

Self-Direction **Rights**

Responsibilities **Inclusion**

Citizenship **Quality**

Person-Centered **Participation**

Community



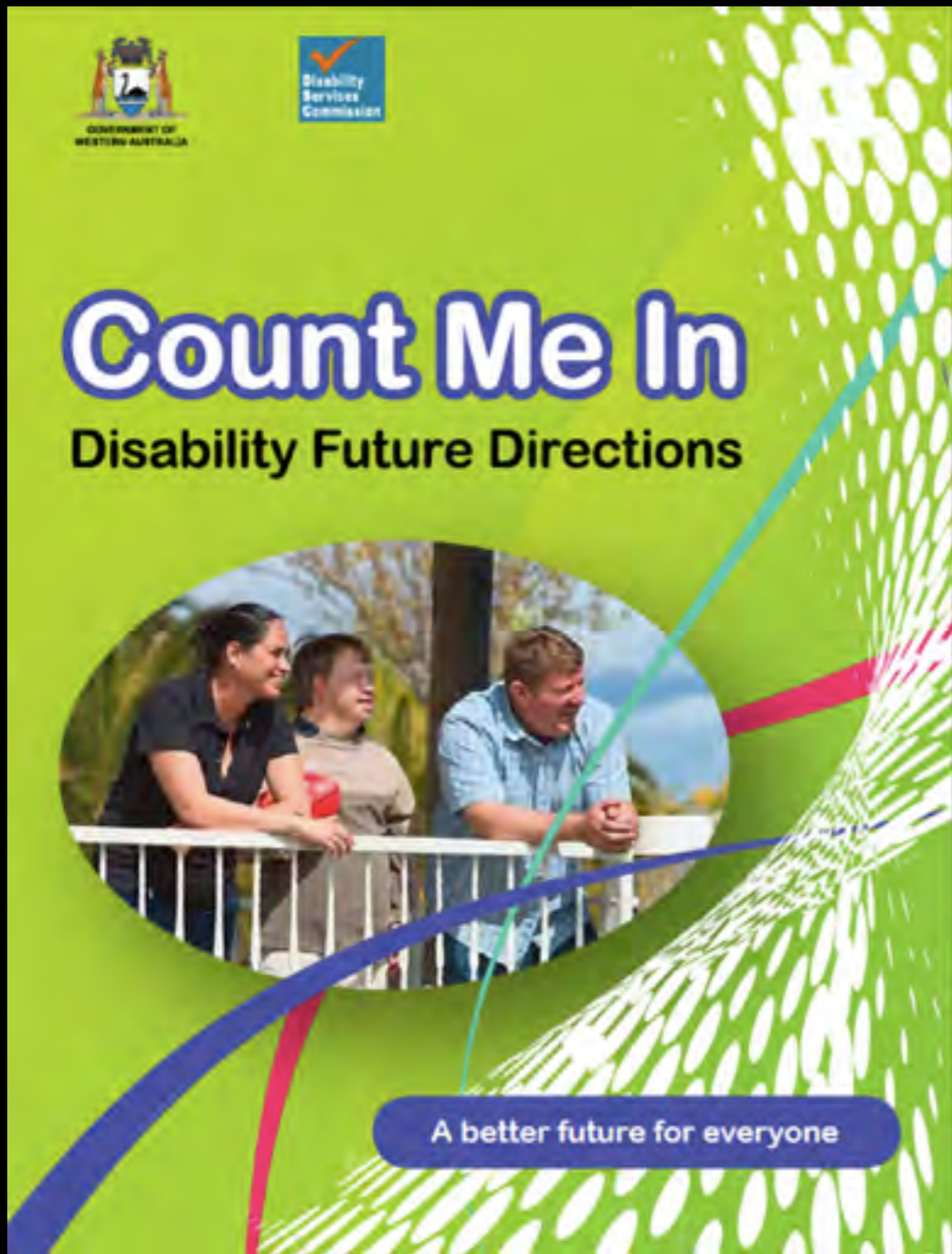
Count Me In

Disability Future Directions



A better future for everyone

“All people live in welcoming communities that facilitate citizenship, friendship, mutual support and a fair go for everyone.”



