



Image description: A large group of Inclusion BC Board, Staff and Members on a staircase smiling and waving.

Table of Contents

1. A Message from Inclusion BC's Board Chair and Executive Director	3
2. Executive Summary	4-5
3. Background	6
4. Inclusion BC Vision, Mission and Statement of Values and Principles	7
5. Key Research Findings	8-13
6. Strategic Priorities	14
7. Measuring Inclusion BC's Strategic Progress	15
8. Plan of Action	16
9. Inclusion BC Strategic Plan Appendices	17
10. Appendix A: About Appreciative Inquiry and S.O.A.R.	18
11. Appendix B: Stakeholder Research Summary	19
12. Appendix C: External Stakeholder Summary Presentation	21-25
13. Appendix D: Inclusion BC Projects Timeline, 2020-2024	26

A Message from Inclusion BC's Board Chair and Executive Director

At Inclusion BC, our focus is on ensuring people with intellectual disabilities and their families live full and inclusive lives where they are respected, empowered and informed to make decisions for themselves and the people they love. The people we serve, their families, and our community partners are an engaged and motivated group representing a diverse range of needs and interests. We knew, from the outset, that our strategic plan's success relied on our ability to engage participants in thoughtful and inclusive discussions.

Using the strategic planning framework of Appreciative Inquiry, we spoke to over 90 Inclusion BC staff and managers, families, persons served, member organizations, government officials and community living peers to learn their views on our organization. During these many conversations, we heard that participants value our advocacy and the quality of our Annual Learning Conference. We also learned that we have work to do to diversify our engagement strategies building stronger relationships with Indigenous communities, those new to Canada and young families.

This plan reflects our vision for the work ahead. We have learned so much and are excited to start implementing changes that will make a real difference to the people and communities we serve. We are especially grateful to the many people who generously gave of their time and opinions to inform this plan. Our open and honest discussions helped us identify priorities that we believe will guide Inclusion BC towards making positive and lasting change.



A handwritten signature in black ink that reads "Fiona Walsh".

Dr. Fiona Whittington - Walsh, Board Chair



A handwritten signature in black ink that reads "K Vershoor".

Karla Vershoor, Executive Director

Executive Summary

In 2019, Inclusion BC began the process of reviewing its strategic direction for the next five years. Beginning in September 2019, the organization conducted an extensive program of outreach including:

- A facilitated session with 33 Executive Directors and senior staff of Inclusion BC's member organizations in Whistler, BC;
- A half-day session with Inclusion BC's Board of Directors in Burnaby, BC;
- A half-day session with Inclusion BC's Managers and Staff in their New Westminister, BC office;
- A facilitated session with Inclusion BC families and self-advocates at Loon Lake Lodge in Maple Ridge, BC;
- Individual phone interviews with representatives from the Ministry of Education, the Ministry of Social Development and Family Development, the Ministry of Children and Family Development, the BC Aboriginal Network on Disability Society, Community Living BC and Disability Alliance BC.

A detailed analysis of the engagement research outcomes resulted in the identification of four strategic priorities for the organization.

Inclusion BC's Strategic Priorities, 2020-2024

- S1.** We will diversify our engagement strategies building meaningful relationships with a wider array of stakeholders.
- S2.** We will work to restore power to persons served, families and our member organizations to more effectively advocate for inclusion and accessibility.
- S3.** We will advance community research that promotes inclusion in BC.
- S4.** We will raise awareness of Inclusion BC, its history, services and reason for being.

Following the conclusion of its engagement program, Inclusion BC drafted and operationalized its strategic plan. Through a series of meetings, the organization mapped projects and initiatives against the strategic priorities for greater accountability and tracking. The table below summarizes Inclusion BC’s initiatives over the next five years against its four strategies (see Appendix D for a timeline of the projects listed below):

