Designing Inclusive Programs

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Inclusion

• Inclusion is defined as transforming communities based on social justice principles in which all community members:
  ◦ Are presumed **competent**;
  ◦ Are recruited and welcomed as **valued** members of their community;
  ◦ Fully participate and learn **with their peers**; and
  ◦ Experience reciprocal **social relationships**.

(The National Center on Health, Physical Activity and Disability, 2020)
Def of disability

• An individual with a disability is defined by the Americans with Disabilities Act (ADA) as;
  ◦ 1) a person who has a physical or mental impairment that substantially limits one or more major life activities,
  ◦ 2) a person who has a history or record of such an impairment,
  ◦ 3) a person who is perceived by others as having such an impairment.

• The ADA does not specifically name all of the impairments that are covered.
Understanding Scope

• 1 in 7 (14%) children ages 3-17 have a developmental disability. (U.S Department of Health & Human Services, 2019)

• 1 in 4 (26%) adults in the United States have some type of disability. (National Center on Birth Defects and Developmental Disabilities, CDC, 2019)

• 2 in 5 adults 65 and older have a disability. (National Center on Birth Defects and Developmental Disabilities, CDC, 2019)

• Benefits of inclusion for youth with disabilities.
  ◦ Higher academic achievement
  ◦ Improved school attendance
  ◦ Higher aspirations
  ◦ Improved social competence
  ◦ Improved Behavior

• Inclusion does not negatively impact the learning of other youth.

• Inclusion of adults with disabilities can reduce social isolation, encourage social engagement, increase physical activity.
Poll

Do feel you are more proactive or reactive to meeting the needs of individuals with disabilities in your programs?
Approaches

PROACTIVE

• Planning for inclusion throughout the entire process.
• Becomes an expected norm
• Energy efficient
• Serves a wider scope of individuals
• Promotes DEI

REACTIVE

• Planning for inclusion only in response to a request.
• Each instance needs priority
• Adds stress to stakeholders
• May limit accommodations
Chat

• What are the most common accommodations you make in your programs for individuals with disabilities?

• Take 15-30 seconds
Poll

1. How easy or difficult is it to make accommodations
   1. Very easy
   2. Somewhat easy
   3. Neither easy or difficult
   4. Somewhat difficult
   5. Very difficult

2. What contributes to the ease or difficulty:
   - Lack of training
   - Lack of time
   - Lack of support
   - Lack of resources
   - Lack of experience
   - Quality Inclusion training
   - Time to properly plan
   - Positive support
   - Resources are available
   - Personal experience
Proactive Inclusion
Program Planning

1. Explore needs and assets
   ◦ Stakeholders voice
   ◦ Community collaboration

2. Craft your vision
   ◦ Be clear on your commitment to inclusion

3. Create your program plan
   ◦ Utilize principals of universal design

4. Evaluate your plan
   ◦ What worked, what didn’t
   ◦ Why?

• Commit to Inclusion 9 guidelines
Universal Design Principles

1. Equitable Use
2. Flexibility in Use
3. Simple and Intuitive Use
4. Perceptible Information
5. Tolerance for Error
6. Low Physical Effort
7. Size and Space For Approach and Use

Resource for more information
University of Washington DO-IT
https://www.washington.edu/doit/universal-design-process-principles-and-applications
4-H is the youth development program of our nation’s Cooperative Extension System and USDA. The PLWG encourages all Cooperative Extension programs to adhere to their Land-grant University nondiscrimination policy in the development and delivery of Extension efforts designed to engage all people.
Teaching

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Rules

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Equipment
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Summary

• Proactive inclusion reduces barriers and allows a broader group to participate in programming.
• By being proactive in our efforts for inclusion we can help reduce the work needed to accommodate individuals.
• Being proactive sends a clear message that you are committed to DEI.
Questions?

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IF YOU CURRENTLY HAVE INCLUSION POLICIES, GUIDELINES, PRACTICES, CURRICULUMS, OR SUCCESS STORIES PLEASE SHARE THEM