People with a disability will be engaged and embedded in their local community. They **WILL** make a meaningful contribution; **WILL** have relationships and friends; **WILL** make their own choices about big and small issues/decisions in their lives

Australian Government

SHUT OUT:

The Experience of People with Disabilities and their Families in Australia

National Disability Strategy Consultation Report
prepared by the National People with Disabilities and Carer Council

Once shut in, many people with disabilities now find themselves shut out.... socially, culturally & politically isolated. They are ignored, invisible & silent.

Text

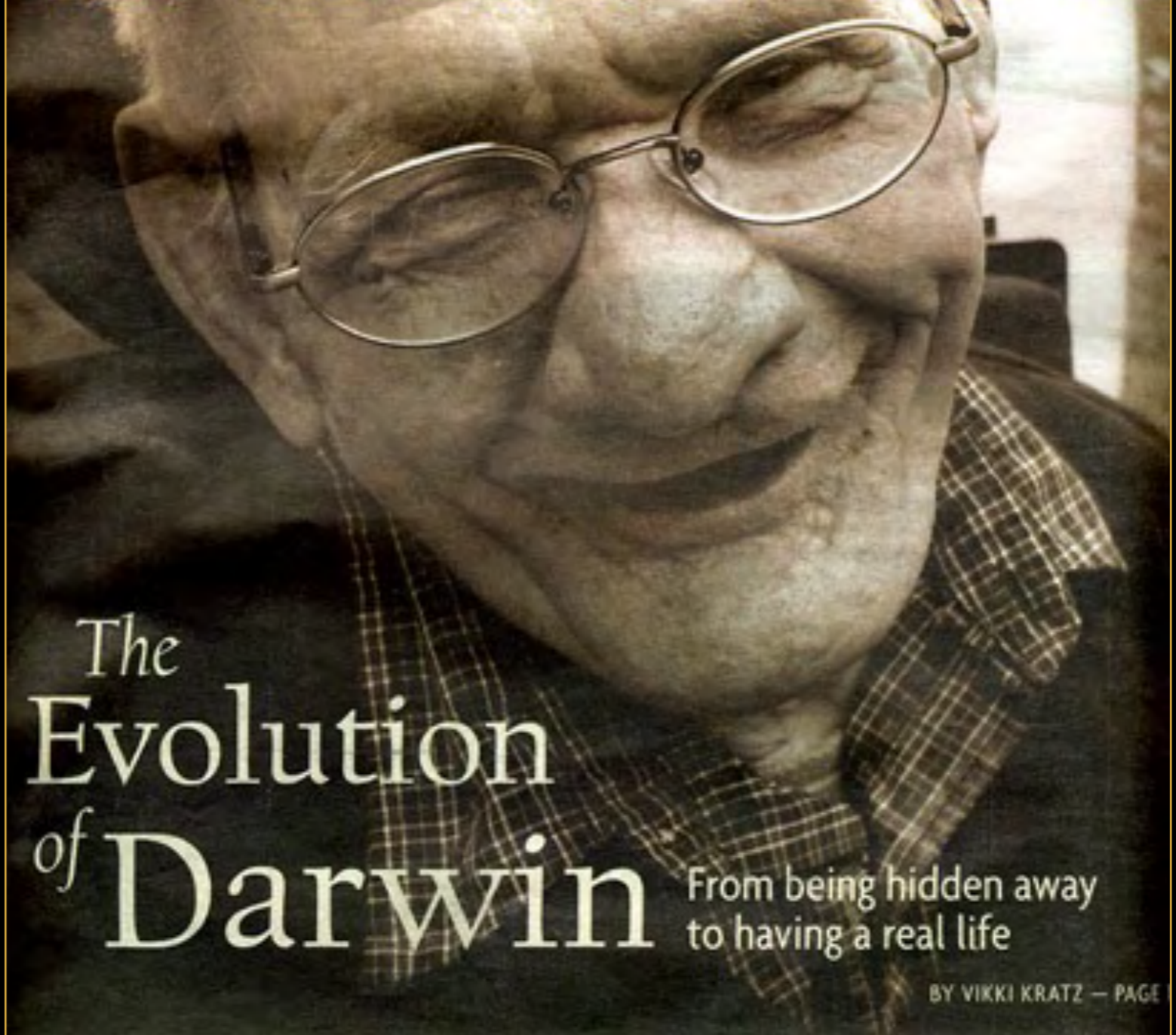
GOVERNMENT OF WESTERN AUSTRALIA
Disability Services Commission

