



## Barriers to Inclusion

*The original workshops hosted by AHC had the aim of supporting the participants to come to a common understanding of the factors that increase social exclusion in our communities. The hope was that by discussing barriers, the participants could be more able to see barriers and think through solutions to removing them. To read more about the original workshops see the Workshop Memories linked to this chapter.*

*Workshop 3 – Barriers to Inclusion (Nicola Fairbrother)*

Key themes that will be explored in this workshop:

Investigating three main types of barriers that affect people:

Personal

Community/Cultural

Institutional

Looking at tools to address barriers to inclusion

Time:

3 hours

Supplies:

Flipchart with paper

Markers

Overhead projector and gels (optional for displaying handouts)

Handouts

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ACTION FOR HEALTHY COMMUNITIES  
SOCIAL INCLUSION CURRICULUM

9:00 am – 9:15 am

Introductions and Housekeeping

Allow participants to introduce themselves

Identify smoking areas, bathrooms and break times for the group

9:15 am – 9:30 am

Icebreaker

Examples of icebreakers are included in the Main Appendix.

9:30 am – 10:15 am

Identifying Personal, Community and Institutional Barriers to Inclusion

Pair the participants with partners, ask them to consider and provide an answer to one of the questions provided in the handout. (See Dialog 3, Handout I) After each couple answers one of the questions, ask them to pass the form to the group to the left. In this way each group can see other perspectives while answering the questions.

Have each couple report back the answers to the questions asked in the handout. Using a Flipchart, ask the participants to identify which barriers are internal (individual) and external (societal). There may well be some cross over between the lists, but allowing the participants to see the separation will assist in the discussion to follow.

Examples of answers:

Poverty

Resources

Prejudice

Being labeled

Isolation

Disability

Fear of Failure

Belief in 'activities' over belonging

Power disparities

Lack of access to education, transportation, employment etc

Policy, legislation, regulation

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Facilitator Note:

An interesting discussion point during this activity is to have the group discuss whether they see the barriers faced by one marginalized population as being different from the barriers faced by other marginalized groups.

10:15 am – 10:30 am

Coffee Break

10:30 am – 10:50 am

The Values of Inclusion

Using the handout labeled Values: The Foundation (Dialog 3, Handout II) have the group discuss whether they themselves, or the organizations they work for/have involvement with, exhibit the values described. These values are examples of the foundation used by many organizations to examine social /economic exclusion and inclusion.

The exclusion elements are related to general populations but may change when the participants explore their own elements.

The central lens is a series of indicators that should stay consistent.

The inclusion elements are related to general populations but may change when the participants explore their own elements.

10:50 am – 11:10 am

Examining an Inclusion Lens

Spend some time discussing the Inclusion Lens handout (Dialog 3, Handout III) and clarifying the definitions provided with the lens. Ask the group what aspects of the external and internal lists that they have just generated fit within the Lens.

11:10 am – 11:40 am

Creating a Lens for the Group

Have the group use the blank Lens template provided (Dialog 3, Handout IV) to develop a lens that is unique to the needs/dynamics of the participants. Ask the group if they feel they can use the Lens to inform their work/ activities in the future.

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ACTION FOR HEALTHY COMMUNITIES  
SOCIAL INCLUSION CURRICULUM

11:40 am – 12:00 pm

Expectations and Debriefing

Discuss the groups expanded understanding of the types of barriers faced by diverse groups of people in our community. Ensure the participants know that the next workshops will focus on examining various types of inclusion practices.

Have the participants complete a workshop evaluation. (See Main Appendix)

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