

Resolution on Listen Include Respect

Members of Inclusion International agree to the Statement of Unity. We agree to update the Statement of Unity to include the principles of Listen Include Respect. The principles are the 8 big ideas on what makes an organisation inclusive.

The guidelines will help us to make sure that people with intellectual disabilities are included and part of the work and decision-making in our organisations.

We as members commit to:

Believe in Inclusion

- Everyone can be included and take part in a meaningful way.
- This means that no one is 'too disabled' to take part in an organisation's work, decision making or leadership.

Give opportunities for self-advocate leadership

- People with disabilities are the experts in their own lives. Without strong self-advocates, inclusion is not possible.
- Organisations that believe in human rights have a responsibility to role model the inclusion in our organisations that we want to see in our communities.

- Organisations must give opportunities for self-advocates to have their voices heard and their decisions respected as representatives, leaders and employees.

- Including self-advocates is not just about having people with Intellectual disabilities in the room. It is about making sure everyone can meaningfully participate. This means that everyone:
 - Gets information in a way that they understand

- Can share their ideas, experiences and knowledge alongside everyone else

- Are treated as an equal part of the team.

Build awareness and understanding

- Organisations are responsible for educating all our people about how to prevent the exclusion and discrimination of people with intellectual disabilities. This includes their staff, volunteers and leadership.

- Organisations should talk about the barriers people with intellectual disabilities face in our organisations and how these can be overcome.

Communicate in an accessible way

- Everyone should be able to understand and use our organisations' work and information.
- Organisations should plan to create accessible information. People with intellectual disabilities are the experts on accessibility and should always be consulted.
- Accessibility should not be an afterthought or a tick-box exercise. For example, creating an easy-read version of a report should not be the last step. This approach does not lead to people with intellectual disabilities really taking part.

Provide reasonable accommodations

- Our organisations' should take the time to listen to what each person that works with us needs to be included.
- We will take action to remove barriers and give accommodations so that everyone can take part. For people with intellectual disabilities, for example, this may be through a support person, providing extra time or providing access to technology.

Value the process

- Many times, the process of including people with intellectual disabilities in an organisation's work is as valuable as the end result.

- By including people with intellectual disabilities from the start our activities will be inclusive from the idea stage to when they are put into place.

Use the Convention on the Rights of Persons with Disabilities

- Organisations should use the Convention on the Rights of Persons with Disabilities to guide us on our journey to inclusion.
- Meaningful participation, accessibility, ending segregation and providing reasonable accommodations are all rights protected by the Convention.

Understand that this is the start of further work

- Inclusion is a journey; we all have our own barriers to overcome. No organisation will be perfect straight away.
- It may take time but we understand our responsibility to change the way we work to be more inclusive.
- The Listen Include Respect guidelines are not the final answer on how to include all people with intellectual disabilities. We know that as new ideas, technology and solutions are developed we can all learn, and adapt the way we work to be more inclusive.