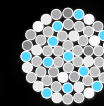
Exclusion



Segregation



Integration



Inclusion



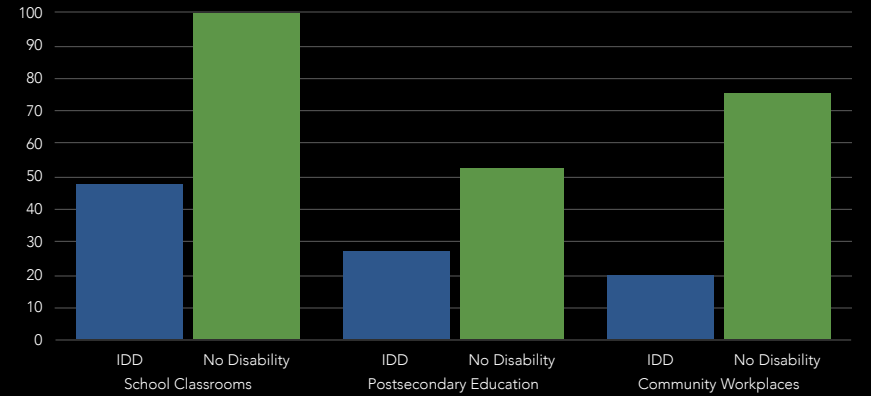
Belonging

4

1. TO BE PRESENT

5

A FEW INDICATORS OF "PRESENCE"



Sources: www.ideadata.org; www.statedata.info; www.nlts2.sri.com; Whitehead (2018)

6

To Be Present

Are the individuals we serve and love involved in community experiences and groups that are important to them?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

7

2. TO BE INVITED

8

**NOT INVITED TO
SOCIAL ACTIVITIES IN
THE PAST 12 MONTHS**

Autism	51%
Intellectual Disability	25%
Physical Disabilities	30%
Visual Impairment	22%
Emotional Disturbance	17%
Learning Disability	11%
Other Health Impairment	12%

Source: www.nlts2.org

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"It's not that we
deliberately excluded them.
In fact, we weren't deliberate at all.
That was the problem."

—A CONGREGATIONAL LEADER

10



11



12

To Be Invited

Is their presence being actively invited and sought out by the community?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

13

3. TO BE WELCOMED

14

"We felt like we were wanted."

-A PARENT

15

To Be Welcomed

Are they experiencing a warm—even extravagant—welcome whenever they arrive?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

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4. TO BE KNOWN

17

Intellectual disability is “characterized by **SIGNIFICANT LIMITATIONS** both in intellectual functioning and in adaptive behavior, which covers many everyday social and practical skills.”

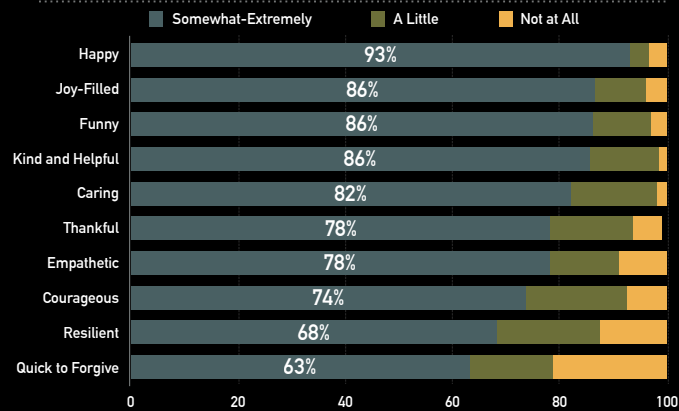
American Association on Intellectual and Developmental Disabilities

Autism is characterized by...

- **DEFICITS** in social-emotional reciprocity; ranging from abnormal social approach and failure of normal back and forth conversation through reduced sharing of interests, emotions, and affect and response to total lack of initiation of social interaction.
 - **DEFICITS** in nonverbal communicative behaviors used for social interaction; ranging from poorly integrated- verbal and nonverbal communication, through abnormalities in eye contact and body-language, or deficits in understanding and use of nonverbal communication, to total lack of facial expression or gestures.
 - **DEFICITS** in developing and maintaining relationships, appropriate to developmental level (beyond those with caregivers); ranging from difficulties adjusting behavior to suit different social contexts through difficulties in sharing imaginative play and in making friends to an apparent absence of interest in people
- American Psychological Association

18

HOW MUCH IS EACH TRAIT CHARACTERISTIC OF YOUR CHILD?



