WELL COME

Inclusiveness

By:

Getenet B.

Be Optimistic / Hopeful

Chapter One

Basic Terms & their meanings

- **Impairment**
  - refers to injury, deficiency or loss of part of a body.
  - it is an abnormality of body structure, appearance or organ.
  - It is lessening the function of an individual.
- **Disability**
  - Physical, psychological or neurological deviation that may result from impairment for specific functions.
  - It is any restriction or lack of ability to perform an activity considered normal for a human being within similar range

Cont…

- It may result from impairment but not always.

- **Handicap**
  - refers to the result of any condition or deviation, physical, mental or emotional, that inhibits or prevents achievement, acceptance, and participation in economic and social activities.
  - It is the disadvantaged and dependence status of an individual.

Cont…

The full inclusion of people with impairments in society can be inhibited by:

1. Attitudinal (societal barriers, such as stigma)
2. Physical barriers (environmental barriers, such as absence of stairs), and
3. Policy barriers (systemic barriers),

Definition of disability

- Medical Approach

=Disability means functional limitations due to physical, intellectual or psychic impairment, health or psychic disorders on a person (WHO, 1996).

Cont…

- The social definition of disability:

= Disability largely depends on the context and is a consequence of discrimination, prejudice and exclusion.

= Emphasizes the shortcomings in the environment and in many organized activities in society, for example on information, communication and education, which prevent persons with disabilities from participating on equal terms.

Cont…

Causes of Disability

- Disability can be caused by the following factors.

=Genetic Causes Abnormalities in genes and genetic inheritance

=Environmental factor such as Poverty and malnutrition in pregnant mothers can cause a deficiency in vital minerals and result in deformation issues in the unborn child.

Cont..

= The use of drugs, alcohol, tobacco, the exposure to certain toxic chemicals and illnesses, toxoplasmosis, cytomegalovirus, rubella and syphilis by a pregnant mother can cause intellectual disability to the child.

= Childhood diseases such as a whooping cough, measles, and chicken pox may lead to meningitis and encephalitis.

= Unfortunate life events such as drowning, automobile accidents, falls

=

Some type of disabilities:

1. **Visual impairment**

Visual impairment in general designates two sub- classifications

=Blindness, total or partial inability to see because of disease or disorder of the eye, optic nerve, or brain.

= The term low vision is used for moderately impaired vision.

2. Hearing Impairment

- Hard of Hearing:
- Deaf:

***3.* Specific learning disability**

Specific Learning Disability means a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, that may manifest itself in the imperfect ability to listen, think, speak, read, write, spell, or to do mathematical calculations.

Cont…

Types of Specific Learning Disabilities

A. **Dyscalculia**=affects a person‘s ability to understand numbers and learn math

B. **Dysgraphia** =affects a person‘s handwriting ability and fine motor skills.

C**. Dyslexia=** affects reading and related language-based processing skills.

D. Language Processing Disorder= difficulty attaching meaning to sound groups that form words, sentences and stories.

E. Non-Verbal Learning Disabilities= discrepancy between higher verbal skills and weaker motor, visual-spatial and social skills.

4. Speech and Language Impairments= a communication disorder

Such as unable to talk, understand, read, and write.

Cont…

Types of Speech Impairments

❖ articulation disorders:

= errors in the production of speech sounds that may be related to anatomical or physiological limitations in the skeletal, muscular, or neuromuscular support for speech production.

- Example : Omissions, Substitutions and Distortions

❖ fluency disorders: difficulties with the rhythm and timing of speech characterized by hesitations, repetitions, or prolongations of sounds, syllables, words, or phrases. Ex Stuttering and Cluttering:

❖ voice disorders: abnormal production and/or absences of vocal quality, pitch, loudness, resonance, and/or duration.

Cont…

Types of Language Impairments

= Phonological disorders are defined as the abnormal organization of the phonological system, or a significant deficit in speech production or perception.

= Morphological disorders are defined as difficulties with morphological inflections (inflections on nouns, verbs, and adjectives that signal different kinds of meaning

= Semantic disorders are characterized by poor vocabulary development, inappropriate use of word meanings, and/or inability to comprehend word meanings.

