

Awareness and Inclusion



In collaboration
with:



What is Inclusion?

Inclusion is the practice and policy of providing equal opportunities for everyone in society, from the disabled to the minorities and from the young to the old.

Why is being inclusive necessary?

Inclusivity ensures that all is welcomed regardless of their disabilities and restrictions, which allows them to be able to express themselves fully as individuals in society.

It also ensures that people with additional needs feel safe and comfortable enough to turn to support groups or people in public when they require assistance.

What does being inclusive mean?

Being inclusive simply means to include everybody regardless of their differences and being harmonious and together!

Who needs to be included?

Everyone, including persons who are differently-abled.

Who is involved in improving inclusiveness in our society?

Everyone has a role to play in empowering the differently-abled through inclusivity in different life and social aspects to enable them to lead self-reliant and meaningful lives that they are proud of.

How do we become more inclusive?

Being inclusive does not require training to do. We can all play a part in being more inclusive. By being more compassionate and understanding about the different needs that persons with disabilities may require, we can also help them in their daily lives by being more accommodating which can be done by making small changes to our everyday lives.



Spaces in tables for wheelchair-bound individuals to enter in easily

We can become more inclusive by advocating and ensuring that public spaces and facilities are more accessible to people with disabilities.

For instance, changing the font to accommodate persons with difficulties in reading or those with dyslexia is a small change to our lives, but a big difference in theirs.

Improving accessibility is also a way to be more inclusive

Simple changes to the infrastructure such as using dim or anti-glare lights to reduce glare of lights, having gentle ramps as walkways for wheelchair accessibility and using greenery to create a low-stimulation and ambient environment are all ways to improve accessibility.

In public facilities such as toilets, supermarkets, or coffeeshops; installing handle bars to ensure stability, angling the price tags upwards to ensure easy visibility, and lowering the height of tables to ensure ease of wheelchair-bound individuals when eating are respective ways that can be made to make positive changes in the lives of those with additional needs

Braille for the visually-impaired



Dyslexie font for people with difficulties in reading



Typeface: Dyslexie Regular

How can we be more inclusive in certain situations?

What if I am working with people with disabilities?

For example, if you are in a group project with someone with disabilities such as ADHD, bright colours can increase their energy levels and overstimulate them. Using colours that provide a sense of calm and a sense of well-being such as blue, green or violet can help them feel at ease, which benefits everybody!

What should I do when I'm talking to someone who is hard of hearing?

If they ask you to repeat, do not be impatient or take it personally! Most of the time they just didn't catch what you said, and actually do want to know more! When speaking to them, it's also important to face them whilst speaking, and also to speak clearly and not mumble. If they still can't hear you after you've tried speaking more clearly, do not resort to shouting as it doesn't help them understand what you are saying, but instead makes you seem rude! Instead, you can try typing it out on your phones so that they can read it out instead, or write it out on a piece of paper.

My friend with hearing difficulties is buying something and the cashier asks her something.

She is unable to catch it and the cashier seems to be annoyed at her. What should I do?

Do not be afraid to step in and help! Sometimes doing less is not more. If you understood what the cashier was trying to ask your friend, you can convey it to her in a way that she understands clearly, such as typing it out, or even using sign language! It makes them feel supported and more included in society, as they do not feel that they have inconvenienced people. Also, if you were ever in the position of the cashier, be more patient and understanding as they may have invisible disabilities which cause them to not understand you the first time round, such as hearing disabilities!

Myth-busting: What is true? What isn't true?

"Being inclusive can only be accomplished by the government"

False! Being inclusive does not require training or governmental aid. While it is important for the government to work towards an inclusive society, everybody can play a part in being inclusive too. For instance, not excluding somebody just because of their disabilities, and educating yourselves about what these disabilities are is a way to become more inclusive because you understand what their difficulties are.

"Being inclusive only concerns those with learning disabilities in schools"

False! Being inclusive concerns all. It does not stop at being inclusive toward students with "invisible" disabilities such as dyslexia or autism, but it also extends out toward students that are wheelchair-bound, and physically disabled as well! Physical disabilities include but are not limited to Cerebral Palsy, Spina Bifida, Epilepsy and Muscular Dystrophy.

"Aiya, how hard can being inclusive be?"

It can actually be hard! People with disabilities want respect and acceptance too, so let's all be more inclusive in the language that we use. A simple example is to refer to a person with disabilities as someone with "additional needs", instead of with "special needs".

"It's difficult to get everyone to be inclusive"

False! Being inclusive starts with ourselves. If we make the effort to make a difference by being inclusive, getting everyone to be inclusive will not be difficult.

"We can be inclusive if we want to"

True! Being inclusive does not take much. All we need to do is to put our minds to it!



Terms & Phrases you may have used; and what they actually mean

Have you used "Inclusivity" instead of "being inclusive" thinking they were the same thing before?

They actually have two different meanings! Inclusivity is the policy of providing equal access to opportunities and resources for marginalized groups of people, and being inclusive simply means not leaving anybody out!

Have you ever referred to people with disabilities as the "disabled community"?

This is actually a condescending term to use against persons with disabilities because it can be quite dehumanising and disrespectful to those that you are addressing, as it implies that they are a separate group from society, which is not very inclusive. Instead, use terms that put the people first, such as "persons with disabilities" or "people with additional needs".

"I can use derogatory terms as long as there are no people with disabilities around me"

Thinking in this way is problematic as there is no need to use such words in the first place. Fighting stigma against persons with disabilities starts from within us, and pushes our society towards a future that is more inclusive.

**Want to learn more about
inclusion? Scan the QR code to
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