19



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To Be Known

Are they known personally and for the strengths and gifts they possess?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

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5. TO BE **ACCEPTED**

22

- "We just are not equipped to serve your daughter."
- "We don't really do inclusion here."
- "Perhaps you'd feel more comfortable somewhere that has a special program for her."
- "We aren't really sure he will get much out of being in our typical program."
- "Her behaviors are a bit of a distraction."
- "I'm not sure we have the budget to make these changes."

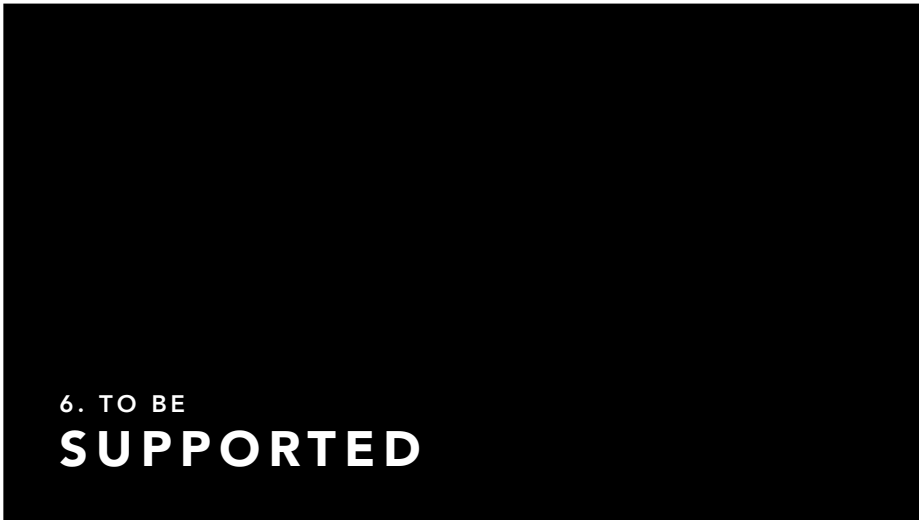
23

To Be Accepted

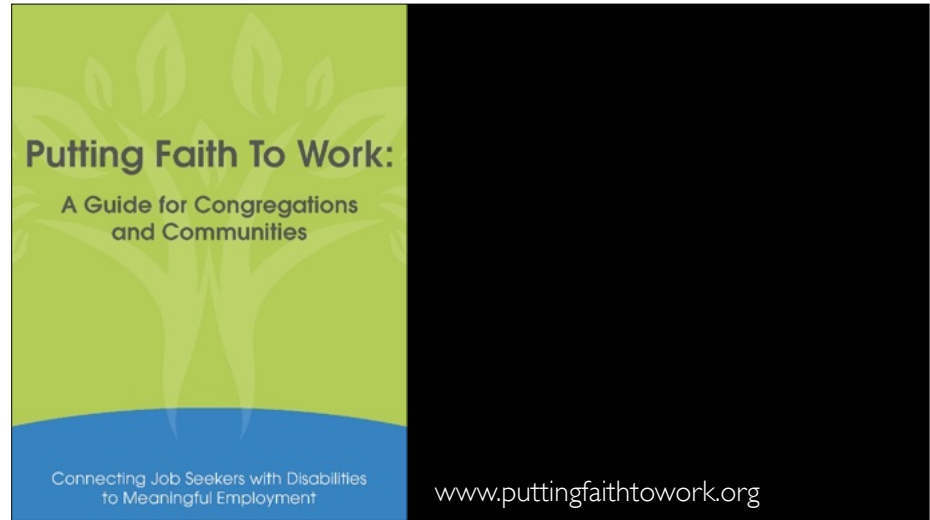
Are they received unconditionally and graciously and with an attitude of acceptance?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

24



25



26



27

To Be Supported
 Are they receiving the assistance they need to participate fully and meaningfully?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY?	WHAT SHOULD WE DO NEXT?

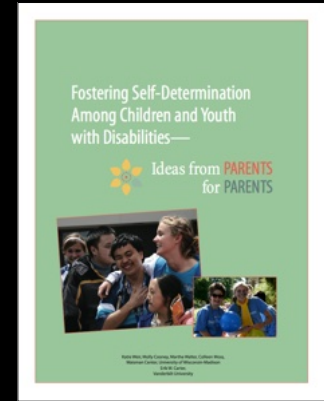
28

7. TO BE HEARD

29

A GUIDE FOR FAMILIES

- Choice-making
- Decision-making
- Problem-solving
- Goal-setting
- Self-management strategies
- Self-advocacy and leadership
- Self-awareness & self-knowledge



<http://www.waisman.wisc.edu/naturalsupports/pdfs/FosteringSelfDetermination.pdf>

