# Turning Back Time for Inclusion Today as Well as Tomorrow

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Inclusion Between Past and Future

"When I use a word", Humpty Dumpty said in a rather scornful tone, "it means just what I choose it to mean – neither more nor less."

"The question is", said Alice, "whether you *can* make words mean so many different things."

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# Overview

- Argues a difference between inclusion and inclusiveness – a language/thinking nexus

- The two have different methodological standpoints – ask different questions

- Benefits from separating the ideas – both can be explored

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# What do words mean?

- What is the difference between inclusion and inclusiveness?

- How do their underpinning assumptions differ?

- What does it mean for policy and practice?

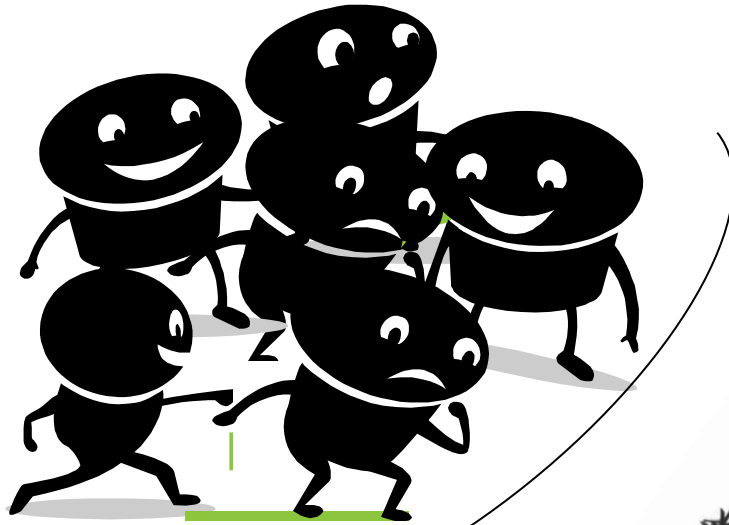- What is the benefit in seeing them as two separate endeavours?

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# **Inclusion**

- Added to something existing

- Incremental process

- Giving to others

- "Let them in" approach

- Focused on otherness

- Future-focused social aim

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# Concept of inclusion identifies an excluded group

Included

Excluded

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INCLUSION
Us looking at Them
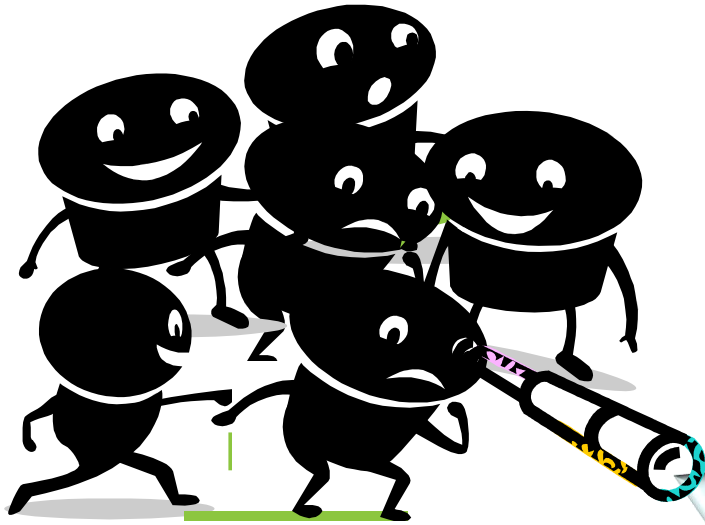
Them

Us

Now we have to include them

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# INCLUSION

## Us looking at Them maintains language:

Accessibility  Ageing

Design-for-all

Disability

Us                    Them

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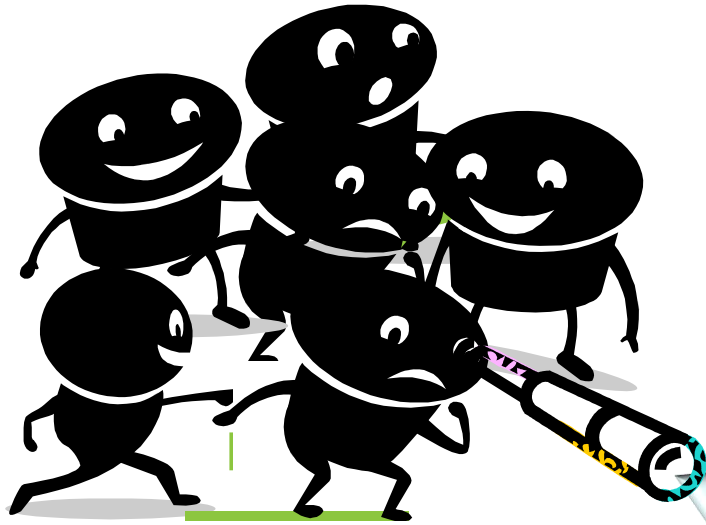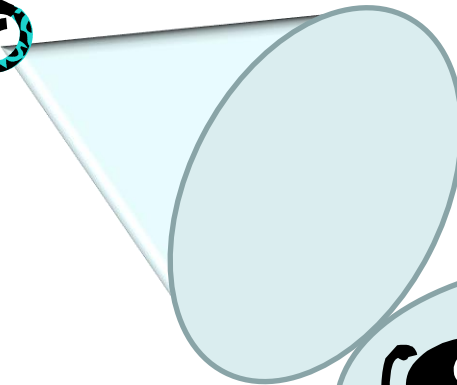
INCLUSION

