

inclusion
solutions



ANNUAL REPORT 2019

“Everything the Inclusion Solutions Team does is community focused. This is evident in the team’s passion, genuineness and tireless work ethic to ensure that every person has a sense of belonging in community.”

Brad Scott, Australian Paralympian & Community Builder

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EXECUTIVE SUMMARY

Albert Einstein famously said, “Life is like a bicycle. To keep your balance, you must keep moving.” And that precisely defines and describes the year we have had.

2018-19 has been a year of movement and growth for the entire team and indeed for the social inclusion movement in Western Australia. The year has been characterised by many more highlights than lowlights, and we have experienced considerable growth across the business.

At a time when WA communities are more diverse than ever before, the requests for assistance have been plentiful and forthcoming – from Port Hedland to Albany and many places in between.

While quantitative measures tell some of the story and capture the broad reach we have had as a team, what they don't articulate is the immense influence generated by this work.

The successes, impacts, and outcomes are perhaps best told one story at a time; to detail the stories of the past 12 months would take a lengthy novel. We hope this report gives you an insight and a sense of our world over the past year.

2,900+

attendees at
Training, Workshops
& Forums



SUPPORTED

over 30
State Sporting
Associations



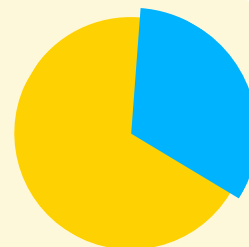
SUPPORTED

over 620
clubs & community
groups



SUPPORTED

over 65 of the 140
Local Government
Authorities
in Western Australia



OUR TEAM

There is little doubt that the single greatest asset of Inclusion Solutions is the diversity and commitment of the incredible team.

To battle the crisis of social isolation, you need a skilled and well-equipped army. We have not only managed to keep our team together, but we have made several important additions to the team. These newer faces have brought a great deal of excitement, energy and a host of ideas that we have managed to implement in a short space of time, propelling our metaphoric bicycle with gusto and steam!



Adam Nankin

Born: Johannesburg, South Africa
Interests: Lawn Mowers & Liverpool FC
Projects: WayFairer, SICWA & Training

Amy Perrie

Born: Attadale, WA
Interests: 4x4, Camping, Animals
Projects: Rotary Employment & Forums

Ciara Cooney

Born: Drogheda, Ireland
Interests: Yoga, Gaelic Football
Projects: Rotary Employment & Training

Denver D'Cruz

Born: Madras, India
Interests: Real estate, Travel & Social Justice
Projects: Management, Training, Development

Grace Mills

Born: Bunbury, WA
Interests: Karate, Music & Disability rights
Projects: Training & Events

Jehu Dagohoy

Born: Manila, Philippines
Interests: Plants, Brunch
Projects: iPlay Audit Tool, WayFairer

Kale Becker

Born: Subiaco, WA
Interests: Basketball, Football & Socialising
Projects: One Community Mirrabooka

Kristee Jolly

Born: Subiaco, WA
Interests: Brunch, Hockey, Fall Out Boy
Projects: Training, WACA Project, ILC Resource

Paul Fleay

Born: Pingelly, WA
Interests: Family, Dockers & Friends
Projects: Strategic Direction & Management

Rachel Dillon

Born: Kurrajong, NSW
Interests: Art & the Outdoors
Projects: One Community Mirrabooka

Tom Hughson

Born: Tokoroa, New Zealand
Interests: Rugby, Golf, Healthy ageing
Projects: WayFairer Project, WACA Project

"The Inclusion Solutions Team are an extremely hard-working & passionate bunch of people. They live and breathe all things community."

Elizabeth Shaw

THE WAY WE WORK

Inclusion Solutions does not run sport or recreation activities. We believe the most efficient, sustainable and powerful way to include people from marginalised backgrounds is to build the capacity of existing communities and not replicate what already exists. This will then see communities taking greater ownership, thus empowering residents and citizens.

Our asset-based approach promotes a lasting legacy and influences culture across Australian communities. We are able to leverage from 30 years' experience in building strong and cohesive communities that celebrate the skills and talents of all people. We have many examples of long-lasting outcomes in communities right across Western Australia. The sustainable approach we employ leads to the development of local leadership and in many cases, a strong cultural change. Inclusion Solutions prides itself on providing innovative solutions to social gaps and we always look to collaborate and work in partnership with others in everything we do.

