



LISTEN INCLUDE RESPECT

International Guidelines
for Inclusive Participation



14th February 2024



Introductions



Say your name and
pass to the person
next to you



Hello



Hello

Catherine Watson

- I work in an Oxfam charity shop and help to sort the donations. I put the items out in the shop as well.
- I also work at Able2B, an inclusive gym, where I help to support the clients. They all have different abilities, for example cerebral palsy, Down syndrome and autism.
- As I love working with a team of people, Oxfam and Able2B are perfect jobs for me.
- I started volunteering for the DSA's Our Voice in 2020. I started my paid role as an Inclusion Advisor in July 2023.
- I am excited to make a change and stand up for all people who have learning disabilities.

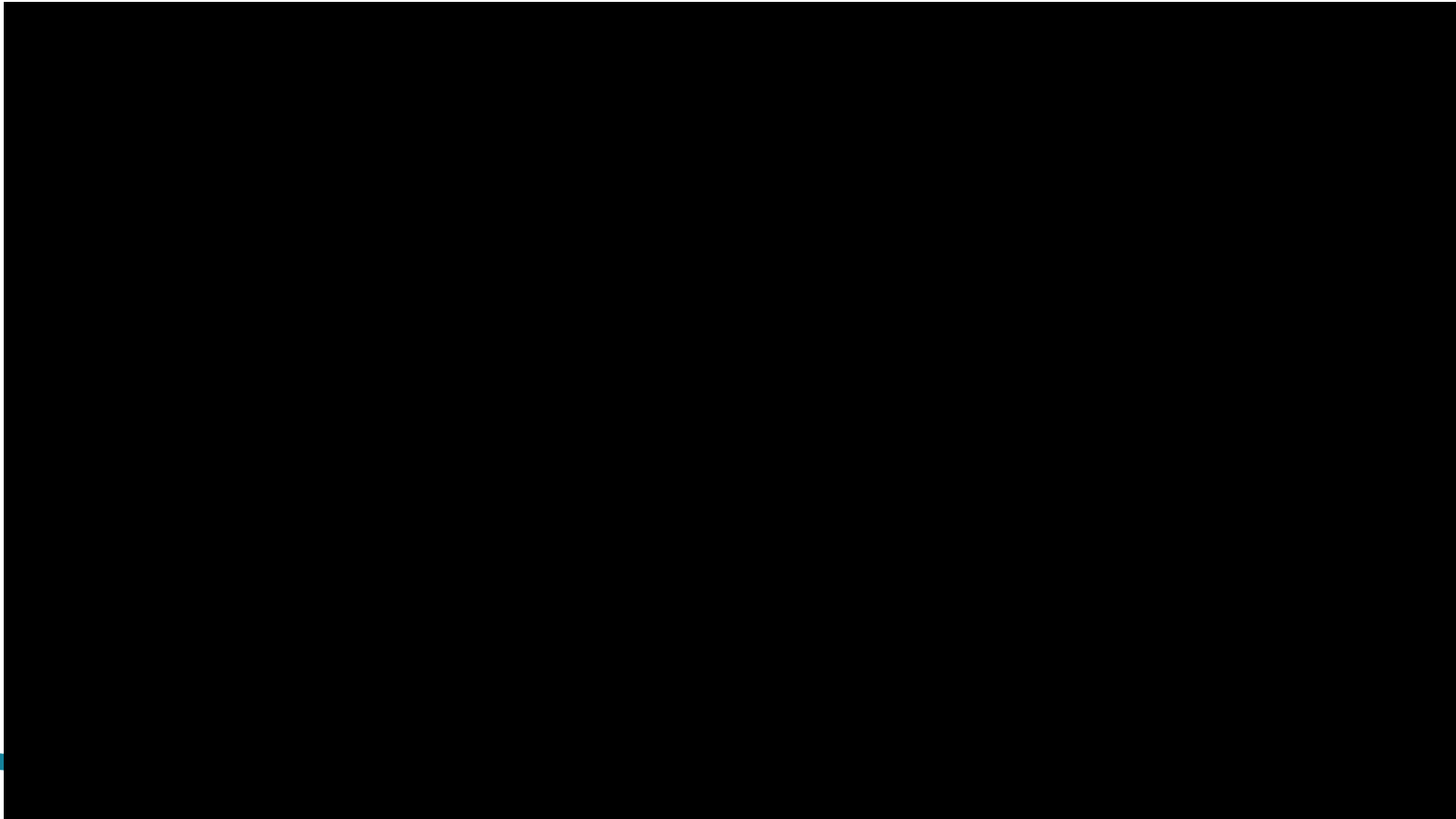


Robin Gibson

- I work for Down Syndrome International (DSi)
- We work with people with Down syndrome and learning disabilities all over the world.
- I work with lots of self advocates and help organizations to include people with learning disabilities.
- Me and Catherine have been working together for about 4 years.



Who are we?



Creating the guidelines



What is Listen Include Respect?



Listen Include Respect is a set of guidelines and tools about inclusive participation created by the networks of Inclusion International and Down Syndrome International.

They will help groups of all types to include people who have learning disabilities.

Organisations like government, leisure organisations, education organisations, charities.

Our organisations should represent the inclusive communities we want to see.



What is Listen Include Respect?



The guidelines have been created by groups of people who have learning disabilities.

The guidelines include practical advice, and checklists on their Principles of Inclusion, for example:

- Providing opportunities for self-advocates to lead the way
- Promoting rights of people who have learning disabilities

Now I can pass to Robin



What is Listen Include Respect?



The guidelines help organisations of all types to be more inclusive of people with learning disabilities so that everyone can:

- Get information in a way that we understand
- Can share our ideas, experiences and knowledge alongside everyone else
- Are part of the process and can make decisions at every level
- Are treated as an equal part of the team

For example as staff members, as part of boards and committees, in projects, and as users of services



Why do we need guidelines?