Including one by one

Overcoming exclusion

Us

Them

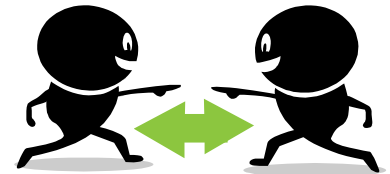Bringolf and Schraner
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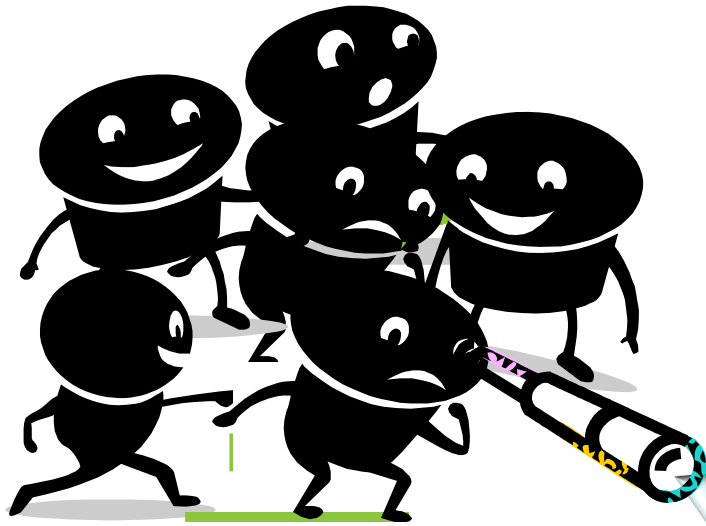
# Inclusiveness

- Part of the whole from beginning

- Holistic thinking

- No 'us and them'

