SMALL ACTIONS WITH BIG IMPACT

ON INCLUSIVITY

RESOURCES

**A Powerful Testimony of the Value of Inclusion**

Helen Keller (1880–1968) was an American author, political activist and lecturer. At 19 months old, Keller contracted an unknown illness described by doctors as "an acute congestion of the stomach and the brain", which is now thought to have been scarlet fever or meningitis. The illness left her both deaf and blind, completely shaping the way Keller would live her life. Helen Keller had absolutely no hearing or eyesight from the age of two. For a number of years she functioned, in her words, simply as "an unconscious clod of earth." Then quite suddenly, she experienced the impact of "another mind" within her own (through an introduction to Braille reading). Despite not knowing where it came from or how it got there, she awoke to a new awareness of being able to talk and listen with her hands. She learned to read and write, wrote at least ten books, and attended college.

Hellen Keller’s Biography - <https://artsandculture.google.com/theme/the-inspiring-story-of-helen-keller/kQJi-1jWXeX_KQ?hl=en>

**Books:**

**The World I live in by** Helen Keller

* Paperback : 64 pages
* ISBN-10 : 1420944401
* ISBN-13 : 978-1420944402

**How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive** by Jennifer Brown

* Publisher : Berrett-Koehler Publishers; Reprint edition (February 9, 2021)
* Language : English
* ISBN-10 : 1523093145
* ISBN-13 : 978-1523093144

**Blindspot: Hidden Biases of Good People** by Mahzarin R. Banaji and Anthony G. Greenwald

“Blindspot” is the authors’ metaphor for the portion of the mind that houses hidden biases which without our awareness or conscious control—shape our likes and dislikes and our judgments about people’s character, abilities, and potential.

Learning to uncover our hidden biases is a small/big step that people can take in the journey of inclusion.

 **The History of Inclusion in the United States**

Osgood, R.L. (2005). The History of Inclusion in United States. Washington: Gallaudet University Press.

**Overview: A** comprehensive study, author Robert L. Osgood reveals how the idea of inclusion has evolved into broader realms of thought and practice. In its earliest manifestations, educators dwelled upon the classroom setting itself, wondering whether “disabled” children belonged there; if not, why not; and if so, how this could be accomplished?

**Children’s Book on Inclusion**

**I’m Just Like You But Different: A story about living with cerebral palsy**

**By Christine E. Staple Ebanks**

* ISBN-10 : 099720351X
* ISBN-13 : 978-0997203516

**We're Different, We're the Same (Sesame Street)**

* ISBN-10 : 0679832270
* ISBN-13 : 978-0679832270

**We All Belong: A Children's Book About Diversity, Race and Empathy**

* ISBN-13 : 979-8670945912

**Websites:**

**Inclusion International**: Inclusion International is the international network of people with intellectual disabilities and their families advocating for the human rights of people with intellectual disabilities worldwide. It is a membership-based organization. It is a great source for information on

<https://inclusion-international.org/> -

Equity, Diversity, and Inclusion: What is Inclusion?

<https://researchguides.austincc.edu/c.php?g=522627&p=7624731>

**Videos on Inclusion:**

**Professional Dancer with cerebral palsy (to open my presentation)-** [**https://www.youtube.com/watch?v=lRMpE6gxf1o&t=47s**](https://www.youtube.com/watch?v=lRMpE6gxf1o&t=47s)

**Inclusion starts with** I (3:27 video from Accenture, 2017)

<https://www.youtube.com/watch?v=2g88Ju6nkcg>

[Inclusion starts with I](https://www.youtube.com/watch?v=2g88Ju6nkcg) (3:27 video from Accenture, 2017)

**To speak up for inclusion, we need to speak about inclusion** (4:07 video from RBC, 2018) - <https://www.youtube.com/watch?v=pBBirlVxVsg>

**Two of my favorite videos**

**We Are All Different - and THAT'S AWESOME! | Cole Blakeway | TEDxWestVancouverED -** [**https://youtu.be/sQuM5e0QGLg**](https://youtu.be/sQuM5e0QGLg)

**The Importance of Inclusion | Sara Mauldin | TEDxABQED -** [**https://www.youtube.com/watch?v=wZPtNA\_FxuE**](https://www.youtube.com/watch?v=wZPtNA_FxuE)

**Articles**

What's the Difference Between Diversity, Equity, and Inclusion? (October 2017 General Assembly blog post by Meg Bolger) - <https://generalassemb.ly/blog/diversity-inclusion-equity-differences-in-meaning/>

Micro Affirmations: Tell People They Matter With Small Acts of Inclusion (2016 blog post by Scott Horton) -<http://www.deltaconceptsinc.com/blog/micro-affirmations-tell-people-they-matter-with-small-acts-of-inclusion/>

**7 Ways to Be More Inclusive in Your Everyday Life(2019)**

<https://fairforceberlin.medium.com/7-ways-to-be-more-inclusive-in-your-everyday-life-9af5ee018372>

**Quotes on Inclusion:**

Diversity is about all of us, and about us having to figure out how to walk through this world together. ~**Jacqueline Woodson**

When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization. ~**Pat Wadors**

A lot of different flowers make a bouquet. - **Islamic Proverb**

Inclusivity means not ‘just we’re allowed to be there,’ but we are valued. I’ve always said: smart teams will do amazing things, but truly diverse teams will do impossible things. ~**Claudia Brind-Woody**

When everyone is included, everyone wins. ~**Jesse Jackson**

What divides us pales in comparison to what unites us. ~**Edward Kennedy**

Inclusion is not a matter of political correctness. It is the key to growth. ~ **Jesse Jackson**

**Diversity and Inclusion are about giving value to every human being, no matter our differences.**

**~ Thinkinclusive.us**

**We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.**

**~ Maya Angelou**

**Each human being, however small or weak, has something to bring to humanity. As we start to really get to know others, as we begin to listen to each other's stories, things begin to change. We begin the movement from exclusion to inclusion, from fear to trust, from closedness to openness, from judgment and prejudice to forgiveness and understanding. It is a movement of the heart.**

**~ Jean Vanier**

**No culture can live if it attempts to be exclusive.**

**~ Mahatma Gandhi**

Christine Staple Ebanks

March 4, 2021