



BACK TO

School



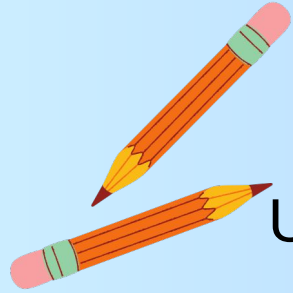
Fostering Authentic Inclusion

Community Agreement

- Stay invested
- Speak your truth

- Respect others' experiences

- Active Participation



Objectives

Understand the importance of inclusive classrooms.

Explore strategies to create an inclusive learning environment.

Engage in practical activities to implement inclusivity.



Circle of Identity



Implicit Bias

Is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. (Galinsky & Moskowitz)

An implicitly biased person can benefit from guidance to eliminate bias from their thinking.

Implicit Bias in action

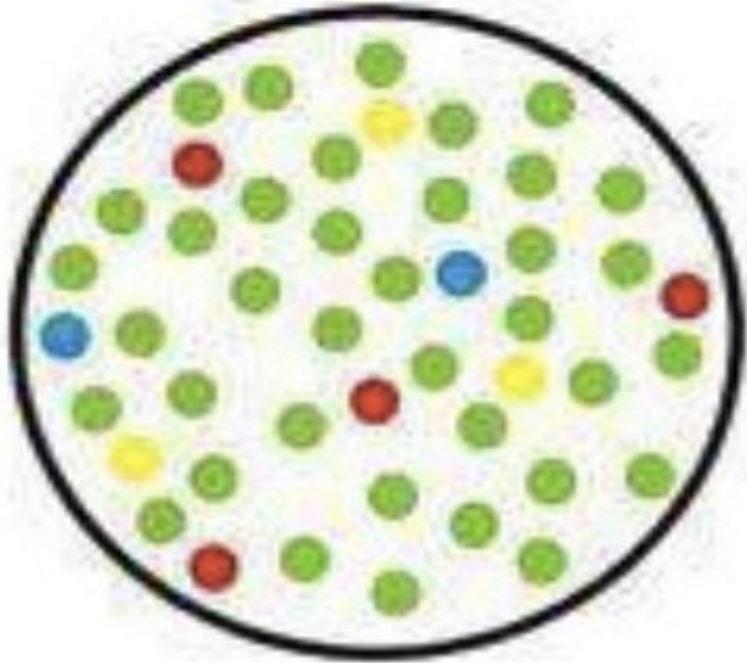


Inclusion is a belief that everyone belongs regardless of the need or perceived ability and that all are valued and contributing members of the school community.

(Villa & Thousand, 2021)

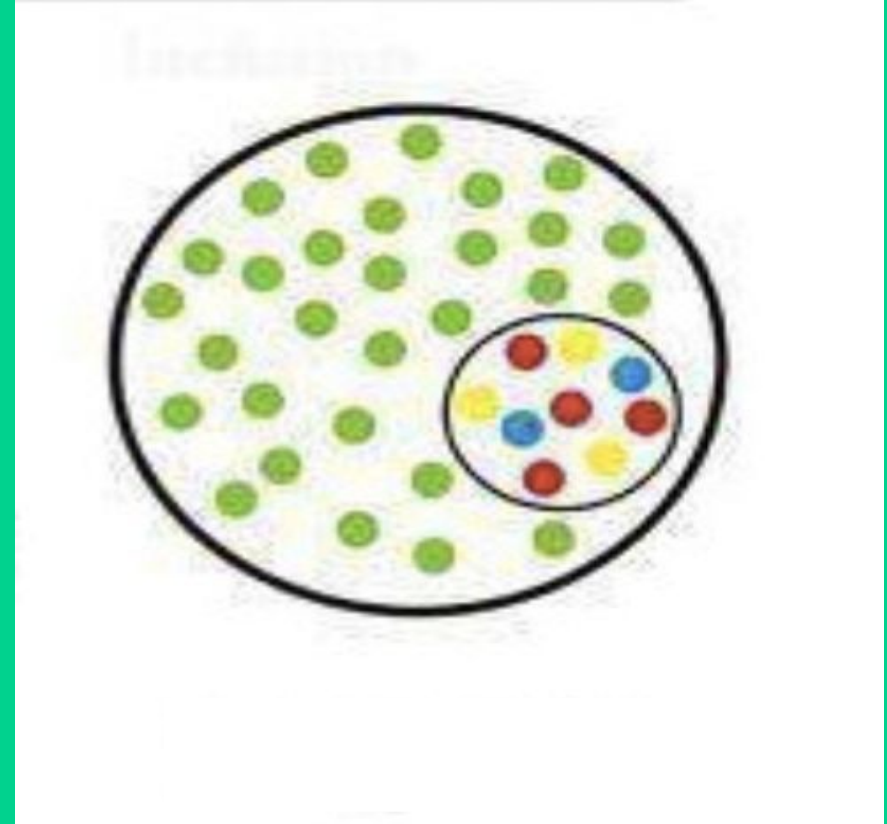


If this is...