= Syntactic deficits are characterized by difficulty in acquiring the rules that govern word order and others aspects of grammar such as subject-verb agreement.

con…

=Pragmatic difficulties are characterized as problems in understanding and using language in different social contexts.

5.Autism

- Autism means a developmental disability significantly affecting verbal and nonverbal communication and social interaction, generally evident before age three that adversely affects a child‘s educational performance.
- Other characteristics often associated with autism are engaging in repetitive activities and stereotyped movements, resistance to environmental change or change in daily routines, and unusual responses to sensory experiences

Cont….

6. Emotional and Behavioral Disorders

Kauffman (1993) conclude that emotion or behavioral disorders fall into two broad classifications:

- 1) Externalizing Behavior: also called under controlled disorder, include such problems disobedience, disruptiveness, fighting, tempers tantrums, irresponsibility, jealous, anger, attention seeking etc…
- 2) Internalizing Behavior: also known as over controlled disorders, include such problems anxiety, immaturity, shyness, social withdrawal, feeling of inadequacy (inferiority), guilt, depression and worries a great deal

Causes of behavioral and emotional disorders

Biological- includes genetic disorders, brain damage, and malnutrition, allergies, temperament and damage to the central nervous system.

Family factors- include family interactions, family influence, child abuse, neglect, and poor disciplinary practices at home.

Cultural factors- include some traditional and cultural negative practices, for example watching violence and sexually oriented movies and TV programs.

Environmental factors- include peer pressure, living in impoverished areas, and schooling practices that are unresponsive to individual needs.

Cont….

7. Intellectual Disability

Intellectual disability is a disability characterized by significant limitations in both intellectual functioning and in adaptive behavior, which covers many everyday social and practical skills.

This disability originates before the age of 18.

An individual is considered to have an intellectual disability based on the following three criteria:

= Poor Conceptual skills

= Social skills

= practal skills

8. Physical disability/Orthopedic Impairment and Health impairment

= Physical disability is a condition that interferes with the individual‘s ability to use his or her body.

=Many but not all, physical disabilities are orthopedic impairments.

The term orthopedic impairment generally refers to conditions of muscular or skeletal system and sometimes to physical disabling conditions of the nervous system

= Health impairment is a condition that requires ongoing medical attention. It includes asthma, heart defects, cancer, diabetes, hemophilia. HIV/AIDS, etc.

Cont….

- Physical disabilities:- based on the impact of physical disability on mobility and motor skills, it is divided into three. These are:- A. Mild physical disability:- these individuals are able to walk without aids and may make normal developmental progress. B. Moderate physical disability:- individuals can walk with braces and crutches and may have difficulty with fine-motor skills and speech production. C. Severe physical disability:-these are individuals who are wheel-chair dependent and may need special help to achieve regular development.

The physical disability could be broadly classified in to two

- The neurological system (the brain ,spinal cord & nerve) related problems.
- Musculo skeletal system (the muscles, bones and joints) are deficient due to various causes.

Cont…

9. Vulnerability : Vulnerable means being at risk of being harmed.

- vulnerability can be generally defined as a complex phenomenon that refers to the following dimensions:

1.Economic difficulties/lack of financial resources: poverty, low living standards, housing problems

2. Social exclusion: limited access to facilities such as transportation, schools, libraries or medical services;

3.Lack of social support from social networks: no assistance from family members, friends, neighbors or colleagues

4.Stigmatization: being a victim of stereotypes, being devalued,

5.Health difficulties: disadvantages resulting from poor mental health, physical health or disabilities;

6. Being a victim of crime: in family context especially of violence.

Cont…

- **Causes of Vulnerability :**

by rapid population growth, poverty and hunger, poor health, low levels of education, gender inequality, fragile and hazardous location, and lack of access to resources and services, including knowledge and technological means, disintegration of social patterns (social vulnerability).

Other causes includes; lack of access to information and knowledge, lack of public awareness, limited access to political power and representation

Cont…

Environmental vulnerability concerns land degradation, earthquake, flood, hurricane, drought, storms (Monsoon rain, El Niño), water scarcity, deforestation

Characteristics of Vulnerable People :

1.Less physically or mentally capable (infants, older adults, people with disabilities) 2. Fewer material and/or financial resources (low-income households, homeless) 3.Less knowledge or experience (children, illiterate, foreigners, tourists) 4. Restricted by society to grow and develop according to their needs and potentials .