S1. We will diversify our engagement strategies building meaningful relationships with a wider array of stakeholders.*	S2. We will work to restore power to persons served, families and our member organizations to more effectively advocate for inclusion and accessibility.	S3. We will advance community research that promotes inclusion in BC.	S4: We will raise awareness of Inclusion BC, its history, services and reason for being.
New INCLUSION BC Projects for 2020-2024			
Diversity Includes... N	Diversity Includes... N		Diversity Includes... N
Fund Development Campaign N			Fund Development Campaign N
	Partners in Care (VCH) N	Partners in Care (VCH) N	Partners in Care N
Self-Advocacy Leadership Institute N**	Self-Advocacy Leadership Institute N		Self-Advocacy Leadership Institute N
Existing INCLUSION BC Projects			
All means All * (Inclusive Education)	All Means All (Inclusive Education)	All Means All (Inclusive Education)	All Means All (Inclusive Education)
Annual Conference *	Annual Conference	Annual Conference	Annual Conference*
Federation Building *	Federation Building	Federation Building	Federation Building
Inclusion Help Line *	Inclusion Help Line		
Inclusive Housing for All *	Inclusive Housing for All	Inclusive Housing for All	Inclusive Housing for All *
Kids Can’t Wait	Kids Can’t Wait	Kids Can’t Wait *	Kids Can’t Wait *
Mentorability	Mentorability		
Ready, Willing and Able		Ready, Willing and Able	Reading Willing and Able *
<p align="center">All activities are supported by a communications plan linked closely to the Board-approved Strategic Plan for Inclusion BC. Note: The Funding Development Campaign also drives ALL of the above projects.</p> <p>*Initiatives that must evolve to meet the strategic goal more completely are BOLDED and starred. N = a new INCLUSION BC project launching in 2020.</p> <p align="center">**The Self-Advocacy Leadership Institute is a new priority within Federation Building.</p>			

Background



Image description: Inclusion BC Families and Self-Advocates looking at flipcharts at the strategic planning session at Loon Lake Lodge, BC.

Guided by a vision of a “world where everybody belongs”, Inclusion BC is a non-profit organization that advocates for the rights and opportunities of people with intellectual disabilities and their families. As a federation, its members include people with intellectual disabilities, their families and the organizations that serve them.

Inclusion BC’s roots date back to May 1955 when a group of concerned parents came together to find a better way for their children to be accepted and included – especially in the education system. As the organization has evolved (including several name changes), its focus continues to be on inclusion and advocating for systems level policy change through public awareness initiatives and campaigns. With a focus on building greater inclusion in housing, education and employment practices, some of Inclusion BC’s current programs and services include:

- **The Annual Learning Conference** – BC’s premier learning event for intellectual disability, inclusion and diversity.
- **Advocacy** – providing resources and support to help people with intellectual disabilities navigate the system.
- **Kids Can’t Wait** – an initiative to support better outcomes for children and youth in the early years.
- **Mentorability** – a national initiative promoting the employment of people with intellectual disabilities.

In 2019, Inclusion BC began to review its strategic direction. With an eye to fully engaging key participants in the planning process, Inclusion BC used Appreciative Inquiry (see Appendix A for a detailed description of Appreciate Inquiry) to speak to over 90 individuals. During the consultation process, Inclusion BC hosted a café style facilitated session with nearly 35 Executive Directors and senior staff from member organizations across BC. It also held planning sessions with families and persons served, Inclusion BC staff and managers, and the Board of Directors. An external facilitator conducted phone interviews with representatives from the Ministry of Education, the Ministry of Social Development and Family Development, the Ministry of Children and Family Development, the BC Aboriginal Network on Disability Society, Community Living BC and Disability Alliance BC.

Inclusion BC Vision Statement, Mission Statement and Core Values and Principles

BC's vision, mission and core values guided the process of participant engagement and strategic planning:

Vision: A world where everybody belongs.

Mission: We are a federation working with partners to build community and to enhance the lives of children, youth, adults with intellectual disabilities and their families by building awareness, inspiring action and advancing rights.

Inclusion BC's Statement of Values and Principles:

- We believe:
 - in the assurance of life, dignity and respect for all
 - children are best nurtured by a family that knows, loves and honours them for who they are
 - all children have the right to be educated in regular classrooms with appropriate levels of support
 - all people have the right to lifelong learning
 - adults have the right to choose where and with whom they live
 - relationships and friendships are essential to enrich our lives
 - all people have the dignity of taking risks
 - people are entitled to make enough money to have a reasonable quality of life
 - all people are entitled to the services and supports required to ensure their full participation in our society
 - real work means real pay
 - each person can determine their own needs and make their own decisions, and when necessary, must receive the support to do so
 - the involvement of families and support networks contributes to everyone's safety and well-being
services and supports must be delivered in a way that respects a person's diverse history, culture, race, religion and sexual orientation
 - remembering and sharing our history will help guide and build our vision for the future
 - inclusive communities enrich the lives of citizens