The work of Inclusion Solutions is based on far more than good ideas and common sense alone. We look to research and

"I am grateful for the honour and kindness from you and your team last night. Yesterday will go down as one of the most fulling days in my life and will keep it close to me for many years to come."

Barnabas Sugutt

best-practice thinking from all over the world to inform the ways we do things here. We watch for success stories in other countries and how others have solved similar community gaps. One such example led us to implementing the Rotary Employment Project, a project that originated in Alberta, Canada.



Where we felt that innovation was the answer, we have implemented locally crafted strategies to societal issues. An asset-based example of this has been in the development of the WayFairer Project. This is a project that uses the latent talent and skills of mature-aged community members to build strong connections and a sense of belonging to their local community, while addressing the growing gaps and skill shortage amongst community-based organisations. To the best of our knowledge, this is an Australian-first initiative.

These two projects, the WayFairer Project and the Rotary Employment Project, highlight the fact that Inclusion Solutions is committed to using best-practice methodologies and research to build communities that are strong, inclusive and vibrant.

TRAINING

Inclusion Solutions is committed to providing a challenging and inspiring educational experience that helps identify barriers, find solutions, develop practices and raise awareness of social inclusion. In 2018-19 we delivered the following training sessions:

Social Inclusion & Disability Awareness:

This interactive workshop promotes a level of knowledge and confidence to ensure individuals and organisations are inclusive and welcoming of all people, particularly those from low-participation backgrounds.



Inclusive Events:

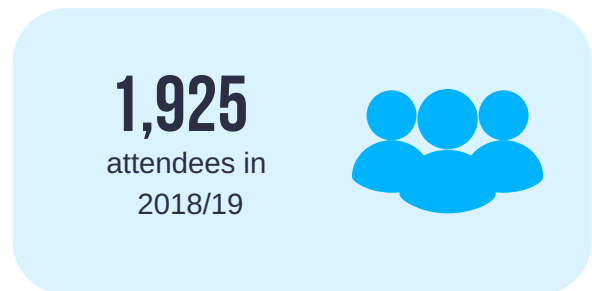
Events play a major role in creating social cohesion in our communities. Events give residents the opportunity to share experiences with one another, while learning more about the community around them. This workshop is aimed at ensuring all people feel included, valued, and celebrated at community events.

Building Stronger, Connected Clubs:

This practical workshop shows clubs and groups how to use the theories of social inclusion to build a strong, connected club that is reflective of their surrounding community.

Attracting Talent & Time through Inclusion:

Utilising the theories of social inclusion, this workshop guides participants to look at volunteering and paid roles through a new lens. This interactive workshop offers practical tools for clubs, groups, and organisations to attract knowledgeable, skilful and passionate people to get involved.



Community Inclusion:

Principles & How To:

This workshop utilises the theories of social inclusion to support organisations to create connections between individuals and their communities. Focusing on practical solutions, this workshop gives tools and confidence to increase community engagement and improve social cohesion.



"I loved that the presenters gave all of us the opportunity to be involved in the presentation – it was very interactive! I think everyone of us learnt something new today and this is one of the best workshops I have attended. Thank you!"

Kalamunda community member

WAYFAIRER PROJECT

The Town of Cambridge WayFairer Project is an Australian-first initiative, supporting community organisations by leveraging the immense skills, experience, interests and knowledge of older adults living locally.

Due to Australia's rapidly ageing population, many people are at risk of social isolation. The WayFairer Project, funded by the Town of Cambridge in partnership with Inclusion Solutions and Life Time Wise, engaged with adults aged 50+ (WayFairers). The project focused on providing older adults with meaningful roles, empowering individuals to gift their time and improve the community in which they live. Another key component of the project was to increase WayFairers' social networks and connections within their local community.

The three phases of the WayFairer Project were as follows:

- A Community Analysis engaged community organisations across the Town of Cambridge in which 53 groups, clubs, not-for profits and schools participated. The need for skilled and committed volunteers was quickly identified.
- Recruitment and knowledge-mapping of 15 WayFairers was undertaken to identify their skills, knowledge, experience and interests.
- WayFairers were matched with community organisations, providing meaningful roles for WayFairers to gift their time within a community organisation that would be mutually

beneficial.