- Organisations have a responsibility to be accessible and inclusive of everyone.
- Organisations need tools and support.
- Including people with learning disabilities is a long process of changing the way we think and changing the way we do things.

What we heard: barriers to inclusion (1)



Lack of awareness and understanding

Inaccessible information and communication

Not providing reasonable accommodations

Poor support



What we heard: barriers to inclusion (2)



Lack of time

Excluded from decision
making

No budgets or resources to
support inclusion



Principles



Believing in inclusion



Reasonable accommodations



Self-advocate leadership



Valuing the process of working together



Understanding and awareness



Using the CRPD as our guide



Accessible communication



Understanding inclusion is a journey

ListenIncludeRespect.com



The screenshot shows the homepage of Listen Include Respect. At the top left is the logo with the text "LISTEN INCLUDE RESPECT" and "International Guidelines for Inclusive Participation". To the right are logos for "Inclusion Australia" and "SI". Below the logos is a language dropdown menu set to "English" and a search bar. A navigation bar contains four buttons: "Homepage" (highlighted in yellow), "About Listen Include Respect", "How-To Guides", and "Get more help". The main content area features the heading "Listen Include Respect are guidelines." followed by three paragraphs of text and two illustrations. The first illustration shows a woman pointing to a board with a list, and the second shows a group of diverse people celebrating.

LISTEN INCLUDE RESPECT
International Guidelines for Inclusive Participation

Inclusion Australia
SI

English

Search...

Homepage About Listen Include Respect How-To Guides Get more help

Listen Include Respect are guidelines.

Guidelines are tools that explain the steps that you need to take to do something.

These guidelines explain how organisations should include people with intellectual disabilities in different parts of their work.

The Listen Include Respect guidelines are important because right now, people with intellectual disabilities are not included in the work of organisations.



Homepage



About Listen Include Respect



How-To Guides



Get more help

How-To Guides

The How-to Guides

Here you will find guidelines (how-to guides) explaining the different things that an organisation should do to make parts of your work more inclusive.

Each section has a list that tells organisations the steps to take to include people with intellectual disabilities.