Key Research Findings

In total, five Inclusion BC participant groups were engaged in facilitated conversations over several months. Using the Appreciative Inquiry strategic planning framework S.O.A.R (Strengths, Opportunities, Aspirations and Results), an external facilitator guided participants through a series of questions, reporting discussions and a voting process to distill priorities. Findings from each session are detailed in the tables below:

1. **Inclusion BC Member Organizations:** On the afternoon of September 25, 2019, 33 Executive Directors (EDs) and senior staff from Inclusion BC’s member organizations gathered in Whistler, BC for lunch and a three-hour planning session.

Strengths	Opportunities	Aspirations	Results
<p>Inclusion BC is a convener, collaborator and ally.</p> <p>Inclusion BC is an advocate calling on government to act.</p> <p>Inclusion BC has a long and respected history.</p> <p>Inclusion BC hosts a valuable and engaging Annual Learning Conference.</p>	<p>To increase engagement of Self-Advocates equipping them with leadership training and bringing back the Self-Advocacy Caucus.</p> <p>To pursue partnerships in order to achieve goals including working with other social justice and member organizations, and groups outside the community living sector.</p> <p>To invest in research and development identifying trends internationally/nationally and filling current data gaps.</p> <p>To communicate more effectively with families and advocates through INCLUSION BC’s member organizations.</p>	<p>Reimagine community inclusion by reclaiming it, defining it and delivering it in new and innovative ways.</p> <p>Push for more inclusive education and strengthen ties with school administrators.</p> <p>Lead development of sector driven research identifying key trends and data gaps in community inclusion.</p> <p>Empower self-advocates through leadership training.</p>	<p>Track inclusive education through research and data. Track attendance AND hours in attendance, measure economic impact on parents when students asked to leave school early and follow Evergreen recipients.</p> <p>Increase variety of available housing options including securing a Portable Rental Subsidy.</p> <p>Measure growth of Self-Advocate leadership through tool-kit development and use, and SA presence at City Council and Regional District meetings.</p> <p>Increase Inclusion BC’s collaboration with other community groups – partner on creation of data sets and advocacy campaigns.</p>

2. Inclusion BC Board of Directors: On the afternoon of October 5, 2019, Inclusion BC’s Board of Directors gathered in Metrotown (Burnaby) for two days of meetings. The last agenda item of the weekend was a facilitated strategic planning session.

Strengths	Opportunities	Aspirations	Results
<p>Inclusion BC has skilled staff members and a diverse Board of Directors.</p> <p>Inclusion BC has a strong identity and reputation.</p> <p>Inclusion BC is a relationship builder.</p> <p>Inclusion BC is growing the involvement of families.</p>	<p>To build greater connection with other communities and social movements.</p> <p>To diversify and grow Inclusion BC’s membership.</p> <p>To overhaul the Justice Systems in BC/Canada.</p> <p>To grow alliances with Indigenous communities across BC.</p>	<p>Facilitate greater connection in community through gatherings (potlatch), inclusive housing design and educational tools for teachers and students.</p> <p>Address bias within the healthcare system.</p> <p>See a representative for people with disabilities in Provincial office.</p> <p>Pass legislation to ban practices of seclusion and restraint and hold BC schools accountable for doing so.</p>	<p>Track community involvement – people showing up for events, responding to surveys, watching videos.</p> <p>Increase variety of truly inclusive housing options.</p> <p>Use quantitative data sets to track growth of societal inclusion and demand change. Share regular updates with media and key stakeholder groups.</p>

3. Inclusion BC Managers and Staff: In a half-day facilitated session on February 11, 2020, 12 Inclusion BC managers and staff members gathered at Inclusion BC’s office in New Westminster. An external facilitator guided participants through four conversations with the results of this group’s voting process summarized in the table below:

