

2021 - 2024

Strategic Plan

We believe in a
Canada where
everyone belongs.



Inclusion
Canada



Contents

- 2 Who We Are**
- 3 Fundamentals**
 - Vision
 - Mission
 - Values & Beliefs
 - What Inclusion Means to Us
- 6 How We Work**
 - Our Approach
 - Strategic Framework
- 7 Federation Strengthening**
 - Sustainability
 - Knowledge Sharing
 - Leadership Development
- 9 Building an Inclusion Movement**
 - Grassroots Engagement
 - Intersectional Collaboration
 - Communicating for Social Change
- 11 Transforming Communities & Systems**
 - Access to Health
 - Inclusive Education
 - Legal Capacity
 - Access to Justice
 - Inclusive & Affordable Housing
 - Income Security
 - Employment
 - Advancing Human Rights

Who We Are

We believe in a Canada where everyone belongs.

Everyone should have the same access to opportunities to lead a regular, fulfilled life: grow up at home with your family; be included in school with friends and peers; immerse in a hobby or sport; have a career; travel; make friends; find a soulmate; have a home of your own; and contribute to your community. These are the common building blocks of life for most people in Canada, and the dreams and aspirations of people with an intellectual disability are no different.

Inclusion only happens when the lives of children and adults with an intellectual disability unfold no differently – immersed together with their peers without a disability in the same pathways and experience of life common to us all.

We know a serious challenge people with an intellectual disability often face is the stereotypes and negative perceptions by others in response to unique and different ways of learning and communicating.

We are changing this mindset.

We are at the forefront of a national movement of people who believe in an inclusive Canada, one in which people with an intellectual disability and their families are equally valued and fully included in every aspect of community life. We are a grassroots family-based association with representation from across Canada, working in collaboration with our federation members and other national partners and disability organizations who share our vision of a Canada where everyone belongs.

We are strengthening families by helping them create a vision for an inclusive life for their family member with an intellectual disability and then supporting them to make that dream a reality. We are transforming communities by inspiring and motivating community leadership and encouraging them to adopt inclusive practices. We are defending rights by promoting public policies and legislation that furthers inclusion.

By enabling inclusive lives for people with an intellectual disability we are building a Canada where everyone has the opportunity to thrive and prosper. This benefits us all. We invite you to join us.

Inclusion Canada is a national federation of 13 provincial-territorial member organizations and over 300 local associations. Our national organizations include the Inclusion Canada Foundation, the Institute for Research and Development on Inclusion and Society (IRIS), and Inclusive Education Canada (IEC). As part of an international federation, Inclusion Canada is a member of Inclusion International.



Fundamentals



Vision

An inclusive Canada in which people with an intellectual disability and their families are valued equally and participate fully in all aspects of society.



Mission

Inclusion Canada is a national federation of people with an intellectual disability, their families, allies, and organizations working to advance the full inclusion and human rights of people with an intellectual disability. Inclusion Canada leads the way in building an inclusive Canada by strengthening families, defending rights, and transforming communities into places where everyone belongs.

The terms intellectual disability and developmental disability are sometimes used interchangeably in Canada. At Inclusion Canada we use the term intellectual disability, in alignment with our international federation. This is meant to be inclusive of both terms, and includes people who face challenges in learning and communication, and people with Autism, Fetal Alcohol Spectrum Disorder, or other neurodevelopmental conditions. An intellectual disability is something someone can be born with or it can be acquired later in life.

Values & Beliefs

We are committed to ensuring people with an intellectual disability realize the rights to which they are entitled to under the United Nations Convention on the Rights of People with Disabilities and the Canadian Charter of Rights and Freedoms. All work at Inclusion Canada is rooted in this commitment.

We believe that families are unique and diverse, and can only be defined by the ties of love and caring that exists between family members - not limited by traditional definitions. Families with a commitment to inclusion hold the greatest hope for inclusion for their family member with an intellectual disability, and offer the greatest degree of continuity in the lives of family members with an intellectual disability. For those reasons, family commitment and connection must be honoured and supported.

Our core values and beliefs inspire and guide our work.



Inclusion

We believe that the lives of people with an intellectual disability should unfold no differently than those without disabilities; immersed together with their peers without a disability in the same pathways and experience of life common to us all.