Cont…

- People who are helped by others (who are then restricted by commitments) are still vulnerable people such as Women, child , minority , poverty, Disabilities, age, Illiteracy and less education , Sickness and Gifted and Talentedness.
-

Chapter 2
Concept of Inclusion
Definition of Inclusion

- Inclusion in education/service refers to —an ongoing process aimed at offering quality education/services for all with respecting diversity and the different needs and abilities, characteristics and learning expectations of the students and communities and eliminating all forms of discrimination (UNESCO).

Cont…

- **Inclusive Education**
  - refers to an education system that is open to all learners, regardless of poverty, gender, ethnic backgrounds, language, learning difficulties and impairments.
  - Inclusion emphasizes that all children and students can learn and need some form of support in learning and active participation.
  - It identifying barriers that hinder learning, and reducing or removing these barriers in schools, vocational training, higher education, teachers education, and education management.
  - Inclusive education promotes education for all.

Cont…

- **Principles of Inclusion**

=all persons should learn, work and live together

= all persons have unique characteristics, interests, abilities and particular learning needs and, further, that all persons have equal access education, employment and services.

= Inclusive education extends beyond special needs arising from disabilities, and includes consideration of other sources of disadvantage and marginalization,

Implementation of inclusion has number of rationales

= Children do better academically, psychologically and socially in inclusive settings

= A more efficient use of education resources.

= Decreases dropouts and repetitions

= All individuals have the right to learn and live together

= There are no legitimate reasons to separate children for their education Economic Foundation

= Inclusive education has economic benefit, both for individual and for society.

= Inclusive education is more cost-effective than the creation of special schools across the country.

= Children with disabilities go to local schools

= Reduce wastage of repetition and dropout

cont,….

Factors that Influenced Development of Inclusion

=inclusive education is a basic human right; quality education results from inclusion of students with diverse needs and ability differences,

= inclusion has got the world‘s attention because it is supposed to solve the world‘s major problems occurring in social, economic, religious, educational and other areas of the world.

= other benefits to students with and without special needs education; help all citizens exercise educational and human rights; enhance quality education for all in regular class rooms through inclusion;

Inclusive education is influencing actors:

1.Communities: pre-colonial and indigenous approaches to education and community-based programs movement that favor inclusion of their community members.

2. Activists and advocates: the combined voices of primary stakeholders

3. The quality education and school improvement movement: in both North and South, the issues of quality,

4. Special educational needs movement: the new thinking‘ of the special needs education movement

5. Involvement of International agencies: the UN is a major influence on the development of inclusive education policy and practice.

6. Other factors: the current world situation and practical experiences in education. The current world situation presents challenges such as the spread of HIV/AIDS, political instability, trends in resource distribution, diversity of population, and social inclusion.

Benefits of Inclusion

=Benefits for Students with Special Needs Education

= Benefits for persons without Special Needs

= Benefits for Teachers and Parents/Family

= Benefits for socity

Ultimate Goal of Inclusion

-to create schools where everyone belongs.

-Students educated together have fewer fears about difference and disability

-offers equality of opportunity to all as well as protection in market and employment transitions so on …..

Cont…

Features of Inclusive Environment

- members feel respected by and connected to one another.
- an environment that welcomes all people, regardless of their disability and other vulnerabilities.
- It recognizes and uses their skills and strengthens their abilities.

Inclusive Environments

- An inclusive environment is a place that is adjusted to individuals‘ needs and not vice versa – that individuals are adjusted to the environmental needs.
-

Cont…

=An inclusive environment is also directed towards developing culture, policy and practice which meet pupils‘ diversities, towards identifying and removing obstacles in learning and participating, towards developing a suitable provisions and supporting individuals.

successful environment has the following characteristics:

- It recognizes and responds to the diverse needs of their individuals and ensuring quality provisions for all
- It is committed to serve all individuals together regardless of differences.

Cont…

- It involves restructuring environment, culture, policy, and practice.
- It promoting pro-social activities
- It makes provides services and facilities equally accessible to all people so on ……

Barriers to Inclusion

- Problems related with societal values and beliefs-
- Economic factors
- Lack of taking measures to ensure conformity of implementation of inclusion practice with policies
- Lack of knowledge and skills among teachers regarding inclusive education so on……

Chapter 3
3. Identification and Differentiated services

Impact of Disability and Vulnerability on daily life

The following are often considered the most significant factors in determining a disability's impact on an individual.