Count Me In

Disability Future Directions

“All people live in welcoming communities that facilitate citizenship, friendship, mutual support and a fair go for everyone.”

STIMULUS



The
Evolution
of
Darwin

From being hidden away
to having a real life

BY VIKKI KRATZ — PAGE 1

The Myth of Ineducability

People can't learn meaningful things.

The Curse of Certainty

It is possible to reliably predict people's responses to new opportunities

The Myth of Unacceptability

Community members can't learn to accept & support people with disabilities.

See & value
capacities &
possibilities

Recognize
integrity gaps
& try to close
them



Want to
create great
relationships

Risk
learning
by acting

...engaged & embedded in local community
...make a meaningful contribution...
relationships and friends ...own choices



What possibilities does working to
create this future hold for me & the
people I care about?

Café Etiquette

FOCUS on what matters!

CONTRIBUTE
your thinking and
experience

Play! Doodle!
Draw! (in your
own lap)

LISTEN to
Understand

?

LISTEN TOGETHER
for patterns, insights,
and deeper questions

CONNECT
ideas



...engaged & embedded in local community
...make a meaningful contribution...
relationships and friends ...own choices



In creating opportunities to make this declaration real, what challenges will our **communities** face that call for something other than more of the same?

...engaged & embedded in local community
...make a meaningful contribution...
relationships and friends ...own choices



In creating opportunities to make this declaration real, what challenges will our **disability system & its service organizations** face that call for something other than more of the same?

...engaged & embedded in local community
...make a meaningful contribution...
relationships and friends ...own choices

In creating opportunities to make this
declaration real, what challenges will **we**
personally face that call for something
other than more of the same?



...engaged & embedded in local community
...make a meaningful contribution...
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What patterns & insights emerged from
your conversations? What had resonance
for you?



Critical Questions

Key Relationships

Conversation

Collaborative Social Practices

Wise Action
Collective Intelligence



Strategic Intent

...engaged & embedded in local community ...make a meaningful contribution... relationships and friends ...own choices

If you want to change
the culture,
change the conversation

-Peter Block
“Community The Structure of Belonging”

Beliefs That Limit Possibilities

- The people at the top own the organization
- The people at the bottom need to do the changing
- The people at the top sell the change to other people
- Express your worries and you're not a team player
- WIFM: What's in it for me? thinking
- How can we hold them accountable?

Beliefs That Encourage Engagement & Wise Action

- We're all in this together
- We all own this plan
- We're all connected
- One person can be anywhere in the connection to get the ball rolling
- Everyone has a voice- something to contribute
- Let go of “just my ideas are the good ones”
- We all think most of the work is about ourselves

Living networks of conversation
lie at the heart of our capacity
as a human community
to create the futures we want
rather than being forced to live with
the futures we get.


–Juanita Brown

Attentional violence: not to be seen in terms of your highest future possibility but only in terms of your past

Structural violence: misery & poverty.

Direct violence: abuse & neglect.

Thanks, Otto Scharmer



What gifts can you bring that
express your highest purpose
and build your community?

Inclusion



...engaged & embedded in local community
...make a meaningful contribution...
relationships and friends ...own choices



A question or an idea I'm thinking about
from yesterday



If you're not part of the problem,
you can't be part of the solution.

