



26 Computer Drive East • Albany • New York • 12205
www.spottedzebra.org



HOW INCLUSIVE IS OUR ENVIRONMENT? Self-Assessment

What is your organization already doing to create an inclusive environment?

Policies and Administrative Support

_____ has a mission and/or vision statement and policies about inclusiveness, including a policy against discrimination;

_____ conducts regular campaigns to encourage enrollment and emphasizes that ALL people are welcome;

_____ has local and regional resources available to address inclusiveness for individuals with diverse backgrounds and abilities;

_____ has effective support, supervision, and monitoring mechanisms in place which everyone participates in learning about and documenting changes in inclusive practices that support future decisions.

Environment

_____ has facilities that meet the needs of all members such as ramps (not stairs) for people with physical disabilities;

_____ has (or has a plan to develop) a diverse staff (women and men with different backgrounds in race, ethnicity, physical ability, religion, language, socioeconomic status, etc.);

_____ has staff, such as counselors and bilingual staff, who can identify and help with the member's individual learning needs;

_____ has processes and procedures in place that help all staff, parents and children to work together to identify and assist with special learning needs;

Staff's' Skills, Knowledge, and Attitude

___ can explain the meaning of an "inclusive" environment;

___ have high expectations for **ALL** members;

___ are aware of resources that are available to assist individuals with special needs;

___ can adapt activities to the needs of its membership with diverse backgrounds and abilities;

___ can assess its member's learning in ways that are appropriate to their abilities and needs;

___ are reflective and open to learning, adapting, experimenting, and changing;

___ are able to work as a team with other staff, parents and community members;

Membership

___ Members with diverse backgrounds and abilities have equal opportunities participate in programs.

Community

___ The community is aware of the organization's commitment to inclusion;

___ The community is welcomed to offer ideas and resources;

If any of the above items were left unchecked, your organization can do more to improve your setting!