Strengths	Opportunities	Aspirations	Results
<p>Inclusion BC offers unique supports to people with intellectual disabilities and their families.</p> <p>Inclusion BC shines a light on systemic issues facing people with intellectual disabilities and promotes positive change.</p> <p>Inclusion BC’s staff members are dedicated, committed, fearless and connected.</p>	<p>To diversify stakeholder relationships by better engaging ethnic, cultural, racial and Indigenous communities.</p> <p>To consider issues of staff capacity in all project planning and implementation.</p> <p>To identify and overcome funding allocation gaps ensuring a continuity of services.</p> <p>To address impact of intersectionality on the lived experiences of people with intellectual disabilities</p>	<p>Advocate for the critical importance of good health and well being (and well-funded access to related medical services) for people with intellectual disabilities.</p> <p>Update, promote and more widely market the Handbook on Inclusive Education.</p> <p>Inclusion BC’s advocacy program is well funded and sustainable.</p> <p>Launch family, friends and social networks that effectively combat isolation and loneliness.</p>	<p>Track inclusion in the workplace – the percentage of organizations with Diversity and Inclusion policies in place.</p> <p>Increase invitations from and outreach initiatives to new and diverse stakeholder groups.</p>

4. Inclusion BC Families, Self-Advocates and Peer organizations:

On February 29th, 2020, Inclusion BC Self-Advocates, families and member organizations gathered for a facilitated planning session at Loon Lake Lodge in Maple Ridge, B.C. The group was asked to vote on their top priorities from the many discussion notes generated that day. The results are outlined below:

Strengths	Opportunities	Aspirations	Results
<p>Inclusion BC is not afraid to hold firm to its values and principles.</p> <p>Inclusion BC brings people together.</p> <p>Inclusion BC “fight the system” advocating to improve the lives of people with intellectual disabilities.</p> <p>Inclusion BC has a deep knowledge of sector issues.</p>	<p>For Inclusion BC to work together with health and mental health organizations and initiatives.</p> <p>To stay vigilant and raise awareness of the community living movement among younger families so “history does not repeat itself”.</p> <p>To develop a long-term (10-20 year) strategy that anticipates and addresses future issues facing people with intellectual disabilities.</p> <p>To push for a legal framework that advances the rights of people with intellectual disabilities.</p>	<p>Develop and launch advocacy training that harnesses Inclusion BC’s skills and experience to ensure a consistent and united front across BC.</p> <p>Launch an Inclusive Schools Competition.</p> <p>Re-launch the \$700 Challenge in partnership with BC poverty groups.</p> <p>Advocate for long-term, inclusive housing strategies.</p> <p>Advocate for improved mental health supports for people before and after the age of 19 years.</p>	<p>Develop and track use of teacher resources.</p> <p>Track and increase funding to train doctors to address mental health issues in people with intellectual disabilities.</p> <p>Measure and track kids excluded from BC schools and communities.</p>

5. Inclusion BC External participants: Throughout November and December 2019, an external facilitator conducted phone calls with Inclusion BC external participants including:

- BC Aboriginal Network on Disability Society
- Ministry of Social Development and Poverty Reduction
- Inclusive Education, Ministry of Education
- Disability Alliance BC
- Community Living British Columbia
- Ministry of Children and Family Development

Each participant was asked the following questions:

Preamble:

Thank you for making the time to speak with me today. I'm an external consultant and facilitator working with Inclusion BC to engage their many participants and help them develop a five-year strategic plan. Today's conversation is confidential. Your comments will not be attributed to you but will inform INCLUSION BC's strategic priorities. Today's questions are intended for a wide cross-section of participants. Should you feel that you're not positioned to answer a particular question, please don't hesitate to pass on it.

Questions:

1. We'd like to understand external perceptions of Inclusion BC. How would you describe Inclusion BC?
2. Recognizing that people with disabilities represent an incredibly diverse group of individuals with varying races, ethnicities, socioeconomic situations, geographic locations, religions, sexual orientations and academic/professional backgrounds, how well do you think Inclusion BC represents the diverse perspectives of persons with disabilities and their families in BC?

3. This next question focuses on Inclusion BC's campaigns and initiatives. The organization is somewhat rare in that it works with individuals and their families across an entire lifespan. This means that Inclusion BC advocates for a variety of issues. I'd like to now read you a list of recent Inclusion BC campaigns and initiatives. In each case, how effective do you feel the organization has been:
 - **Kids Can't Wait** – an initiative to support better outcome for children and youth in the early years.
 - **Stop Hurting Kids** – an initiative to end restraint and seclusion in BC schools
 - **Inclusive Education** – advocating for ALL children to get a good education
 - **Inclusive Housing for All** – a call for access to affordable, quality housing
 - **Employment** – advocating for inclusive employment opportunities across BC
 - **Annual Learning Event Conference**
4. Can you tell me about your best experience with Inclusion BC? What are the organization's top strengths?
5. Are there things that Inclusion BC could do more of/do better? Are there needs in the sector that it's not currently meeting?
6. If you had to narrow down three priorities for the organization to focus its attention over the next five years, what would those be?
7. Recognizing that strategic planning is about making choices – the priorities to pursue and those to abandon - is there anything that Inclusion BC currently does that you feel it should stop doing or move away from doing over the next five years?