Equality

We believe that all people are entitled to equal access and opportunity. Equality demands protection from all forms of discrimination or harm, and access to the supports necessary to enable equal participation.



Diversity

We believe in the fundamental value and dignity of all people, and honour and respect diverse identities and experiences. Our humanity and uniqueness cannot be reduced to words, labels, categories, definitions, or genetic patterns.



Moral Courage

We believe in speaking up and taking action on our values and beliefs, even when it is difficult.

What Inclusion Means to Us

Think about the lives of most people who live in Canada. Life starts with family, growing up at home, being loved and wanted, going to playschool, childcare and/or kindergarten and school, having and making friends throughout the journey, having friends and family who support you and your dreams, developing a career identity, participating in community activities, being a teenager, developing a positive sense of self over time, having dreams, playing sports, possibly involved in music/dance/art, going to college/university, traveling, falling in love, getting a job, pursuing a career, perhaps owning a business, finding a soulmate, owning/renting a home of your own, having friends over for dinner, looking after your parents, growing older and continuing to contribute at every step of the way. It is assumed and expected that you will grow, relate, adapt, contribute and be included in the fullness of community life amidst your family, friends, and colleagues.

Inclusion happens when the lives of children and adults with an intellectual disability unfold no differently; immersed together with their peers without a disability in the same pathways and experience of life common to us all.

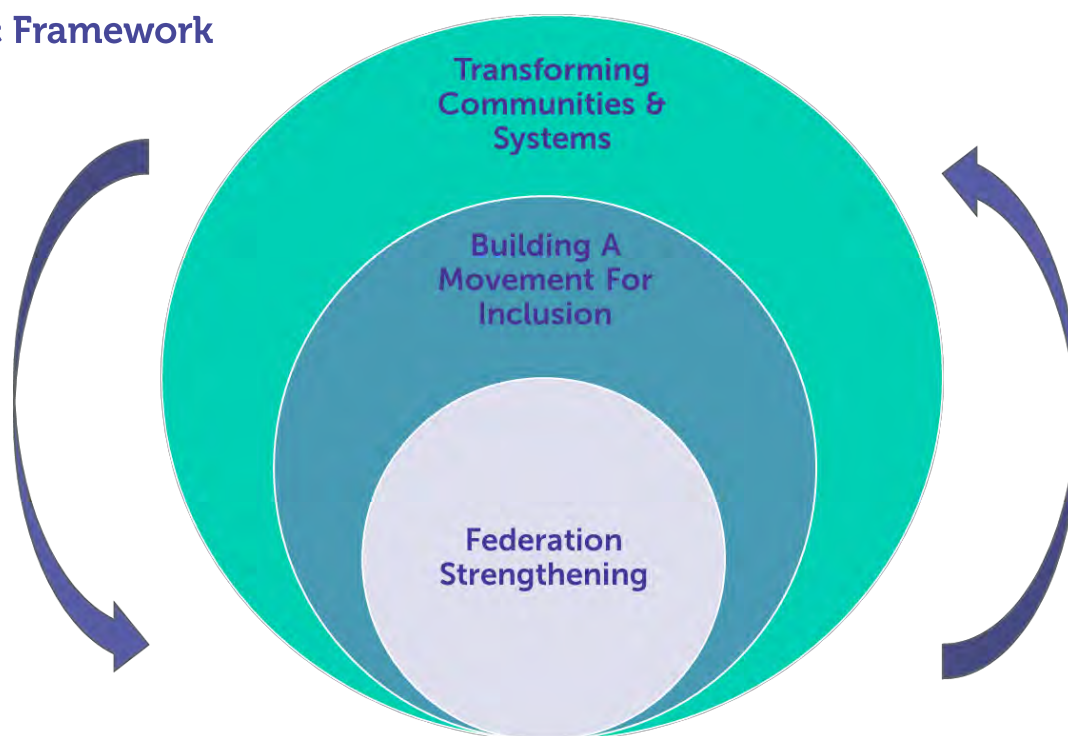


How We Work

Social change requires a movement.

