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## 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!