

The practical application of the Inclusive Governance Project findings

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Consultative Reference Group

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What is Inclusive Governance?



People with intellectual disability are included in the decision-making and have a place on the Boards of community organisations

Why is inclusive governance important?



- it is a right of people with disability
- organisations can hear, understand and consider perspective of people with disability
- strengthens transparency and accountability
- **Nothing about us without us**



Royal Commission
into Violence, Abuse,
Neglect and Exploitation
of People with Disability

What research have we done?



- Qualitative
- Phenomenological – experience based
- Inclusive Research strategies

What did we find out?



1. Impact of inclusion
2. Pathways to Board Inclusion
3. Board Experiences
4. Support provision
5. Concerns become Barriers

1. Impact of inclusion



The practice of inclusion
“completely grounds us and
centres us – it’s our soul”

[P08_G]

2. Pathways to Board Inclusion



“Organisations who do well at disability inclusion...truly believe that having people with disability in their organisation is beneficial”

[P21_R]

3. Board Experiences



“There’s a lot more effort put into relationships and...having a fellowship amongst the board...so people feel confident, and they feel powerful in that space” [P22_C]

“They include me. They accept my meaning...I’m happy because they listen” [P02_C]

4. Support provision



“Supporting [people with intellectual disability] to be part of the board...to prepare, and to reflect after meetings...trying to find ways that they could bring their voice forward in those meetings”

[P18_K].

5. Concerns become Barriers



“If you believe in something, the conversation has to be, what will it take? Not this is hard so we won't do it...it needs to be...a coherent and consistent approach across the organisation”

[P06_EO]

What do these findings mean?

Theme	Principles of Inclusive Governance
1. Impact of inclusion in governance	1. Inclusion of people with intellectual disability in the decision-making and governance of community organisations is valued
2. Pathways to Board membership	2. There are clear pathways to Board membership for people with intellectual disability
3. Experience of inclusion within Boards	3. Board meetings and activities are accessible, meeting the inclusion needs of people with intellectual disability
4. Support provision	4. Individualised, skilled support is provided
5. Concerns become barriers to inclusion	5. There is a commitment to making Inclusive Governance work

Principle 1



Inclusion of people with intellectual disability in the decision-making and governance of community organisations is valued.

Principle 2



There are clear pathways to Board membership for people with intellectual disability

Principle 3



Board meetings and activities are accessible, meeting the inclusion needs of people with intellectual disability

Principle 4



Individualised, skilled support is provided

Principle 5



There is a commitment
to making Inclusive
Governance work


Overview



Inclusive Governance works best when it is part of a **holistic, organisational-wide approach** to inclusion

Action Plan template

Inclusive Governance - Action Plan Template

Principles of Inclusive Governance	Sub-themes from research findings	Questions to consider	Current situation	Options to consider	Agreed actions	Person/s responsible and timeframe
<p>1. Inclusion of people with intellectual disability in the decision-making and governance of community organisations is valued.</p> 	<p>Inclusion at a governance level</p> <ul style="list-style-type: none"> - allows lived experience to be heard and considered - provides increased understanding of intellectual disability - is accompanied by a cultural shift towards inclusion throughout the organisation 	<p>How do we hear the views and experiences of people with intellectual disability?</p>				

Principles of Inclusive Governance in Action

Inclusion of people with intellectual disability throughout the organisation

1. Valuing of
Inclusive
Governance



2. Clear
pathway



**Inclusive
Board**



3. Accessible
meetings

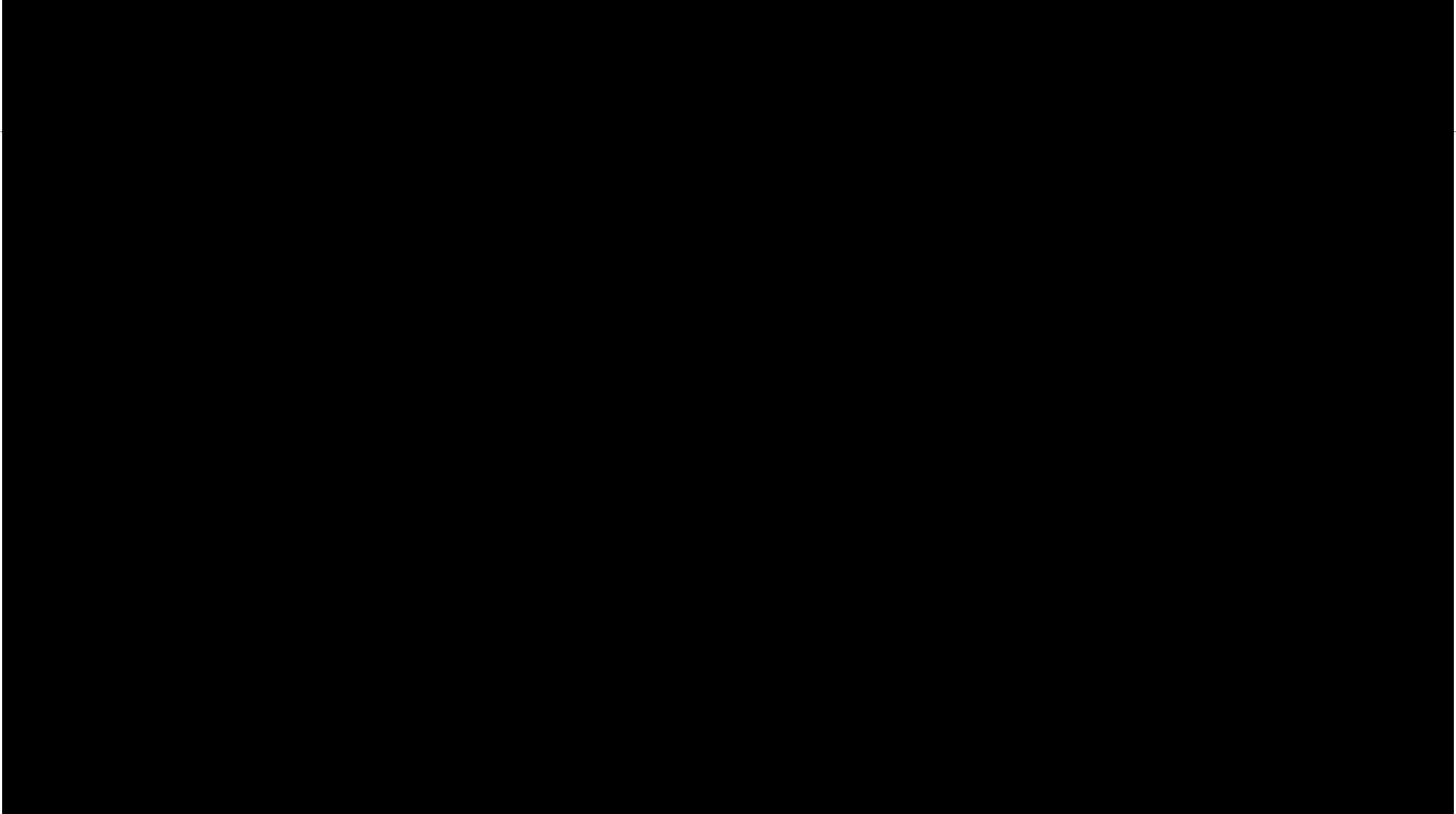


4. Skilled,
individualised
support

5. Commitment to do what it takes to make Inclusive Governance work



Call to Action



For more information



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