In strengthening our federation, building a movement for inclusion, and transforming communities and systems, our strategic approach works to build a more inclusive Canada - one in which people with an intellectual disability and their families are equally valued and fully included in every aspect of community life. Through collaborative leadership and shared efforts, Inclusion Canada's national federation has local-to-global impact in advancing our vision for inclusion.

Strategic Framework



Federation Strengthening

- Sustainability
- Knowledge Sharing
- Leadership Development

Building A Movement For Inclusion

- Grassroots Engagement
- Intersectional Collaboration
- Communicating for Social Change

Transforming Communities & Systems

- Access to Health
- Income Security
- Inclusive Education
- Legal Capacity
- Inclusive & Affordable Housing
- Employment
- Access to Justice
- Advancing Human Rights



Federation Strengthening

Building upon our history as an organization advocating for social justice, inclusive of rights, we will have local-to-global impact in advancing our vision. Inclusion Canada will strengthen its capacity to fulfil our mission by achieving a higher level of sustainability, investing in staff and volunteer leadership development, strengthening strategic partnerships, and collaborating with provincial-territorial member organizations. We will be a learning organization committed to efficient internal processes and mechanisms for sharing knowledge.



Sustainability

We have the people, financial, and organizational resources needed to fulfill our mission.

Objectives

- Develop a robust, multi-pronged strategy to diversify revenue sources, secure unrestricted and sustainable funding, and move beyond reliance on short-term program-related funding.
- Develop and implement a comprehensive measurement framework to report on Inclusion Canada's performance and social impact.
- Develop and refine our board structure and processes so the Board of Directors is better able to govern Inclusion Canada at the national level.



Knowledge Sharing

We lead in developing and sharing knowledge about inclusive policy and practices, and facilitate knowledge and resource sharing across the federation.

Objectives

- Develop and implement a mechanism to encourage effective resource and information sharing between and across federation members and the national organization.
- Develop and implement a Knowledge Management Process to enhance information sharing across the national organization and improve internal communications.



Leadership Development

We have strong leadership for inclusion at all levels of our movement.

Objectives

- Develop and implement a strategy to strengthen the leadership capacity of Inclusion Canada's volunteers.
- Develop a grassroots engagement and movement development series and implement in partnership with provincial-territorial member organizations.
- Develop and implement a leadership series for senior staff in the federation and national organization.

Building a Movement for Inclusion

We will increase engagement of people with an intellectual disability, their families, and allies who are dedicated to inclusion and share our values. To accomplish this, we will be a supportive organization with the capacity to enable communication, strategy, and action while renewing and sustaining the movement. Our efforts will foster and attract new leaders and allies as well as ensure people with an intellectual disability and their families across the country are connected to the movement, aware of the value of Inclusion Canada, and able to see themselves as important actors within the movement for inclusion.



Grassroots Engagement

People with an intellectual disability, their families, and allies are actively engaged in efforts to advance inclusion in their own lives and communities.

Objectives

- Actively engage in grassroots leadership development in five provinces/territories.
- Develop and implement a strategy within Inclusion Canada's overall communications plan targeted to building a movement for inclusion that creates a sense of belonging and is relevant to people with an intellectual disability, families, and our allies.



Intersectional Collaboration

Acknowledging that people with an intellectual disability and their families have diverse identities, we actively build relationships and allyships with other equity seeking groups and take an intersectional approach in all aspects of our work.

Objectives

- Strengthen internal knowledge and awareness on intersectional anti-oppression practices and approaches.
- Develop and implement an intersectional lens to be applied to all work of the organization.
- Proactively seek out a minimum of five new partnerships with equity seeking groups outside the disability movement who share our values, to collaborate on shared priority issues.



Communicating for Social Change

We engage people in Canada in ongoing dialogue, share and promote the passionate voices and experiences of people with an intellectual disability and families about our priority issues, profile our initiatives and impact, and frequently and consistently deliver our message using our unique voice.

Objectives

- Develop a strong external communications strategy that resonates with both a diverse and wider audience, with clear and consistent messaging on what an inclusive life looks like.
- Expand our capacity to develop and deliver national public awareness campaigns on our strategic priority issues.

