

Dire Dawa University
College of Social Science & Humanities
Department of Psychology

Inclusiveness

Dire Dawa University

Chapter 4

Promoting Inclusive Culture

4.1. Definition of Inclusive Culture

- As stated in chapter 2, inclusion promotes the creation of accommodative community that ensures the belongingness and social networking among members of the community.
- Culture is “the ideas, customs, and social behavior of a particular people or society.”
- Culture plays a huge role in accommodating the diverse needs of individuals and groups.
- An inclusive culture involves the full and successful integration of diverse people in different forms of areas where people will work and live together such as work place, schools, villages etc.

- Inclusive culture encompasses both formal and informal policies and practices, and involves several core values such as:
 - **Representation:** (The presence of people with disabilities across a range of membership and leadership within the community and given institution);
 - **Receptivity:** (Respect for differences);
 - **Fairness:** (Equitable access to all resources, opportunities, networks and decision-making processes).

4.2. Dimensions of inclusive culture

- There are three dimensions/elements of an inclusive culture:
 1. Universal design refers to the construction of structures, spaces, services, communications and resources that are organically accessible to a range of people with and without disabilities, without further need for modification or accommodation.
 2. Recruitment (Training and Advancement Opportunities)
- This dimension of inclusive culture refers to the promotion of recruitment and training of PWDs for a certain position and advance their professional knowledge and competence.
 3. Workplace Accommodations and Accessibility (Policy & Practice) plays a critical role in generating meaningful inclusion of people with disabilities.
 - In addition to recruitment, training and advancement, workplace policies need to be carefully planned for the provision of reasonable accommodations.

4.3. Building inclusive community

- An inclusive community:
 - Establishes foundation that respects all citizens, gives them full access to resources, and promotes equal treatment and opportunity;
 - Works to eliminate all forms of discrimination;
 - Engages all its citizens in decision-making processes that affect their lives;
 - Values diversity; and
 - Responds quickly to racist and other discriminating incidents.

- An inclusive society aims at empowering and promoting social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic, or other status.
- It is a society that leaves no one behind.
- We work to ensure that societies are open and inclusive to all.
- The following factors justify why building an inclusive community is important:
 - Acts of exclusion and injustice based on group identity and other factors should not be allowed to occur and/or continue;
 - All people have the right to be part of decisions that affect their lives and the groups they belong to; and
 - Diversity enriches our lives, so it is worthwhile to value our community's diversity.

- An inclusive community is characterized by the following features:
 - Integrative and cooperative;
 - Interactive;
 - Invested;
 - Diverse;
 - Equitable;
 - Accessible and Sensitive;
 - Participatory;
 - Safe.

- In an inclusive society or institution having inclusive culture, there is a need of leaders having inclusive behavior such as:
 - Empowerment;
 - Accountability;
 - Courage;
 - Humility.

4.5. Inclusive values in terms of cultural norms

- Inclusion is most importantly seen as putting inclusive values into action.
- The seven pillars of inclusion are:
 - Access;
 - Attitude;
 - Choice;
 - Partnership;
 - Communication;
 - Policy; and
 - Opportunity.

- Alongside these pillars of inclusion, the following are the frameworks of inclusive values:
 - Equality;
 - Rights;
 - Participation;
 - Community;
 - Respect for Diversity;
 - Sustainability;
 - Non-violence;

- Trust;
- Compassion;
- Honesty;
- Courage;
- Joy;
- Love;
- Hope/Optimism; and
- Beauty.

A framework of
inclusive values



4.6. Indigenous Inclusive Values and Practices

- Indigenous values are customs and norms of a society developed in the course of the past cultural practices and enriched and transferred from generation to generation.
- Incorporating Indigenous ways of learning into educational practices has potential to benefit both Indigenous and non-Indigenous learners.

- In modern curriculum the following skills are needed to be included:
 - Collaboration;
 - Creativity;
 - Innovation;
 - Problem-solving;
 - Inquiry;
 - Multicultural literacy, etc.
- Indigenous knowledge and practice should be carefully treated avoiding harmful cultural beliefs.

Activities

- 1.What are the manifestations of inclusive culture?
- 2.What are the key values of inclusive culture?
- 3.What are the benefits of inclusive culture to PWDs?