

**Addis Ababa University
College of Education and
Behavioral Studies
Department of Special
Needs Education**

Inclusiveness

Addis Ababa University

Chapter 4

Promoting Inclusive Culture

4.1. Definition of Inclusive Culture

- As stated in chapter 2, inclusion promotes the creation of accommodative community that ensures the belongingness and social networking among members of the community.

- Culture is “the ideas, customs, and social behavior of a particular people or society.”
 - Culture plays a huge role in accommodating the diverse needs of individuals and groups.
 - An inclusive culture involves the full and successful integration of diverse people in different forms of areas where people will work and live together such as work place, schools, villages etc.
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- Inclusive culture encompasses both formal and informal policies and practices, and involves

several core values such as:

- **Representation:** (The presence of people with disabilities across a range of membership and leadership within the community and given institution);
- **Receptivity:** (Respect for differences);
- **Fairness:** (Equitable access to all resources, opportunities, networks and decision-making processes).

4.2. Dimensions of inclusive culture

- There are three dimensions/elements of an inclusive culture:
 - Universal design refers to the construction of structures, spaces, services, communications and resources that are organically accessible to a range of people with and without disabilities, without further need for modification or accommodation.
 - Recruitment (Training and Advancement Opportunities)

- This dimension of inclusive culture refers to the promotion of recruitment and training of PWDs for a certain position and advance their professional knowledge and competence.

3. Workplace Accommodations and Accessibility (Policy & Practice) plays a critical role in generating meaningful inclusion of people with disabilities.

- In addition to recruitment, training and advancement, workplace policies need to be carefully planned for the provision of reasonable accommodations.

4.3. Building inclusive community

- An inclusive community:
 - Establishes foundation that respects all citizens, gives them full access to resources, and promotes equal treatment and opportunity;
 - Works to eliminate all forms of discrimination;
 - Engages all its citizens

in decision-making
processes that affect
their lives;

- Values diversity; and
- Responds quickly to
racist and other
discriminating
incidents.

- An inclusive society aims at
empowering and promoting
social, economic, and political
inclusion of all, irrespective of
age, sex, disability, race,
ethnicity, origin, religion,
economic, or other status.

- It is a society that leaves no one behind.
- We work to ensure that societies are open and inclusive to all.
- The following factors justify why building an inclusive community is important:
 - Acts of exclusion and injustice based on group identity and other factors should not be allowed to occur and/or continue;
 - All people have the right to be part of decisions that affect their lives and the groups they belong

to; and

- Diversity enriches our lives, so it is worthwhile to value our community's diversity.

- An inclusive community is characterized by the following features:

- Integrative and cooperative;
- Interactive;
- Invested;
- Diverse;
- Equitable;

- Accessible and Sensitive;
 - Participatory;
 - Safe.
- In an inclusive society or institution having inclusive culture, there is a need of leaders having inclusive behavior such as:
 - Empowerment;
 - Accountability;
 - Courage;
 - Humility.

4.5. Inclusive values in terms of cultural norms

- Inclusion is most importantly seen as putting inclusive values into action.
- The seven pillars of inclusion are:
 - Access;
 - Attitude;
 - Choice;
 - Partnership;
 - Communication;
 - Policy; and
 - Opportunity.

- Alongside these pillars of inclusion, the following are the frameworks of inclusive values:

- Equality;
- Rights;
- Participation;
- Community;
- Respect for Diversity;
- Sustainability;
- Non-violence;

- Trust;
- Compassion;
- Honesty;

- Courage;
- Joy;
- Love;
- Hope/Optimism; and
- Beauty.

4.6. Indigenous Inclusive Values and Practices

- Indigenous values are customs and norms of a society developed in the course of the past cultural practices and

enriched and transferred from generation to generation.

- Incorporating Indigenous ways of learning into educational practices has potential to benefit both Indigenous and non-Indigenous learners.
- In modern curriculum the following skills are needed to be included:
 - Collaboration;
 - Creativity;
 - Innovation;

- Problem-solving;
 - Inquiry;
 - Multicultural literacy, etc.
- Indigenous knowledge and practice should be carefully treated avoiding harmful cultural beliefs.

Activities

- What are the manifestations of inclusive culture?

- What are the key values of inclusive culture?
- What are the benefits of inclusive culture to PWDs?