Self-Direction Rights
Responsibilities Inclusion
Citizenship Quality
Person-Centered Participation
Community
“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.
Once shut in, many people with disabilities now find themselves shut out... socially, culturally & politically isolated. They are ignored, invisible & silent.

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

**Count Me In**

Disability Future Directions

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
The Evolution of Darwin
From being hidden away to having a real life

BY VIKKI KRATZ — PAGE
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

Risk learning by acting

Want to create great relationships

Recognize integrity gaps & try to close them
...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

LISTEN to Understand

LISTEN TOGETHER for patterns, insights, and deeper questions

CONNECT ideas

Play! Doodle! Draw! (in your own lap)
In creating opportunities to make this declaration real, what challenges will our **communities** face that call for something other than more of the same?
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?
What patterns & insights emerged from your conversations? What had resonance for you?

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

Critical Questions

Key Relationships

Collaborative Social Practices

Conversation

Wise Action

Collective Intelligence

...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?
A question or an idea I’m thinking about from yesterday

...engaged & embedded in local community
...make a meaningful contribution...
relationships and friends ...own choices
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
What do we need to let go of to move forward?

What will be lost in this letting go?

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

Inclusion

Rights

Self-direction

What we want to create
Structure

Beliefs & assumptions
Knowledge flows
Rules & enforcement mechanisms

Allocation of public funds
Relationships

Current service designs
Staff roles & competencies
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
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
- Structure makes this very easy

My own home

My own integrated job
Thinking about my own current focus of my energy & attention

- Little to no focus here
- Developing & supporting integrated jobs
- Individualized support to people in their own homes
- Full time focus here

Little to no focus here
Full time focus here
Café Etiquette

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DRAW! (in your own lap)

LISTEN TOGETHER for patterns, insights, and deeper questions

LISTEN to Understand

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

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

Collective Intelligence & Wise Action

Conversation

Collaborative Social Practices
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