The 8-Inclusion Needs of All People®

INCLUDE WITH Dr Liz

ACCESS

Ensuring all people can see, hear, or understand what is being communicated via alternative means, and physically access or use what is being provided.

Access reflects the necessity of ensuring all people can see and hear (or understand via alternatives) what is being communicated and can physically access or use what is being provided. This includes meeting people's vision, hearing, and physical access needs, as well as access to property and facilities, resources, health care, credit, and justice.

SPACE

Providing a space that allows all people to feel safe and do what they need to do.

Space is about making sure people feel safe, and are safe, in the workplace and in the community they live. This includes providing a psychologically safe workplace free from bullying and harassment where people can be their authentic selves, and their physical safety is protected with safe work practices. It also means providing a safe space for people to meet their own personal needs, such as breastfeeding, taking time-out, praying, and administering medication.

OPPORTUNITY

Ensuring all people are provided a chance to fulfill their potential.

Opportunity requires that all people be provided with opportunities to fulfill their potential through participation, in job applications and promotions, as well as education, training, and development.

REPRESENTATION

Ensuring all people can contribute and are equally heard and valued.

Representation is about ensuring that all people can contribute, are equally heard and valued, and can see themselves fairly and equally reflected in government and policymaking, the organizational hierarchy, pay scales, occupations, communications, the media, and decision-making.

ALLOWANCE

Ensuring allowances are made without judgment to accommodate the specific needs of all people.

Allowances must be made without judgment to accommodate people's specific inclusion needs so they can do what needs to be done. This means providing allowances for people must be the rule rather than the exception. Accommodations can include (but are not limited to) flexible working and job redesign, work scheduling and leave, learning and assessment adjustments, and work equipment.

LANGUAGE

Ensuring the choice of words or language considers the specific needs of all people.

Language means choosing words or language suitable for the audience and not reflecting any exclusionary or discriminatory language. This means avoiding unnecessary complex language, jargon and acronyms, gendered or racial or ableist language, offensive or discriminatory terms, and providing interpreters, translations, or transcriptions when needed.

RESPECT

Ensuring all people's history, identity, and beliefs are respectfully considered.

Respect is the need to ensure the history, identity, beliefs, and value of all people are respectfully considered. This includes respecting the histories of exclusion and oppression and appreciating the impact that has on individuals and identity groups, respecting how people self-identify and how they choose to reflect and express their identity, respecting an individual's belief system, and traditions, and recognizing and valuing the capability and contribution of all people.

SUPPORT

Ensuring additional support is provided to enable all people to achieve desired outcomes.

Support is about providing additional support to people so they can achieve desired outcomes and fulfill their potential. That support may include but is not limited to, social services, policy, and legal support, community and peer support, education and training support, support following a harassment claim, and organizational and leader support.

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