- The Nature of the Disability: Disability can be acquired (a result of an accident, or acquired disease) or congenital (present at birth).
- The Individual’s Personality
- The Meaning of the Disability to the Individual
- The Individual’s Current Life Circumstances \
- The Individual's Support System

✓ Common effects of a disability may include but not limited to health conditions of the person; mental health issues including anxiety and depression; loss of freedom and independence; frustration and

Cont….

- **Economic Factors and Disability**
- **Political Factors and Disability**
- **Factors Psychological of Disability**
- **The Family and Disability**

Needs of Persons with Disabilities and Vulnerabilities:

- Needs of persons with disabilities and vulnerabilities depends on different factors
- People with disabilities do not all share a single experience, even of the same impairment
- Persons with disabilities and vulnerabilities have socio-emotional, psychological, physical and social environmental and economic needs in general.

Needs of Persons with Disabilities and Vulnerabilities:

Implement effective Intervention and Rehabilitation

❖ Rehabilitation interventions promote a comprehensive process to facilitate attainment of the optimal physical, psychological, cognitive, behavioral, social, vocational, and educational status within the capacity allowed by the anatomic or physiologic impairment, personal desires and life plans, and environmental (dis)advantages for a person with a disability.

❖ Consumers/patients, families, and professionals work together as a team to identify realistic goals and develop strategies to achieve the highest possible functional outcome, in some cases in the face of a permanent disability, impairment, or pathologic process

❖ Rehabilitation requires goal-based activities and, more recently, measurement of outcomes.

Cont…

=Rehabilitation interventions are associated with social participation (e.g., access to education using rehabilitation interventions) and career planning and employment

- = Rehabilitation-includes all measures aimed at reducing the impact of disability for an individual enabling him or her to achieve independence, social integration, a better quality of life and self actualization or refers to measures which aim to enable persons with disabilities to attain and maintain maximum independence, full physical, mental, social and vocational ability, and full inclusion and participation in all aspects of life.
- If you give a person a fish,
- He/she will eat for a day;
- If you teach him/her how to caught fish,

- He/she eat for a lifetime

Chapter 4

4 Promoting Inclusive Culture

4.1 Definition of Inclusive Culture

- An inclusive culture involves the full and successful integration of diverse people into a workplace or industry.
- it extend beyond basic or token presence of workers who have disabilities
- encompass both formal and informal policies and practices, and involve several core values: - Representation: The presence of people with disabilities across a range of employee roles and leadership positions - Receptivity: Respect for differences in working styles and flexibility in tailoring positions to the strengths and abilities of employees and - Fairness: Equitable access to all resources, opportunities, networks and decision making processes.

3Dimensions of Inclusive culture

- 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.
- **Recruitment, Training, & Advancement Opportunities**

1. Accessible outreach and hiring practices and
2. Targeted recruitment of workers with disabilities.

- **Workplace Accommodations and Accessibility: Policy & Practice**

Cont…..

=Policy plays a critical role in generating meaningful inclusion of people with disabilities.

=In addition to recruitment, training and advancement, workplace policies need to carefully plan for the provision of reasonable accommodations.

=

Building inclusive community

An inclusive community: - Does everything that it can to respect all its 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 the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic, or other status.

Means of establish inclusive culture

There are four key inclusive leadership behaviors:

Empowerment: Enable team members to grow and excel by encouraging them to solve problems, come up with new ideas and develop new skills.

Accountability: Show confidence in team members by holding them responsible for aspects of their performance that are within their control.

Courage: Stand up for what you believe is right, even when it means taking a risk.

Humility: Admit mistakes, learn from criticism and different points of view, and overcome your limitations by seeking contributions from team members.

There are five stages in establishing inclusive culture:

1. Consider what you want to achieve and what the benefits will be.
2. Undertake an inclusion review of your workplace When reviewing inclusion and equality in your organization
3. Decide where work is needed and create an action plan.
4. Review, monitor and evaluate the plan’s impact and use what you find to plan future action

Inclusive values

- Inclusion is most importantly seen as putting inclusive values into action.
- It is a commitment to particular values which accounts for a wish to overcome exclusion and promote participation.

