

inclusion  
solutions



# ANNUAL REPORT 2020

*“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**

# OUR TEAM

We liken the social inclusion movement to a long road trip and what better way to embark upon such a journey than with like-minded colleagues and friends that share in the passion and belief of a stronger future.

At Inclusion Solutions, we have been incredibly blessed to have an amazing group of people that not only live and breathe inclusion, but uphold the values of it in their day-to-day lives.

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

**Elizabeth Shaw**



## **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

## **Jen Irvine**

**Born:** Ba, Fiji  
**Interests:** Research, reading, hiking  
**Projects:** Community consultations

## **Kiri Penter**

**Born:** Perth, WA  
**Interests:** Gymnastics, Coaching, Plants  
**Projects:** SICWA 2.0, Gymnastics P/ship

## **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

# EXECUTIVE SUMMARY

The 2019-20 year has been an incredibly interesting and unusual year for Inclusion Solutions, much like most organisations in the community sector across the globe. In a short space of time, the COVID-19 Pandemic has reshaped the way in which communities operate, congregate and structure themselves. This has required Inclusion Solutions to not just adapt, but to transform its approach. In some cases, we have launched new products and ways of working that will without doubt continue to support Australian communities into the future.

Much like a sporting game, the 2019-20 year was a story of two halves for Inclusion Solutions. The first filled with action, delivery and energy spread across Australian communities whereas, the second half was spent reflecting, repurposing and reinventing as a result of the lock-down. It is undisputed that Inclusion Solutions as an organisation looks significantly different now when compared to a year ago however. It can also be argued that the COVID-19 pandemic led to a 'purple patch' pertaining to innovation, strengthening and repurposing the organisation for the future. The pandemic has also highlighted the importance of the organisation's mission with a spotlight turned on the importance of social connections and the development of social capital in our communities.

*"We have a chance to do something extraordinary. As we head out of this pandemic we can change the world. Create a world of love. A world where we are kind to each other. A world where we are kind no matter what class, race, sexual orientation, what religion or lack of or what job we have. A world we don't judge those at the food bank because that may be us if things were just slightly different. Let love and kindness be our roadmap." Johnny Corn*

**1,857**

attendees at  
Training, Workshops  
& Forums



**SUPPORTED**

**30**  
State Sporting  
Associations



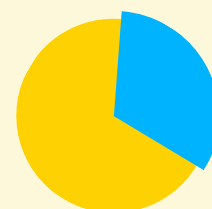
**SUPPORTED**

**over 660**  
clubs & community  
groups



**SUPPORTED**

**64 of the 140**  
Local Government  
Authorities  
in Western Australia



*"The work Inclusion Solutions does is so powerful in bringing communities together. We need more of this and less of the traditional approach to supporting communities"*

*Peter Kenyon*



# A SNAPSHOT INTO 2019-20

To provide a snapshot of 2019-20, Inclusion Solutions achieved the following outcomes:

- Supported 64 of the 140 Local Government Authorities (LGAs) in Western Australia and 12 interstate LGAs
- Partnering with the World's largest sporting club, Manchester United Football Club (MUFC), the first such partnership for MUFC outside the UK
- Supported 30 State Sporting Associations
- Supported 7 x National Sporting Organisations
- Supported 10 x Higher Education Institutions
- Developed 10 new resources to support clubs and community-based organisations
- Provided support to 4 x integrated sporting leagues in Western Australia
- Delivered 42 Professional Development sessions to LGA staff and others
- Delivered 110 workshops & webinars
- Delivered 18 forums / events

**42 PD SESSIONS**  
delivered

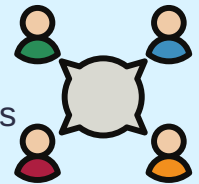


**SUPPORTED**  
4 integrated  
sporting  
competitions



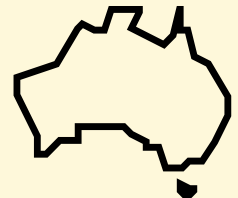
**18**

Forums and events  
delivered



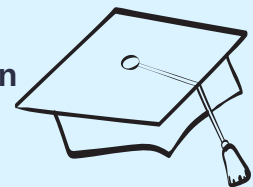
**SUPPORTED**

7 National Sporting  
Organisations



**SUPPORTED**

10 higher education  
institutions



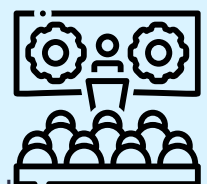
**10 NEW RESOURCES**

developed to support  
Australian communities



**110**

Workshops and  
webinars delivered



# PROJECTS DELIVERED IN 2019-20

The following is a list of the major projects that were undertaken and delivered by the Inclusion Solutions Team in 2019-20:

1. Cricket Australia National Education Project
2. United Reds Football League (Partnership with Manchester United Football Club, Football West and Telethon)
3. WACA – Staff and Club support project
4. Gymnastics WA - Development of Kinder Gym Resource
5. Development of iPLAY Playspace Audit Tool
6. Rotary Employment Project
7. Social Inclusion Forums
8. Development of the Social Inclusion in Sport and Recreation Resource
9. Socially Inclusive Communities WA (SICWA) Project 1.0 (Delivered to 8 x LGAs)
10. Socially Inclusive Communities WA (SICWA) Project 2.0 (Delivered to 13 x LGAs)
11. Delivery of the WayFairer Project in three communities (Cambridge, Mandurah and Kalamunda)
12. Community Consultation Projects in:
  - i.o City of Canning
  - ii.o Mount Lawley Electorate and
  - iii.o Katanning
13. Trainings and Webinars
14. One Community Project, Mirrabooka



*"I loved the simplicity and concept of inclusion, as you promote. If we planned for and created spaces and frameworks that included ALL people, we would have such better outcomes. I will take what Inclusion Solutions has gifted me and change my corner of the world. Thank you!"*

**Port Hedland community member**

# 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 to engage all people.**

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 feel innovation is the answer, we 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.



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