–Bill Torbert

7 Ways to Cause a Crisis

Make a dumb plan, Stan

Put 'em in a slot, Dot

Make a bad match, Mitch

Listen less, Tess, ignore his loneliness

Take away control, Joel

Ignore her need, Rasheed

Don't train your staff, Jeff,
and see what you get

www.peterleidy.com

...engaged & embedded in local community
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What do we need to let go of to
move forward?

What will be lost in this letting go?

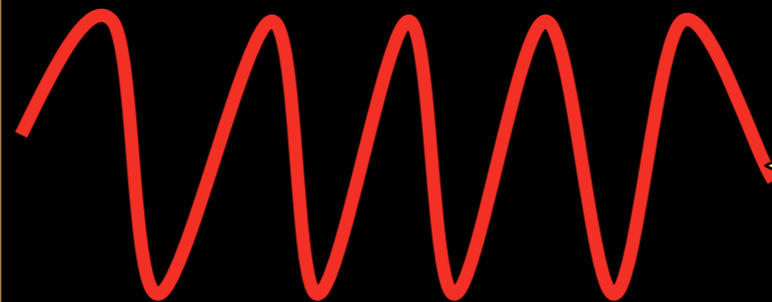
[We] recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

–UN Convention on the Rights of
Person's with Disabilities

Article 27



What we can
do right now



Rights

What we
want to
create

Inclusion

Self-
direction

Beliefs &
assumptions

Allocation of
public funds

Current service
designs

Knowledge
flows

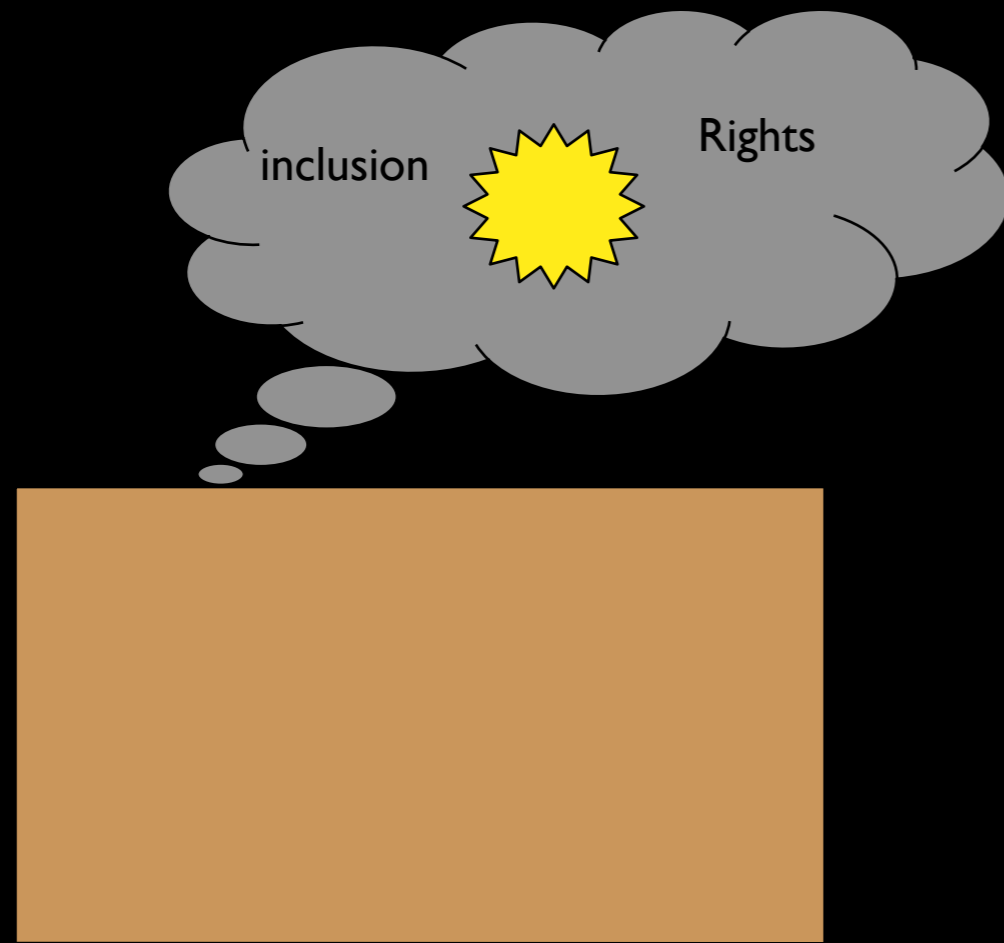
Structure

Staff roles &
competencies

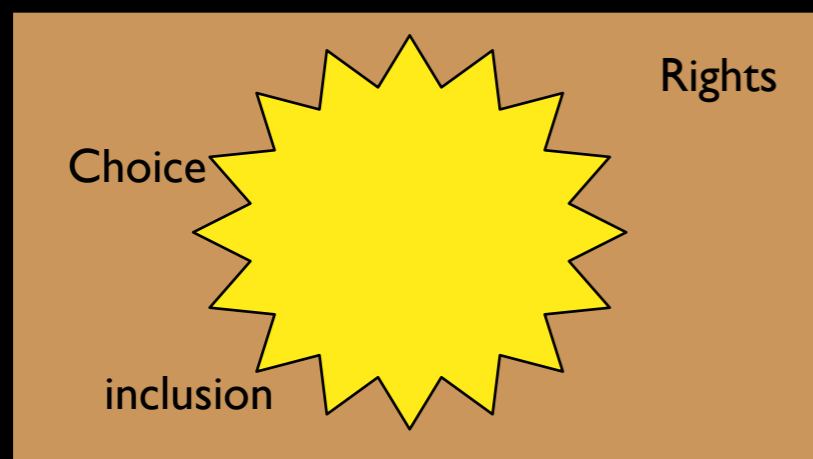
Rules &
enforcement
mechanisms

Relationships

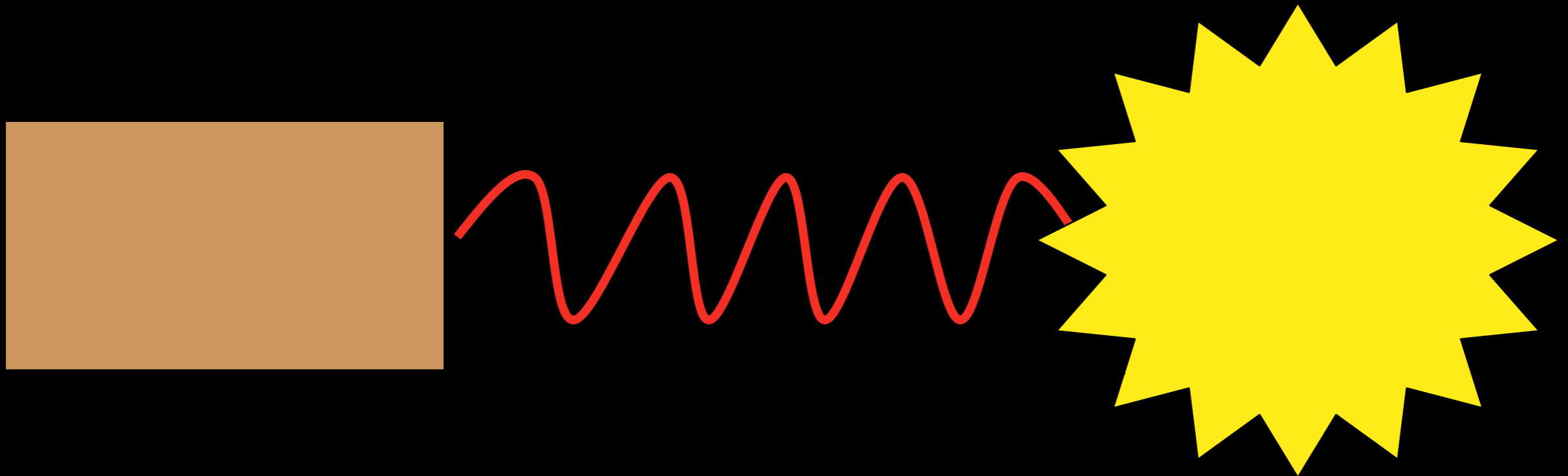