The Town of Cambridge benefited from a final report including a Community Analysis Resource. This may be used to direct future funding and resources to the areas of support identified by their community, with the ability to track, identify and continue to engage community organisations. A WayFairer Advisory Team (WAT) was developed to ensure sustainability after the funded period. This has seen community members lead and support their community using their local skills, knowledge and know-hows.

The WayFairer Project has seen significant outcomes for the organisations and individuals involved as well as the wider community, and has highlighted the profile and innovative approach adopted by the Town of Cambridge. This resulted in numerous radio interviews, newspaper articles and forum presentations on the WayFairer Project. Inclusion Solutions and The WayFairer Project were finalists for Inclusive Program/Project of the Year Award at the Inclusion and Diversity in Sport Awards in May 2019 (Adelaide).

Due to the success of the pilot, two additional WayFairer Projects will be conducted in the City of Mandurah and City of Kalamunda in 2019 and beyond.

SOCIAL INCLUSION IN SPORT & RECREATION RESOURCE

Inclusion Solutions was tasked with developing a resource to build the capacity of Western Australian communities.

The 'Social Inclusion in Sport and Recreation' Resources has been funded by the Department of Communities' Information, Linkages and Capacity Building Grant.

Key contributors to the resources were regional and metro LGAs, sporting clubs, community groups and Youth Disability Advocacy Network, with special thanks to John Armstrong.

The Social Inclusion in Sport and Recreation Resource has been co-designed by community, for community. This includes Local Government Authorities (LGAs), people living with a disability, parents, sports clubs and community groups amongst others. This comprehensive suite of resources will assist LGAs, Sporting Clubs and Community Groups in achieving a more inclusive community for all people.

This resource has three main chapters: **Chapter One** addresses the key theories and research that underpin social inclusion.

Chapter Two shares the stories of sporting clubs and community groups from around Western Australia, who have achieved inclusive outcomes, unearthing

how they did it.

Chapter Three shares the experiences and stories of people of different backgrounds, and how they can be included within community. Every story is deeply personal to each individual.

The resource has been developed to give the reader the opportunity to understand the theory behind inclusion, whilst including practical elements such as checklists and activities that the reader can engage in, to improve their practice of inclusion.

To complement the resource, Inclusion Solutions has developed Professional Development sessions for community members looking to gain a deeper understanding of social inclusion. These sessions are intimate, allowing a small number of people to obtain personalised support in the theory and application of social inclusion.



Our office dog, Billie, reading up about Social Inclusion

iPLAY AUDIT TOOL

The iPlay Audit Tool is a tool that is currently being developed by Inclusion Solutions to address an important gap that impedes community inclusion.

Funded by the Information, Linkages and Capacity Building grant stream, Inclusion Solutions is developing an audit tool and a resource that will help community builders, play space planners and landscape architects in creating inclusive playspaces. The tool and resource are founded on Schleien's 'Principles of the Inclusion Pyramid' as well as John O'Brien's 'Five Dimensions of Inclusion'.

In the development phase of the project, Inclusion Solutions engaged with five Local Government Authorities: City of Bayswater, City of Kalamunda, City of Mandurah, City of Rockingham, and City of Wanneroo. We also engaged with people with disabilities and with lived experience, to assist in the co-design of this resource. The co-design approach ensured that both the tool and the resource were developed in holistic and practical ways. Inclusion Solutions is also working with a Landscape Developer, an Access Consultant, and a Software Developer to ensure the tool is contemporary, innovative and practical.

The iPlay Audit Tool and the iPlay Resource, which are currently both in the development phase, are multi-faceted tools to ensure that both existing play spaces and new developments are inclusive of all people.

TELETHON KALAMUNDA

The Telethon Kalamunda Project, funded by Telethon, supported the Kalamunda community to build the capacity of existing sporting clubs and community groups, ensuring they are welcoming of all people, including children and young people with a disability.