See Appendix C for a summary of the external stakeholder findings.

Strategic Priorities

In looking at the session outcomes, Inclusion BC arrived at four key priorities to guide the organization to 2024.



Image description: Graphic with the following text:

Inclusion BC's Strategic Priorities 2020-2024

1. We will diversify our engagement strategies building meaningful relationships with a wider array of stakeholders.
2. We will work to restore power to persons served, families and our member organizations to more effectively advocate for inclusion and accessibility.
3. We will advance community research that promotes inclusion in BC.
4. We will raise awareness of Inclusion BC, its history, services and reason for being.

Measuring Inclusion BC's Strategic Progress

The following table outlines Inclusion BC's strategic priorities against some key measures that will help determine this plan's success over the next five years:

Strategic Priority	Measure	2024 Target
1. We will diversify our engagement strategies building meaningful relationships with a wider array of stakeholders.	<ul style="list-style-type: none"> • Audit current stakeholder relationships and establish new outreach targets. • Survey participants (new and existing) to measure satisfaction with engagement. 	<ul style="list-style-type: none"> • Audit reveals increase in number and variety of stakeholder relationships. • Improvement on baseline survey.
2. We will work to restore power to persons served, families and our member organizations to more effectively advocate for inclusion and accessibility.	<ul style="list-style-type: none"> • Enrollment in Self-Advocacy Leadership Institute. • Survey participant satisfaction. 	<ul style="list-style-type: none"> • Leadership Institute is well funded with strong enrollment and higher participant satisfaction (survey).
3. We will advance community research that promotes inclusion in BC.	<ul style="list-style-type: none"> • Audit current community research with focus on inclusion. 	<ul style="list-style-type: none"> • A 25% increase in community research in BC that advances inclusion.
4. We will raise awareness of Inclusion BC, its history, services and reason for being.	<ul style="list-style-type: none"> • Build in key messaging about INCLUSION BC its history and reason for being into projects, communications strategies and activities. • Conduct awareness survey among key participants to determine baseline. 	<ul style="list-style-type: none"> • Measure key messaging awareness among stakeholders. • Improvement on baseline survey results and wider recognition of INCLUSION BC's history and reason for being.

Plan of Action

After a detailed review of Inclusion BC’s current projects and initiatives by the INCLUSION BC leadership team, the organization’s projects (new and existing) have been mapped against the four strategic priorities. (See Appendix D for a timeline of projects):

S1. We will diversify our engagement strategies building meaningful relationships with a wider array of stakeholders.*	S2. We will work to restore power to persons served, families and our member organizations to more effectively advocate for inclusion and accessibility.	S3. We will advance community research that promotes inclusion in BC.	S4: We will raise awareness of Inclusion BC, its history, services and reason for being.
New INCLUSION BC Projects for 2020-2024			
Diversity Includes... N	Diversity Includes... N		Diversity Includes... N
Fund Development Campaign N			Fund Development Campaign N
	Partners in Care (VCH) N	Partners in Care (VCH) N	Partners in Care N
Self-Advocacy Leadership Institute N**	Self-Advocacy Leadership Institute N		Self-Advocacy Leadership Institute N
Existing INCLUSION BC Projects			
All means All * (Inclusive Education)	All Means All (Inclusive Education)	All Means All (Inclusive Education)	All Means All (Inclusive Education)
Annual Conference *	Annual Conference	Annual Conference	Annual Conference*
Federation Building *	Federation Building	Federation Building	Federation Building
Inclusion Help Line *	Inclusion Help Line		
Inclusive Housing for All *	Inclusive Housing for All	Inclusive Housing for All	Inclusive Housing for All *
Kids Can’t Wait	Kids Can’t Wait	Kids Can’t Wait *	Kids Can’t Wait *
Mentorability	Mentorability		
Ready, Willing and Able		Ready, Willing and Able	Reading Willing and Able *
<p style="text-align: center;">All activities are supported by a communications plan linked closely to the Board-approved Strategic Plan for INCLUSION BC. Note: The Funding Development Campaign also drives ALL of the above projects.</p> <p>*Initiatives that must evolve to meet the strategic goal more completely are BOLDED and starred. N = a new INCLUSION BC project launching in 2020.</p> <p style="text-align: center;">**The Self-Advocacy Leadership Institute is a new priority within Federation Building.</p>			

INCLUSION BC STRATEGIC PLAN APPENDICES

Appendix A: About Appreciative Inquiry and S.O.A.R.