Click the sections below to find out how:

Inclusive organisations



Click here

Meetings



Click here

Consultations



Click here



meeting

- Follow up actions are not always clear

Types of meetings:



How to run meetings

Get started



Online Meetings

Get started



Conferences

Get started



Training

Get started



Focus groups

Get started



Data and internet access can be expensive. This is a barrier for some people with intellectual disabilities.

While you are planning your meeting think about people who may not have access to data or technology.

For example:

- Offer to pay for costs such as internet connection costs (data) or travel costs so people can go to an office where there are computers
- Check that everyone who is invited has access to technology or can get support to access technology
- Share easy to follow guides in advance about how to use the online meeting platform
- Offer a pre-meeting or a practice session to support people to understand how to use online meeting platforms



2

Think about which online meeting platform to use.

It is a good idea if possible to use a platform which people have used before.

For example, if people are used to using Zoom they will feel comfortable during the meeting.

3

Online meetings can make language interpretation easier, as interpreters can join



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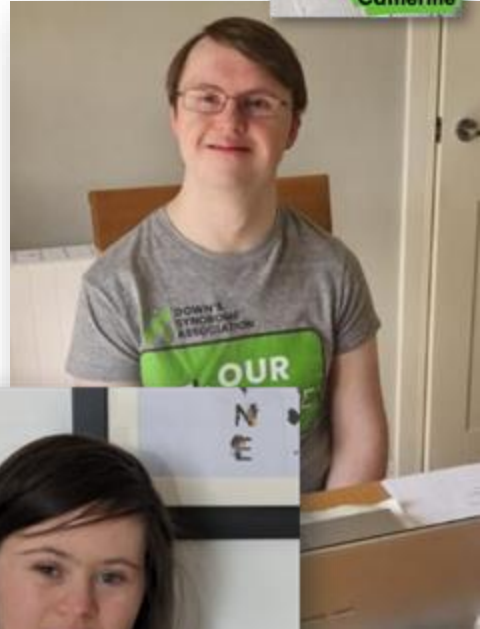


Listen Include Respect x DSA

Me and Joe are working with Down Syndrome International as Down's Syndrome Association employees to become experts on Listen Include Respect in the UK.

We will tell people who make decisions how to do better at including people with learning disabilities when they are creating laws or systems that affect us.

For example we are meeting with Civil Servants to tell them how to support people with Down's Syndrome to feed into the Down Syndrome Act guidance.



Let's look at some examples of the guidelines...



1. Communication and Information

Can you think of examples of how groups **communicate**?



Different types of communication – Let's look at 3 of them



Dance – a universal language

Singing

Books and magazines

Teamwork

Body language

Languages, including sign languages

Theatre and performing arts

Mobile phones - text messages, social media, phone calls

Laptops – emails, Teams and Zoom, websites

Telegrams

Letters and postcards

Marketing – leaflets, posters, merchandise like T-shirts



How do we make communication more accessible to people who have learning disabilities?



- Always include people who have learning disabilities or self advocates when you make your information
- Produce information in different ways (For example emails and leaflets)
- Have patience and provide time when talking or supporting
- Easy Reads:
 - Pictures need to be included next to the text
 - No difficult words, please use plain language
 - Make sure you have a big and bold font
 - Space out the information on each page



Why is accessible communication and information important to me?



Forms -

One example is forms that I have to sign. My mum has to help me understand these, which means they are not accessible. That could be better.