Transforming Communities & Systems

Guided by the UN Convention on the Rights of Persons with Disabilities, Inclusion Canada will motivate community leadership and encourage the adoption of inclusive practices. We will work to ensure public policy and legislation actively advances inclusion and dismantles barriers to inclusion, participation, and belonging. We will address the diverse experiences of marginalization faced by people with an intellectual disability through research and policy reform, social innovation, capacity building, and strategic litigation, to ensure people with an intellectual disability and their families realize their full rights and have the opportunity to thrive and prosper.



Access to Healthcare

People with an intellectual disability have access to quality healthcare, including mental health services, on an equal basis with others free from bias and discrimination.

Objectives

- Successfully influence the review of Canada's medical assistance in dying legislation to protect the rights of people with disabilities.
- Identify and promote solutions to address the inequities experienced by people with an intellectual disability and their families in accessing healthcare during the pandemic.
- Proactively work with partners to advance access to mental health services for people with an intellectual disability and their families.



Inclusive Education

All people with an intellectual disability are fully included with their peers in regular education, with appropriate supports from early childhood through to post-secondary and adult life-long learning.

Objective

- Develop and launch a strategic plan for Inclusive Education Canada that advances inclusive education across the country, with clearly defined roles for Inclusion Canada and Inclusive Education Canada.



Access to Justice

People with an intellectual disability are safe from violence, abuse, and coercion in their daily lives, and the criminal justice system has the capacity to respond appropriately to ensure equal and fair treatment under the law.

Objectives

- Proactively work to advance access to justice for people with an intellectual disability, including through the provision of procedural and age-appropriate accommodations, in order to facilitate their effective role as direct and indirect participants in all legal proceedings.
- Develop and launch a policy dialogue on federal criminal justice reform that enables fair treatment under the law for people with an intellectual disability involved in criminal cases as victims or the accused.



Legal Capacity

Rights to equality, self-determination, and full citizenship are legally recognized and assured for all people with an intellectual disability.

Objective

- Secure political commitment to an inclusive legislative framework that formally recognizes supports for decision-making in three provinces/territories.



Inclusive & Affordable Housing

People with an intellectual disability have the supports they require to live in typical homes in community, where they can exercise choice and control over their lives.

Objectives

- Develop a national initiative for transforming housing and supports for people with an intellectual disability from congregate, segregate options to inclusive options in community.
- Secure political commitment to reforming the Registered Disability Savings Plan to enable people with an intellectual disability to access their savings for homeownership.
- Secure political commitment from three provinces/territories to end admissions for people with an intellectual disability to nursing homes, rehabilitation centres, and long-term care residences, provide transparent data on admissions, and transition people to live in inclusive housing in community.



Income Security

People with an intellectual disability and their families have the income and resources they need to secure a good quality of life and fully participate in all aspects of their communities.

Objectives

- Influence the design of a Canadian Disability Benefit that addresses issues of poverty experienced by people with an intellectual disability and assures broad access.
- Develop and implement a national strategy to enable and safeguard the economic security of families who are providing disability-related support to their family members.



Employment

People with an intellectual disability are employed at the same rate as the general population.

Objectives

- Secure funding to sustain and grow the Ready, Willing & Able initiative for a further five-year period, to 2027.
- Influence the design of a national employment strategy that addresses issues of meaningful employment for people with an intellectual disability.
- Influence the design of Accessible Canada Act technical regulations and standards that advance employment access for people with an intellectual disability.
- Generate 1,200 new jobs for people with an intellectual disability and/or autism in next three years.



Advancing Human Rights

People with an intellectual disability realize the rights to which they are entitled under the UN Convention on the Rights of Persons with Disabilities, and Canadian disability legislation reflects those rights.

Objectives

- Work with national disability allies to advance a rights-based approach to disability supports, including a federal disability lens for policymaking.
- Provide technical support and consultation to the implementation of the Accessible Canada Act.
- Continue our leadership role in civil society monitoring of and reporting on Canada's implementation of the UN Convention on the Rights of Persons with Disabilities.





Inclusion Canada
c/o WeWork
1 University Avenue, 3rd Floor
Toronto, ON
M5J 2P1

inclusioncanada.ca
inform@inclusioncanada.ca

 @InclusionCanadaFB

 @InclusionCA