With an eye to a more forward-looking, positive way of engaging our participants in discussions around strategic planning, INCLUSION BC worked with a facilitator to deliver Appreciative Inquiry S.O.A.R. sessions to all key participants. Below is a description of the process and how it differs from more traditional planning frameworks?

What is SOAR?¹

SOAR is a strengths-based strategic planning framework used in Appreciative Inquiry to facilitate dialogue with an organization's key participants. SOAR emphasizes stakeholder inclusion and is an acronym that stands for:

- **S**trengths
- **O**pportunities
- **A**spirations, and
- **R**esults

How does SOAR differ from traditional strategic planning frameworks?

The key differences between SOAR and more widely known frameworks like SWOT (Strengths Weaknesses Opportunities and Threats) are:

- **It's inclusive** - a broad representation of participants are invited into the research phase of the strategic planning process;
- **It's strengths-based and forward-thinking** - participants are engaged in conversations that focus on the strengths of an organization and how key attributes can be harnessed to reach collective aspirations;
- **It creates connection with the planning process** - participants, particularly employees, are said to feel greater connection to the planning process by participating in conversations that celebrate positive contributions (as well as investigating gaps).

¹ The content of this information sheet is quoted and paraphrased from *The Thin Book of SOAR, Building Strengths-Based Strategy* by Jacqueline M. Stavros and Gina Hinrichs, 2009.

Appendix B: Research Summary of all Participants

Diversify Engagement	Empower Advocates	Track Inclusion	Raise Awareness
<p>Pursue partnerships to achieve goals – including working with other social justice and member organizations and groups outside the community living sector. (ED)</p> <p>Strengthen ties with school administrators. (ED)</p> <p>Inclusion BC can better engage with First Nations groups. (ES)</p> <p>Inclusion BC needs to engage a greater variety of ethnicities, cultural groups and new immigrants. (ES)</p> <p>Inclusion BC can facilitate more diverse representation among Self-Advocates, participants and families. (ES)</p> <p>Greater diversity of voices and perspectives at the Annual Learning Conference. (ES)</p> <p>Diversity stakeholder relationship by better engaging ethnic, cultural, racial and Indigenous communities. (Inclusion BC staff)</p> <p>To address impact of intersectionality on lived experiences of people with intellectual disabilities.</p> <p>Launch family, friends and social networks that effectively combat isolation and loneliness. (Inclusion BC staff)</p> <p>Increase invitations from and outreach initiatives to new and diverse stakeholder groups.</p> <p>To build greater connection with other communities and social movements. (BofD)</p> <p>To diversify and grow Inclusion BC membership. (BofD)</p> <p>To grow alliances with Indigenous Communities across BC. (BofD)</p> <p>Facilitate greater connection in community through gatherings (potlatch) inclusive housing design and educational tools for teachers and students. (BofD)</p> <p>For Inclusion BC to work together with health and mental health organizations and initiatives.</p>	<p>Increase engagement of Self-Advocates equipping them with leadership training and bringing back the Self- Advocacy Caucus. (ED)</p> <p>Empower Self-Advocates through leadership training. (ED)</p> <p>Empower families and people (vs. service providers) to take on a leadership role. (ES)</p> <p>Develop and launch advocacy training that harnesses Inclusion BC’s skills and experience to ensure a consistent and united front across BC. (Fam)</p>	<p>To invest in research and development identifying trends internationally/nationally and filling current data gaps (track inclusive education). (ED)</p> <p>Lead development of sector driven research identifying key trends and data gaps in community inclusion. (ED)</p> <p>Move the needle on societal inclusion. (ES)</p> <p>Track Inclusion in the workplace. (Inclusion BC staff).</p>	<p>To communicate more effectively with families and advocates through Inclusion BC’s member organizations. (ED)</p> <p>Reimagine community inclusion by reclaiming it, defining it and delivering in new and innovative ways. (ED)</p> <p>Update, promote and more widely market the Handbook on Inclusive Education. (Inclusion BC staff)</p> <p>To stay vigilant and raise awareness of the community living movement among younger families so “history does not repeat itself.” (Fam)</p> <p>Launch an Inclusive Schools Competition. (Fam)</p> <p>Re-launch the \$700 Challenge in partnership with BC poverty groups. (Fam)</p>