Dance classes -

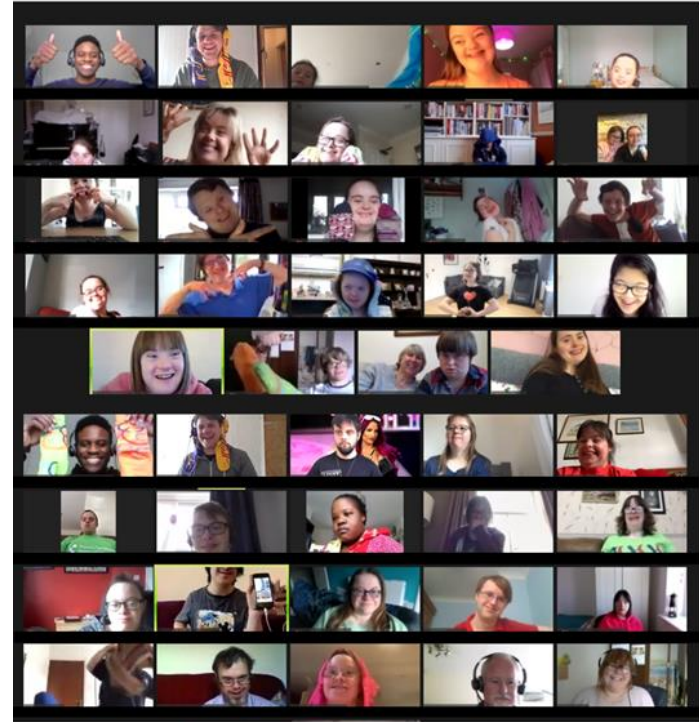
When dance teachers teach me a dance, it is easier if they do it step-by-step, where I can learn one thing before moving onto the next. But some teachers try to teach you everything at once. That is not accessible.



How the DSA is including people



Our Voice is a group of people who have Down Syndrome. They are involved in all the DSA's work for example all the Easy Read is reviewed by us - we are working with the Department of Health and Social Care to create accessible information.



How the DSA is including people



Creating my job – Inclusion advisors. We will help groups put inclusive policy-making into practice, we have inclusive and accessible meetings, we have been trained by another self-advocate and we are supported by our colleagues



What is your group doing to be inclusive?



**Let's hear one of your
examples...**

How else could we better include people who have learning disabilities in the future?



- Very few people with intellectual disabilities are employed or in leadership positions - organisations need to role model the inclusion we want to see.
- More accessible communication
- Projects and campaigns including people with disabilities from the very start
- Inclusive research

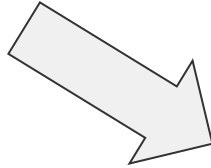


Let's hear your examples...

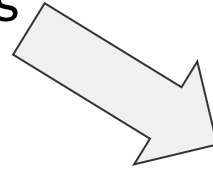
How Listen Include Respect can help



Including people who have learning disabilities in **leadership** improves an organisation.



Listen Include Respect can help organisations understand how to do this



Avoid Tokenism
Do not use people who have learning disabilities just for their image in your marketing!

How Listen Include Respect can help



“And to be able to do this you need to be able to meet the person’s needs.”

For example:

- Talk to each person and their supporters to find out their needs
- Step-by-step guidance
- Provide time so people can plan ahead – do not send meeting agendas on the morning of the meeting!
- Easy Reads



How Listen Include Respect can help



Supporting **self-advocacy leadership**

- Self-advocates should be supported to **know their rights** so they can **stand up for them!**
- Working in groups means members can provide **peer support** and improve their **teamwork.**
- Inclusive **opportunities** with campaigns, like the DSA's recent **Education Campaign.** Give people the chance to share their opinion!



Example of how using Listen Include Respect can help



Integrated Care Boards

- Integrated Care Boards (ICB's) are part of the NHS and plan health services for their local people. For example hospitals and GP surgeries
- Joe and I will train ICB's using Listen Include Respect on how to include people with intellectual disabilities in their work.
- For example how to run inclusive meetings
- How to communicate in an accessible way
- How to have people with learning disabilities in leadership roles

How we can help you use Listen Include Respect



- We have been trained to be experts on Listen Include Respect in the UK
- We have lived experience to help explain Listen Include Respect and give you advice:
 - Training
 - Giving advice tailored to you and your organisation.
 - Reviewing your policies
 - Creating and reviewing accessible information
- Train other self-advocates to become experts on Listen Include Respect
- You can contact The Down's Syndrome Association



Thank you for
coming to our
workshop.

Do you have any
questions about
this project?



We are a national organisation committed to improving the quality of life for people who have Down's syndrome.



Thanks!

www.listenincluderespect.com

<https://www.ds-int.org/>

<https://www.downs-syndrome.org.uk/>

<https://inclusion-international.org/>

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#listenincluderespect



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