30

To Be Heard

Are their preferences and perspectives being sought out on issues that matter?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

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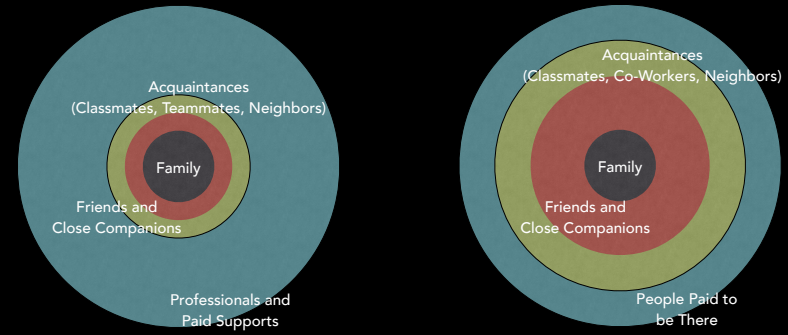
8. TO BE BEFRIENDED

32

“... alone we are poor,
together we are rich.”

—SUE MOSTELLER

33



Biggs & Carter (2017)

34

Young Adults With...	Who Saw Friends Outside Of Work At Least Weekly
Autism	48%
Intellectual Disability	58%
Multiple Disabilities	53%
Deaf-Blindness	63%
Orthopedic Impairment	66%
Emotional Disturbance	75%
Hearing Impairment	75%
Traumatic Brain Injury	77%
Visual Impairment	77%
Other Health Impairment	80%
Learning Disabilities	83%
Speech/Language	84%

Source: Newman, Wagner, Knokey, Marder, et al. (2011)

35

Whatever it is that rights and choice can do
—and we do not have to prove that they can
do a lot of very important things—
**but whatever rights and choice can do,
they are not going to make me
your friend.**

—HANS RENDERS

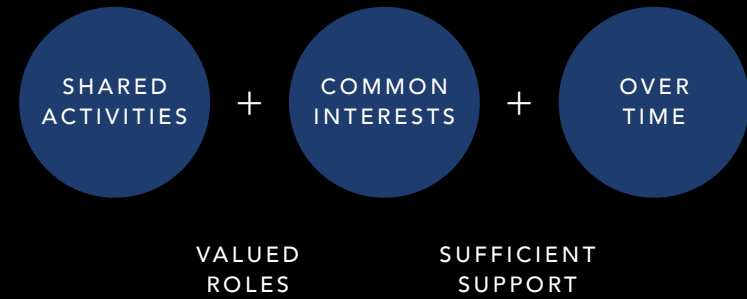
36

CAN WE NAME PEOPLE SHE CAN...

- Eat with?
- Walk with?
- Celebrate with?
- Cry with?
- Play with?
- Pray with?
- Shop with?
- Watch the big game with?
- Do absolutely nothing with?

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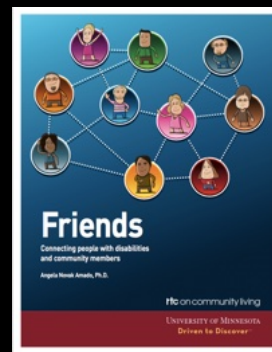
THE "FRIENDSHIP FORMULA"



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FORGING COMMUNITY CONNECTIONS

- Strategy 1: Identify who the person already knows and where the relationship can be strengthened and deepened
- Strategy 2: Identify who would appreciate this person's gifts
- Strategy 3: Identify where you can find an interested person
- Strategy 4: Identify associations and clubs
- Strategy 5: Identify community places where people engage in one of this person's interests
- Strategy 6: Identify community places that are hospitable and welcoming
- Strategy 7: Identify places where the person can fit in just the way they are



http://tc.umn.edu/docs/Friends_Connecting_people_with_disabilities_and_community_members.pdf

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To Be Befriended

Are they developing and enjoying friendships in the community?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

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9. TO BE
NEEDED

41

To Be Needed

Are their talents, gifts, and contributions being recognized and drawn upon?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