Appendix C – External Stakeholder Research Summary

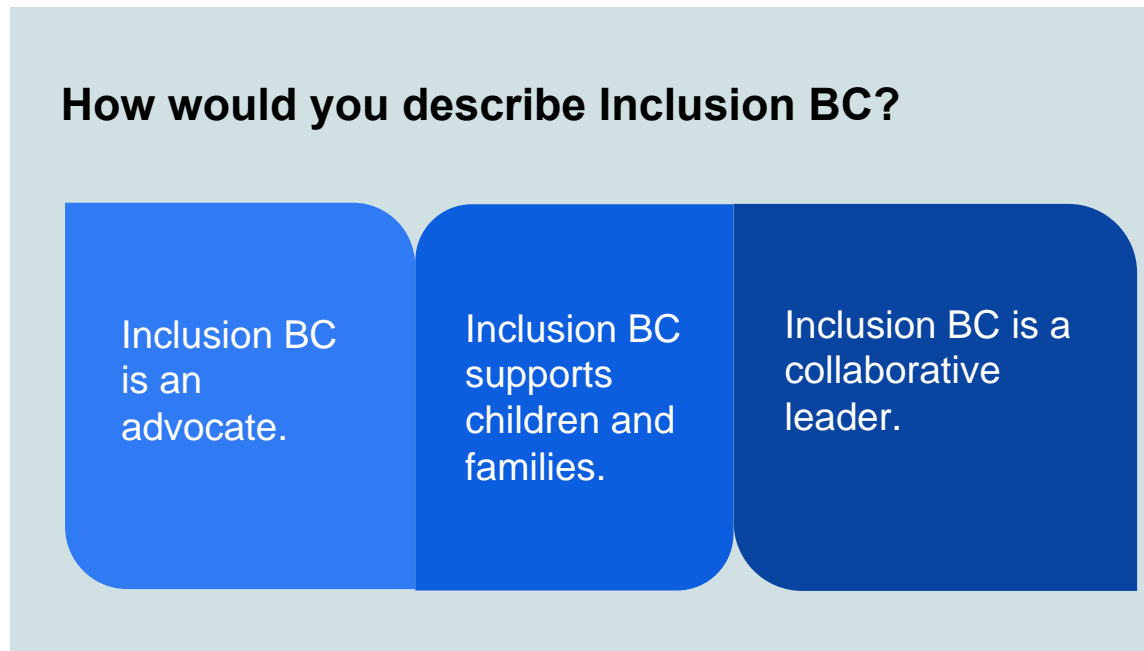


Image description: Graphic with the following text:

How would you describe Inclusion BC?

1. Inclusion BC is an advocate.
2. Inclusion BC supports children and families.
3. Inclusion BC is a collaborative leader.

How well does Inclusion BC represent diverse perspectives?

Inclusion BC can better engage First Nations groups.

Inclusion BC needs to engage greater variety of ethnicities, cultural groups and new immigrants.

Inclusion BC and community living movement tend to be “white and middle-class”.

(Stakeholders noted a need for more diversity of images on the website and among attendees at the Annual Learning Conference)

Image description: Graphic with the following text:

How well does Inclusion BC represent diverse perspective?

1. Inclusion BC can better engage First Nations Groups.
2. Inclusion BC needs to engage greater variety of ethnicities, cultural groups and new immigrants.
3. Inclusion BC and community living movement tend to be “white and middle class”.



Image description: Graphic with the following text:

Campaigns and Initiatives

1. Most Stakeholders aware of all of Inclusion BC's campaigns and initiative but the depth of their knowledge depends on their role, focus on their work and direct exposure to campaign.
2. Annual Learning Event universally known, attended and respected with some key suggestion for improvement (see next slide).
Described as: Standout event, A safe space, Premiere community learning event of the year.

