

# THE SPECIFIC NEEDS OF ALL PEOPLE

Instead of focusing on the labels and the differences between people, focus on the specific needs of all people. Including the needs of all people can be categorized into just 8 considerations.

1. **Access** - Ensuring all people can see and hear, or understand via alternatives, what is being communicated; and physically access or use what is being provided.
2. **Space** – Ensuring there is a space provided that allows all people to feel safe to do what they need to do.
3. **Opportunity** – Ensuring all people are provided opportunity to fulfil their potential.
4. **Voice** – Ensuring all people are provided the opportunity to contribute and are equally heard and valued.
5. **Allowance** – Ensuring allowances and adjustments are made to accommodate the specific needs of all people.
6. **Language** – Ensuring the choice of words or language consider the specific needs of all people.
7. **Respect** – Ensuring the history, identity, and beliefs of all people are respectfully included.
8. **Support** – Ensuring additional support is provided to enable all people to achieve desired outcomes.

These eight specific needs are then applied in the context of the 7-Pillars of business-as-usual inclusion.