The Telethon Kalamunda Project aimed to achieve the following outcomes:

- Development of a Project Focus Group
- Personalised mentoring delivered to four sporting clubs and community groups
- Delivery of two training sessions to the Kalamunda community
- Development of Inclusion Champions; to ensure legacy of the project will remain in the community after the project ends

With the success of the outcomes, other important outcomes were achieved including:

- Increase in the number of opportunities and participation of children and young people with disabilities
- Building of capacity for community groups and clubs to have the confidence to provide opportunities for all people, in particular children and young people with disabilities
- Sustainable change within community club/groups to provide more welcoming and inclusive environments for all people

ROTARY EMPLOYMENT PROJECT

The Australian Bureau of Statistics states that in 2012 nearly half (47.3%) of all working-age people with disability were not in the labour force: that is, they were neither employed nor actively looking for work.

People with a disability aged 15-24 years are also 10 times more likely to experience discrimination than the general population aged 65 years and over. Interestingly, the source of discrimination is an employer in almost half of those instances, further highlighting the need and importance of this project. The Rotary Employment Project aims to solve this existing gap between people with disabilities and the employment sector.

42

people in open,
meaningful
employment



The Rotary Employment Project is based on a project first conceived in Alberta, Canada and is the first of its kind in WA.

This innovative project utilises the Rotary network to identify local businesses that can offer valued roles to individuals in a mutually beneficial relationship between employee and employer. This project focuses on finding opportunities within the community that connect an individual to employment, based on their interests and

skill sets.

Through this project, we are implementing a genuine strength-based approach to address a long-standing and pivotal issue for people living with a disability – that of meaningful employment.



Economic
participation of

\$349,440

over 2 years

Inclusion Solutions and our sister organisation, Inclusion WA, have engaged with over 20 Rotary Clubs, 20 LGAs and many other existing business networks to build a pathway for people with disabilities to gain employment opportunities that correspond with their preferred employment status.

The Rotary Employment Project has been successful in finding 42 people with a disability meaningful, open employment. This represents economic participation of \$349,440 over 2 years.

"Through experience, I could attest to the success and value of employing people living with a disability. I was keen to be involved with this initiative and harness Rotarians vocational networks so we could make a difference in this area."

Angus Buchanan,
Member of The Rotary Club of
West Perth

SICWA 1.0

The Socially Inclusive Communities WA (SICWA) 2018-19 initiative is a comprehensive package of deliverables that educate, upskill, develop and support communities by assisting organisations to become more socially inclusive of all people.

In addition, SICWA was developed to implement positive change and engage people that have not previously been a part of community life, including people with disabilities, amongst other minority groups.

SUPPORTED

36 community organisations



An Expression of Interest (EOI) was provided to all LGAs across WA with five metro and three regional LGAs selected out of the 21 applications received. The number and quality of applications further highlighted the importance of the project and the support LGAs require in this space. The selected LGAs participating in SICWA 2018-19 are below:

Metro:

- City of Wanneroo
- City of Joondalup
- City of Subiaco
- Town of Victoria Park
- Town of Bassendean

Regional:

- City of Bunbury
- City of Mandurah
- Shire of Augusta Margaret River

The successful LGAs had the option of the following service provisions;

- 3 x Training Workshops
Topics range from Disability Awareness, Social Inclusion, Inclusive Events, Recreation Advice Training, Attracting Talent & Time and Community Inclusion
- Mentoring of 4 x Community Clubs/Groups to be more inclusive and connected within their local community, providing best-practice frameworks for others to follow
- Professional Development (PD) session to support LGA Staff providing key principles, resources and personal development opportunities
- Advocacy on Access & Inclusion through committee involvement and support
- Complimentary tickets to events and forums, additional relationship building and strategic development providing ongoing learning opportunities for LGA staff, local clubs and other key stakeholders

27

training sessions provided to LGA staff, community organisations and residents



The outcomes of the SICWA initiative varied across the LGAs, with many workshops and mentored clubs impacting on residents and community members

outside of the participating LGAs, The SICWA initiative has seen collaborations of LGAs working together to provide more opportunities for people to be better-connected and included into the wider community. This has resulted in many clubs and groups developing programs, structures and policies to ensure people who have traditionally been marginalised, are now an integral and valued part of the community.