Capital
investments



Withdraw ...just go through the motions as usual (talk a lot about the values or talk about how 'unrealistic' they are)



Shrink what we value to fit inside what we can do right now. [Re-label the usual or little changes.]



Recognize & work inside the tension to
develop our capacity to create more of
what we want

Beliefs &
assumptions

Allocation of
public funds

Current service
designs

Knowledge
flows

Structure

Staff roles &
competencies

Rules &
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mechanisms

Relationships

Capital
investments

Persons with disabilities have the opportunity to choose their place of residence and where and with whom they live on an equal basis with others and are not obliged to live in a particular living arrangement

Persons with disabilities have access to [the] personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community

–UN Convention on the Rights of
Person's with Disabilities

Article 19: a) b)



Thinking about people who require substantial assistance:



Structure makes this very difficult

My own home

Structure makes this very easy



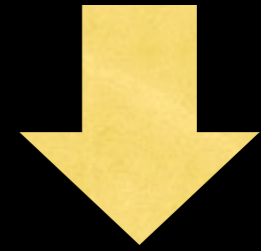
Structure makes this very difficult

My own integrated job

Structure makes this very easy



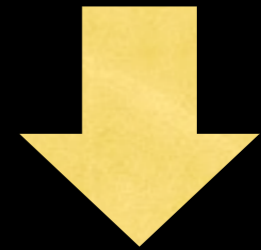
Thinking about my own current focus of my energy & attention



Little to no focus here

Developing & supporting integrated jobs

Full time focus here



Little to no focus here

Individualized support to people in their own homes

Full time focus here

Café Etiquette

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My Own Home

My Own Job

What does it take to move growing numbers of people toward their own homes & their own jobs in ways that engage community assets?



...engaged & embedded in local community
...make a meaningful contribution...
relationships and friends ...own choices

What does it take to move
communities toward collaboration
in the creation of this future?