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10. TO BE
LOVED

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To Be Loved

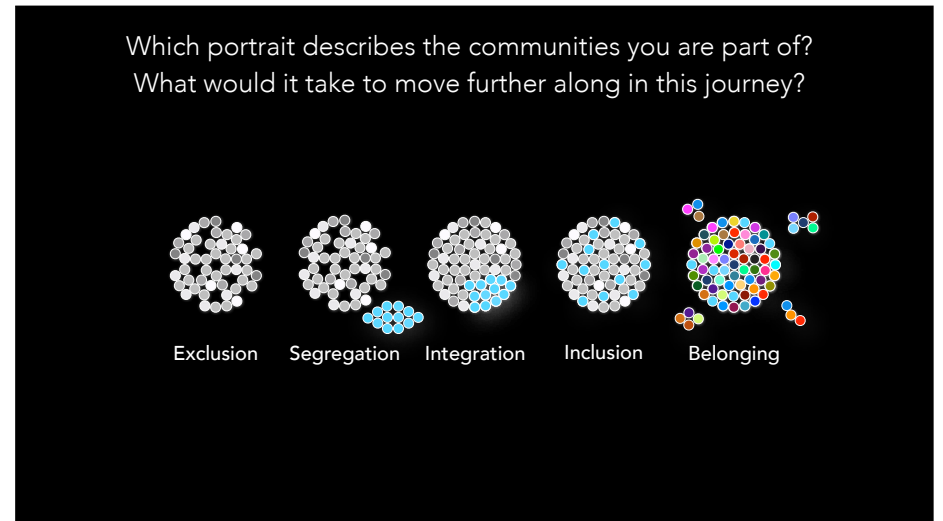
Are they experiencing the deep and unconditional love of others?

WHAT ARE WE DOING REALLY WELL RIGHT NOW?	HOW DO WE KNOW ?	WHAT SHOULD WE DO BETTER OR DIFFERENTLY ?	WHAT SHOULD WE DO NEXT ?

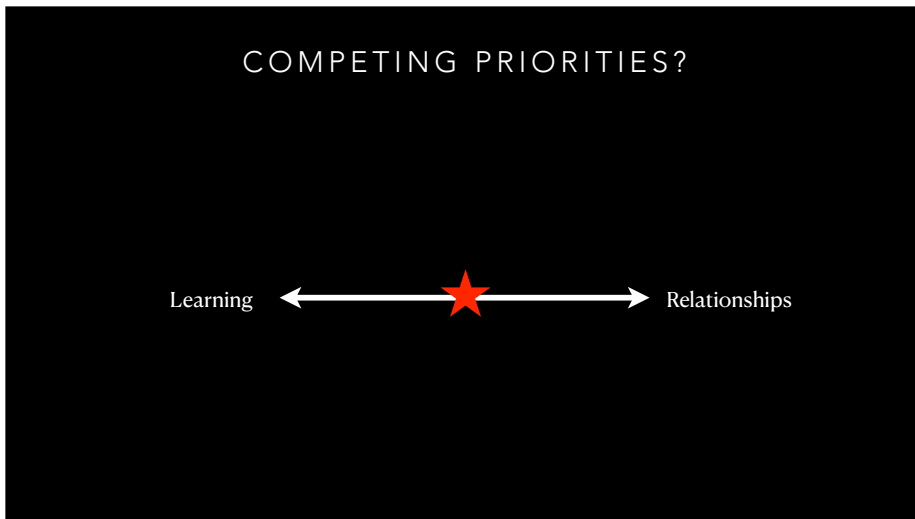
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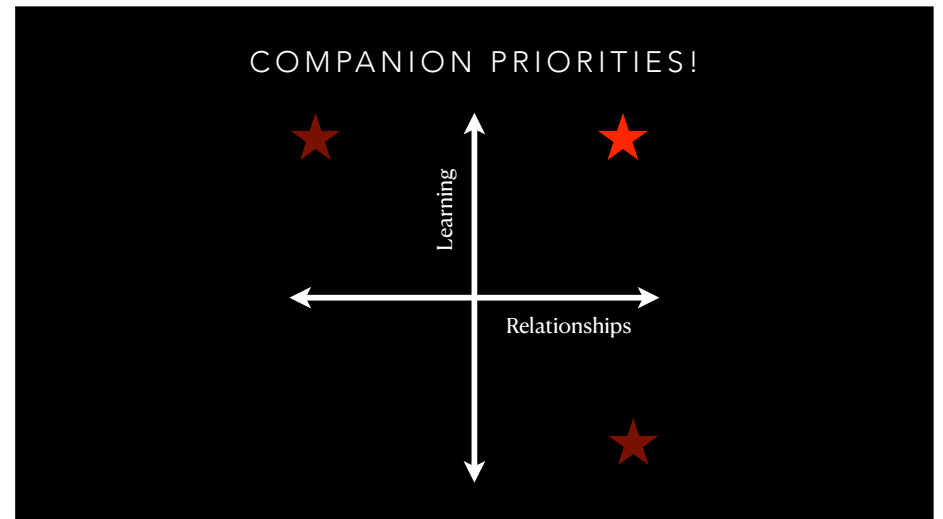
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BEYOND INCLUSION

MOVING FROM BARRIERS
TO BELONGING

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