- Everyone gets something

- No-one left out approach

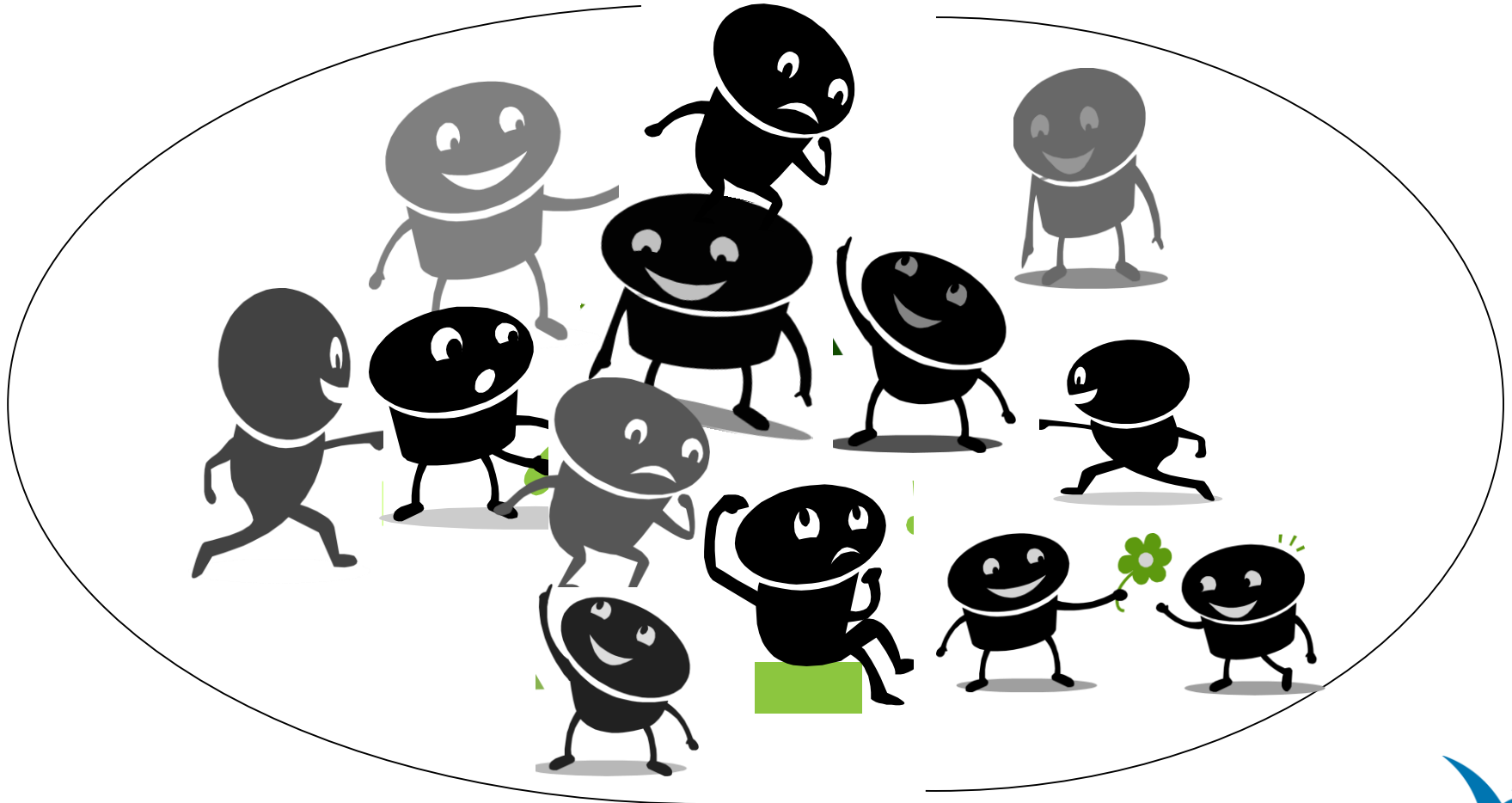- Focus on here and now

- Power struggles minimised

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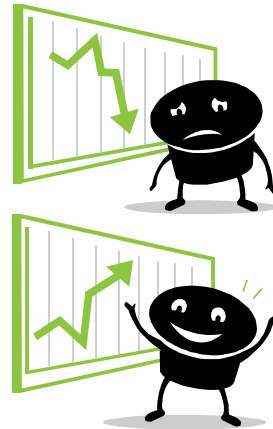
# INCLUSIVENESS

## Looking at everyone

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# INCLUSIVENESS

## Looking at everyone



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# Inclusion

- Supports notions of 'doing our best' over time (for them)

- Therefore some exclusion is OK

- Becomes future focused endeavour

- Costs remain a constant in arguments

- Benefits are ignored or discounted

- Leads to tacked on solutions

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# Inclusiveness

- Supports a whole population approach – no 'us and them'

- Some exclusion is not OK

- Requires a commitment to fix now

- Not of the future, but of today

- Economic arguments viewed differently - benefits as well as costs

- Solutions viewed differently – the whole

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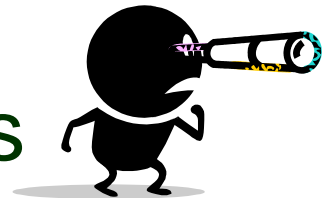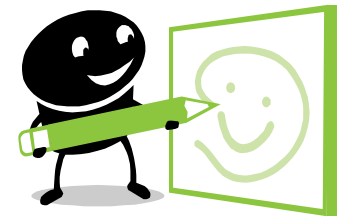
# Research, policy & practice

- A vision of inclusiveness promotes thinking from a wider perspective

- Unity and common ownership

- Creates space for different avenues of thinking to surface

- Focus on outcomes not rights

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# Research, policy & practice

- Not a contest between groups
- 'Us' not giving something to others (them)
- Not "Can we do it?" but "How will it be done?"
- Cost of *not* doing is measured
- All costs and all benefits measured

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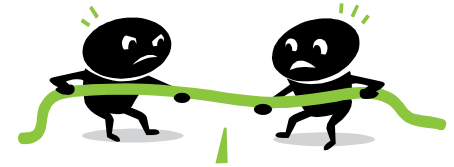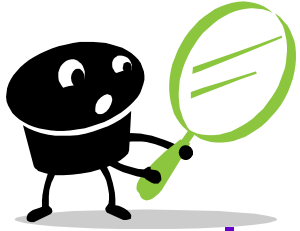
# Different standpoints

- Inclusion and inclusiveness view the world from different perspectives
- **Inclusion** looks outward across a social divide towards those excluded
- Rights-based term sanctions notions of burdens on public and business purses
- Attitude change unlikely
- A socially negotiated process

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# Different standpoints

- **Inclusiveness** looks at the population as a whole and ensures all are included

- As a term of equity it is not a socially contested process

- Being inclusive is everybody's business, not someone else's business

- Redress the exclusion built into the fabric of environments, products, and practices

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# In a nutshell…

- Inclusion – OK, didn't get it right in the past but will get it right in the future
- Inclusiveness – Go back in time to tackle consequences of what happened in the past – bring up to date with today's practice and ethos
- When saying "costs too much" someone is still paying the bill

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A vision of one whole population inevitably demands that we turn back time, visit and remedy the past, so that inclusiveness is manifest today as well as tomorrow.

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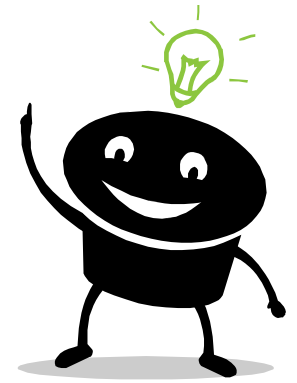
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