Among the outcomes are:

- Increased integrated sporting opportunities for children and adults with disabilities
- LGAs understanding the importance of social inclusion and incentivising community organisation to provide more inclusive initiatives
- Development of stronger community connections between LGAs and organisations
- Increased capacity, memberships and volunteers for many clubs and groups

- The development of a social inclusion audit tool for LGA service areas
- Community organisations becoming 'Champions of Inclusion' - inspiring and supporting others to become more socially inclusive.

39

clubs mentored
across 9 LGA's -
metro & regional



The SICWA 2018/19 has been underwritten by the Department of Communities, with all participating LGAs co-contributing a nominal amount to the project.

The success, need and importance of the SICWA 2018/19 initiative has resulted in securing additional funding to continue the work across another 13 LGAs in SICWA 2019/20.

"Thank you so much for such a fantastic training. Everyone seemed to really enjoy it (we couldn't get them to leave!). We really appreciate it and look forward to further training workshops."

**Rebecca Waddington,
City of Wanneroo Community
Development Planner**

WACA PROJECT

The WACA and Inclusion Solutions have joined forces in 2018 to promote cricket as a sport for all Western Australians.

This partnership aims to capitalise on the expertise and strengths of both organisations, providing an unprecedented level of support for clubs, WACA staff and the broader cricketing community in Western Australia.

The core aims of the partnership include:

- Continue to grow and develop the WACA's approach to inclusion and diversity by partnering with like-minded organisations that promote and advance good practice across the sector.
- Provide high-level support and advice to the WACA and community cricket clubs by promoting inclusive and diverse environments.
- Connect WACA field staff with key community development activities in their regions.
- Provision of specialised support and training.
- Promotion and advocacy of the benefits of inclusive and diverse community sporting organisations.

The projects deliverables included:

- Training Sessions
- Staff mentoring
- Co-facilitation of three 'A Sport for All' workshops

- Support for entry level inclusion centres (NOR & SOR x 2 hours each)
- Club Mentoring
- Development of a WACA Reference Group
- Program Development & Assistance (review of WACA and affiliated programs)

Inclusion Solutions is incredibly proud to be working in partnership with the WACA, a State Sporting Organisation that we believe is leading the way for inclusion, not only in cricket but for the WA sporting community. The success of this partnership has resulted in two awards: the 2018 WA Sport & Recreation Industry Awards for Innovation in Practice Award, and Cricket Australia's 2019 Sport for All Awards for Partner Organisation of the Year.

The success of this partnership has led to a national partnership with Cricket Australia, whereby Inclusion Solutions will work with Cricket Associations in every State and Territory to support their clubs and associations to be inclusive and welcoming of all people.

11

clubs engaged for mentoring, leading to increased participation & volunteering



FORUMS

Inclusion Solutions initiated a series of Social Inclusion Forums to discuss topical issues, provide learning opportunities and highlight some of the great work being done in the field of social inclusion.

1000+
attendee's



The Social Inclusion Forums provide Western Australian communities with an opportunity to unite in the development of socially inclusive, cohesive communities. To facilitate this process, Inclusion Solutions works with 'thought leaders' and 'community leaders' to inspire and facilitate change and progress.

15

guest speakers
engaged from
across the
country



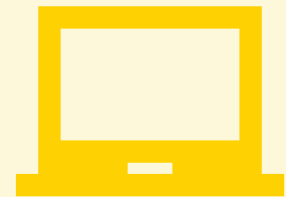
All inspirational speakers currently work or play in the community sector. Speakers, and the organisations they represent, ranged from state sporting associations, federal politicians, community organisations, not-for-profits, elite athletes and community builders, all doing amazing work within the social inclusion space.

Speakers were targeted and invited because of the work they are doing, and to emphasize the themes of each of the individual forums.

In total, over 1,000 people attended the Forums in 2018-19 with the majority of these attendees stemming from:

- Local Government Authorities
- State Sporting Associations
- Not for Profit Organisations
- Local community groups and sporting clubs

Social media
reach of
19,102



WE GRATEFULLY ACKNOWLEDGE THE SUPPORT GIVEN BY THE FOLLOWING ORGANISATIONS THROUGHOUT THE YEAR



Government of **Western Australia**
Department of **Communities**



Department of
**Local Government, Sport
and Cultural Industries**



Government of **Western Australia**
Department of **Communities**
Disability Services



WESTERN AUSTRALIAN
LOCAL GOVERNMENT ASSOCIATION



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