

count
me in!

Inclusion: Societies That Foster Belonging Improve Health

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What *is* inclusion?

- Inclusion is a social and economic concept developed in Britain and Europe.
- Inclusion focuses on social structures rather than the factors that contribute to each individual's social exclusion or inclusion.
- Inclusion strategies help us work toward equity and achieving health for all.

Defining *inclusion*

- Focus on a broad definition grounded in the lived experience of people and communities
- Over 1 year, a provincial advisory group tested inclusion concepts, language and framework with local working groups, people seeking inclusion
- Reflected the experience of aboriginal people, bilingual, ethnoracial groups, immigrants and refugees and people with differing abilities

Inclusion is about belonging

- Part of being healthy is *belonging* — to a family, a community, a society. It makes us feel good. It makes us healthy. It makes us want to reach out to others. **Belonging makes our communities healthy, too.**

The *language* of Belonging

- An inclusive society creates both the feeling and the reality of belonging and helps each of us reach our full potential

The *feeling* of belonging

The feeling of belonging emerges through caring, cooperation and trust.

The feeling of belonging flows from attitudes, beliefs and behaviours.

The *reality* of belonging

The reality of belonging emerges through equity and fairness, social and economic justice and cultural as well as spiritual respect.

The reality flows from missions, mandates, policies and programs.

Belonging

We build the reality of belonging together by engaging our society to ensure it

Groups *experience* the feeling and reality of belonging in *different ways* in a diverse society.

Specific factors vary within and among groups. We must analyse those factors and account for them to promote belonging.

Inclusion & Health

- Embrace the language of belonging
- Regard health as ‘a state of complete physical, mental and social well-being and not merely the absence of disease
- Inclusion influences & is influenced by the way determinants of health operate

What does it mean to create
inclusive practices in
organizations & communities?

How do we create the feeling and
the reality of belonging?

How do we actually promote inclusion?

How do we work outside our comfort zone?

Whose responsibility – when there are power
inequities?

Who decides who is included?