Annual Learning Conference - feedback



Image description: Graphic with the following text:

Annual Learning Conference – Feedback

1. More controversial and varied topic streams.
2. Invite different perspectives - both from those who should know more (eg. nurses, lawyers, educators) and those who aren't aware of the movement (prospective employers).
3. Bring together those with lived experience and those working in sector more often.

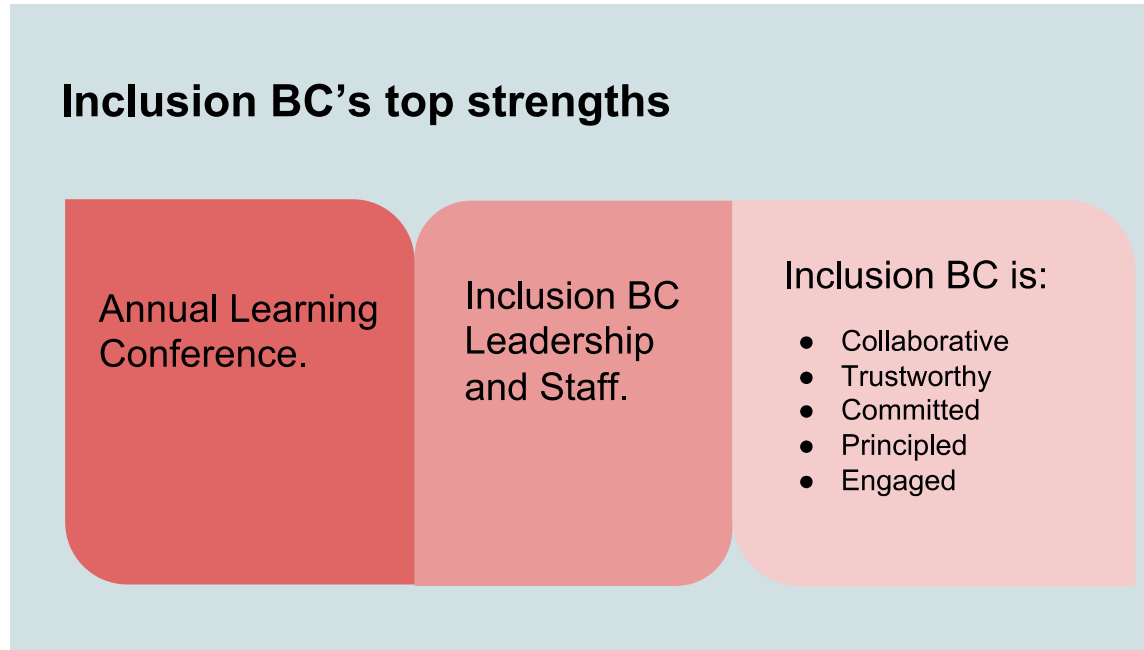


Image description: Graphic with the following text:

Inclusion BC's top strengths

1. Annual Learning Conference.
2. Inclusion BC Leadership and Staff.
3. Inclusion BC is: Collaborative, Trustworthy, Committed, Principled and Engaged.

What can Inclusion BC do better?

More diverse representation among Self-Advocates, stakeholders and families.

Annual Learning Conference: more open, diverse and varied.

Empower families and individuals (vs. service providers) to take on leadership role.

Image description: Graphic with the following text:

What can Inclusion BC do better?

1. More diverse representation among Self-Advocates, stakeholders and families.
2. Annual Learning Conference: more open, diverse and varied.
3. Empower families and individuals (vs. service providers) to take on leadership role.

Appendix D – Projects Timeline (2020-2024)

	Y1: 2020	Y2: 2021	Y3: 2022	Y4: 2023	Y5: 2024
Diversity Includes (N)	X	X	X	X	X
Fund Development Campaign (N)	X	X	X	X	X
Partners in Care (VCH) (N)	X	X	X		
Self-Advocacy Leadership Institute (N)		X	X	X	X
All Means All (Inclusive Education)	X	X	X	X	X
Annual Conference	X	X	X	X	X
Federation Building	X	X	X	X	X
Inclusion Help Line	X	X	X	X	X
Inclusive Housing for All	X	X			
Kids Can't Wait	X	X			
Mentorability	X	X			
Reading Willing and Able	X	X			

(N) – new project for Inclusion BC.
 X – Year the campaign will be active.