Inclusion

Then what is this



Authentic Inclusion



Actively and intentionally creating an environment where every individual not only belongs but is fully engaged, supported, and valued for their unique contributions, with ongoing efforts to address and remove barriers to participation. **Dr. Ralita Cheeks, 2024**

Why Inclusive Classrooms

Studies have found that students with disabilities in inclusive classrooms often **achieve better academic outcomes** compared to those in separate, special education settings.

Lindsay, G. (2007).

Academic Achievement:



Studies shows that a **sense of belonging**, fostered by inclusive practices, **improves** academic outcomes and **self-esteem among students from diverse backgrounds.**

Walton, G. M., & Cohen, G. L. (2011)

Self-Esteem and Belonging:



Studies show that LGBTQIA+ students experience **significantly less bullying and harassment** in schools with inclusive practices and supportive staff.

(Kosciw, Greytak, Palmer, & Boesen, 2018),

Reduction in Bullying and Harassment:



What authentic inclusion is not

Main streaming

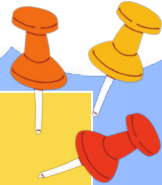
The child looks like they can learn so we offer one way of learning.

Integration

Integration with limited or no expectation of learning.

Routine/Automatic Grouping

Everyone with similar backgrounds group together.




What authentic inclusion is...



A Vision & A Practice

It is both the vision and practice of welcoming valuing empowering and supporting the diverse academic social emotional language and communication learning of all students in shared environments and experiences for the purpose of attaining their desired goals of education



(Villa & Thousand, 2021)

Differentiating Instruction

It is providing all students with instruction and opportunities to practice self determination choice making and learning and goal setting.

Ex: varied content delivery, flexible grouping (interest based groups/skilled based groups)

(Villa & Thousand, 2021)

Collaborative Partnerships

Building strong partnerships among educators, students, families, and the community through regular communication, shared goals, and joint efforts ensures all voices are heard and fosters a sense of belonging and support for students

Key Elements to Authentic Inclusion

- **Intentional Practices**

- **Equitable Opportunities**

- **Genuine Engagement**

- **Cultural Responsiveness**

- **Ongoing Reflection and Improvement**

- **Supportive Relationships**

The Role of Empathy in Authentic Inclusion



- Empathy is crucial for creating authentic inclusion.
- Understanding others' feelings and perspectives fosters a supportive and inclusive environment.
- Empathy leads to better communication, collaboration, and conflict resolution.

Inclusion is not a one-time act but a daily commitment. Let us continue to recognize and celebrate the unique values and potential of every student, making equity a lived reality.



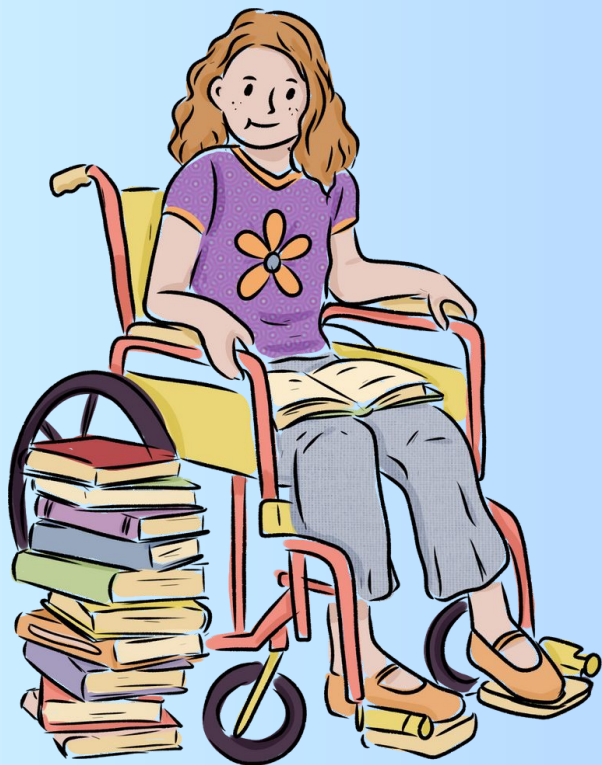


Everyone
can
benefit
from
inclusive
practices

Participant Reflection



I think...
I wonder...
I hope



Thank you!