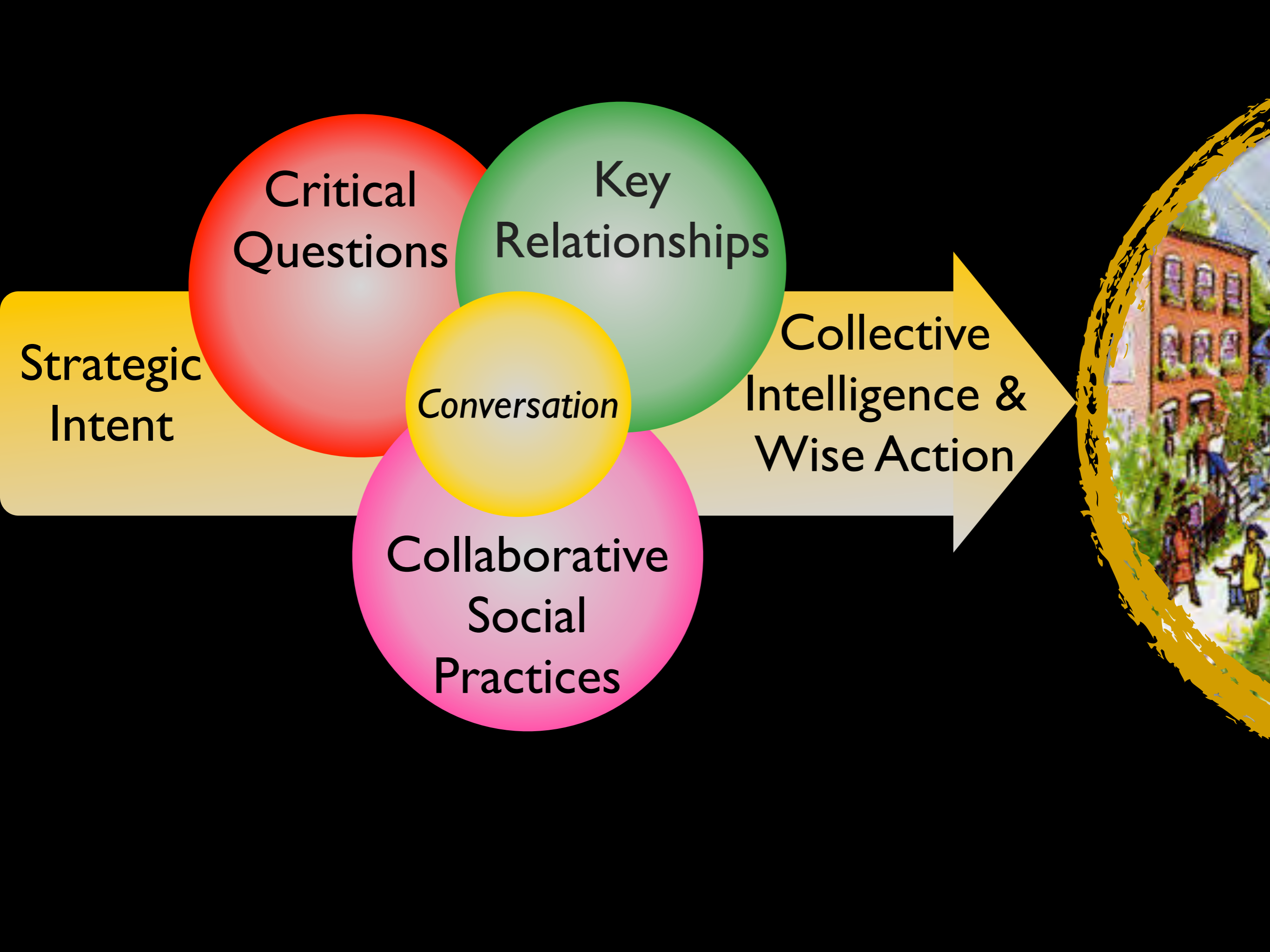
Our structure is highly flexible; we can easily design individualized supports



Even minor adjustments to individualize supports require a lot of effort

Creating More Green Space

- Collaborate with families who do not want to delegate
- Create Individual Accounts & an Internal Individual Support Provider (until people control IBs).
- Start outside the front door...
 - ...people in transition
 - ...people “waiting”
 - ...people who are very challenging
- Transform existing services that offer less individualization; liquidate real estate as the opportunity presents
- Direct Support Development



Strategic Intent

Critical Questions

Key Relationships

Conversation

Collaborative Social Practices

Collective Intelligence & Wise Action



There is no power greater than a community discovering
what it cares about

Ask “what’s possible?” not “what’s wrong?”. Keep asking.

Notice what you care about.

Assume that many others share your dreams.

Be brave enough to start a conversation that matters

Talk to people you know.

Talk to people you don’t know

Talk to people you never talk to.

Be intrigued by the differences you hear.

Expect to be surprised.

Treasure curiosity more than certainty.

Invite in everybody who cares to work on what's possible.

Acknowledge that everyone is expert about something.

Know that creative solutions come from new connections.

Trust that meaningful conversations can change your world.

Rely on human goodness. Stay together.

If you are going to work with me,
you have to listen to me.

And you can't just listen with your ears,
because it will go to your head too fast.

If you listen slow,
with your whole body,
some of what I say will enter your heart.

–Christine Mayer

for RESOURCES:

INCLUSION PRESS:

<http://www.inclusion.com>

INCLUSION NETWORK:

<http://inclusionnetwork.ning.com>

NZ distributor:

<http://rjv.co.nz>