-The seven Pillars of Inclusion:

Access: Access explores the importance of a welcoming environment and the habits that create it.

Attitude: Attitude looks at how willing people are to embrace inclusion and diversity and to take meaningful action. And

Appreciating diversity, equality and equity, cooperativeness, participation, community, and sustainability

Indigenous inclusive values and practices

- The term “Indigenous‖ refers to a better understanding of, and respect for, indigenous cultures develops an enriched appreciation of the existing cultural heritage.

- Indigenous inclusion defined as an organizational state that is embraced as a cultural norm, with enterprise-wide workplace strategies as well as a culture which invites the full participation of indigenous people into all aspects of business operations.

- It is where leadership and employees are welcoming of indigenous people, their experience and outlooks, where diversity is valued, the spirit of reconciliation has been embraced and calls to action have been acted on in

con…….

Features of an indigenous inclusion:

1.Inclusion has been embraced as a core competency and embedded into the organizational culture;

2.Companies share their organization‘s experience and achievements with inclusion and explain how it has helped their performance;

3. Human rights and responsibilities are promoted and respected. Employees are free of concerns related to basic equity issues;

4.Comprehensive Indigenous procurement, recruitment and corporate social responsibility strategies have been developed as part of an enterprise-wide coordinated approach;

5.Indigenous people are employed and retained in all areas

Chapter 5

5. Inclusion for Peace, Democracy and Development

5.1 Definition of Peace, Democracy and Development

- peace is defined as creating mutual understanding, positive relationship between individuals and groups.

- These groups may include culturally, linguistically, economically and biologically heterogeneous groups.

- Peace make the mind quiet and calm prevents anxieties, worries, stress and fears, and awakens inner strength and confidence, develop freedom, happiness, love, joy, justice and gratitude.
- Peace can be achieved through formal and informal inclusive education.

Cont…

- Inclusive education is a foundation for inclusiveness in all aspects of life. It creates equality and equity among divers population.

- Diversity refers to in terms of language, religion, socioeconomic status, culture and psychology.

- Equal (sameness and nondiscrimination) and/or equitable (social justice and fairness) distribution of resources within the system;

-

con…..

inclusive education is crucial for:

- Fostering education that promotes the values, attitudes and behavior inherent in a culture of peace
- Promoting sustainable economic and social development
- Promoting respect for the Universal Declaration of Human Rights at all levels;
- Fostering democratic participation and citizenship and supporting processes
- Advancing understanding, respect for cultural diversity
- Supporting participatory communication and the free flow and sharing of information and knowledge

Inclusive for Sustainable peace

Building of peace requires taking the following steps:

- Fostering inclusion, ensuring access to justice,
- Reaffirm a commitment to human rights,
- Foster social resilience by strengthening inclusion and addressing inequality
- Think local and act global: recommit to multilateralism as a safeguard for the most vulnerable
- National implementation alone will not suffice to achieve the SDGs:

Inclusion for Democracy

- Definition Democracy is a great philosophy of inclusion that born and grown in inclusive schools.

- It means the rule of the people, by the people, for the people; and where —people‖ is to mean all human being, regardless of the diversities.

- Democratic schools are an educational ideal in which democracy is both a goal and a method of instruction.

Cont..

- One of the most important tasks of schools should be helping students to realize the values of democracy.

- The democratic values include is to enhance protected right, independent quality life for all, freedom, pursuit of happiness, justice, the common good, truth, respect and tolerance for diversity and partisanship.

- Inclusive education aims to develop real democracy through active participation by all divers learners involved in classrooms and educational institutions.

Inclusive education for Development

- The meaning of development for an individual is that which tends towards a person realizing his or her full potential as a human being through inclusive education and then inclusive society; to expand the range of choices for every human being without discrimination.
- Inclusive development consists of ensuring that all marginalized and excluded groups are stakeholders in development processes.
- The goal of inclusiveness is to prevent social exclusion and creating more social inclusion that aim at including all members of society in the growth process.
- Social inclusion is an integral part of inclusive development.

Cont....

The end!!!

THANK

YOU!!!