Addis Ababa University
College of Education and Behavioral Studies
Department of Special Needs Education

Inclusiveness

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.

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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.

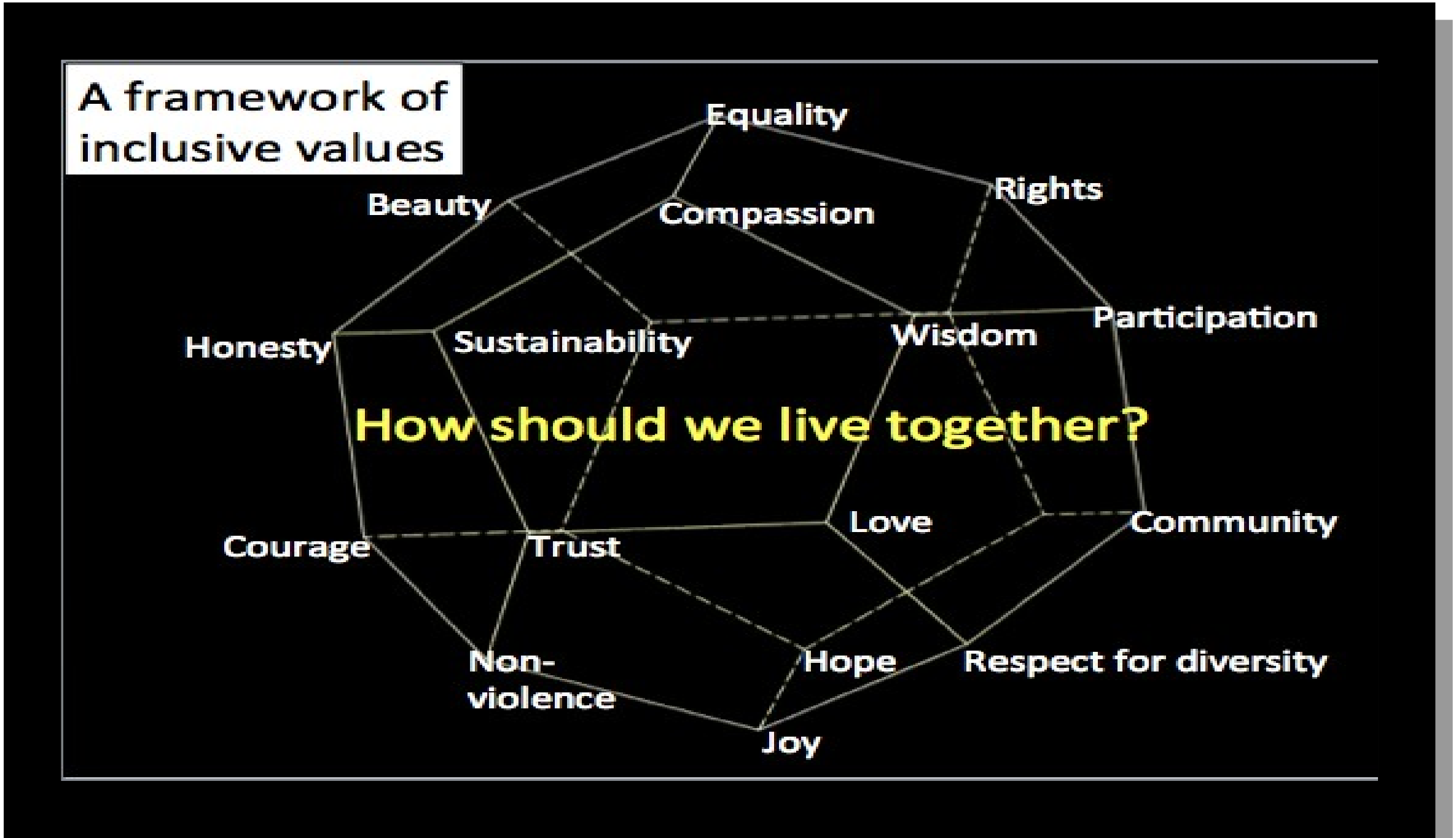
- In an inclusive society or institution having inclusive culture, there is a need of leaders having inclusive behavior such as:
  - Empowerment;
  - Accountability;
  - Courage;
  - Humility.

4.4. 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
Equality
Rights
Beauty
Compassion
Participation
Honesty
Sustainability
Wisdom
How should we live together?
Love
Community
Courage
Trust
Non-violence
Hope
Respect for diversity
Joy

4.5. 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?