

Social Inclusion: Including practitioners in inclusion policy and practice

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Social inclusion

*No Australian is left behind....
....with opportunities to:*

- ▶ **LEARN** – participate in education and training
- ▶ **WORK** – participate in employment, unpaid or volunteer work, including family and carer responsibilities
- ▶ **ENGAGE** – connect with people, use local services and participate in local, cultural, civic and recreational activities; and
- ▶ **HAVE A VOICE** – influence decisions that affect them.

= a 'Stronger Fairer Australia'



Vinson.....

| Band | Localities |
|--------|---|
| Band 1 | Bonalbo , Brewarrina, Kempsey , Lightning Ridge, Tingha, Windale |
| Band 2 | Bowraville , Casino , Deepwater, Menindee, Urunga , Wellington |
| Band 3 | Armatree, Coraki , Harrington , Nambucca Heads , Tweed Heads , Walgett |
| Band 4 | Forster , Kurri Kurri, Toukley, Weston, Woodenbong , Wilcannia |
| Band 5 | Boggabilla, Claymore, Koorawatha, Lake Cargelligo, South West Rocks , Tenterfield |
| Band 6 | Askford, Bourke, Broken Hill, Diamond Head , Iluka , Inverell, Mt Druitt, Sawtell , Taree , Warrawong |

Vinson (2007) 'Dropping off the edge'



Community Partnerships and Inclusion



....and a Youth Project and Institute Corrections Liaison Officer....



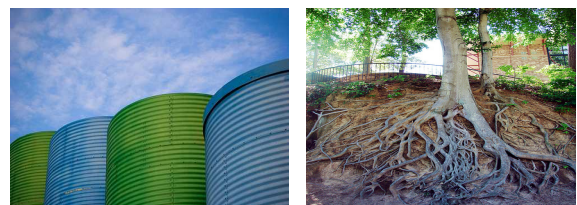
Specifically responding to:

- ▶ Closing the gap for Indigenous people
- ▶ Place based opportunities through strength based planning and action
- ▶ Multiple disadvantage rather than silo'd approaches to equity groups
- ▶ Community capacity building
- ▶ Partnership opportunities – internal and external and
- ▶ Transitions for TAFE students to higher learning, employment, self employment and social enterprise.

COAG targets



Parallel silos of activity vs interdependence

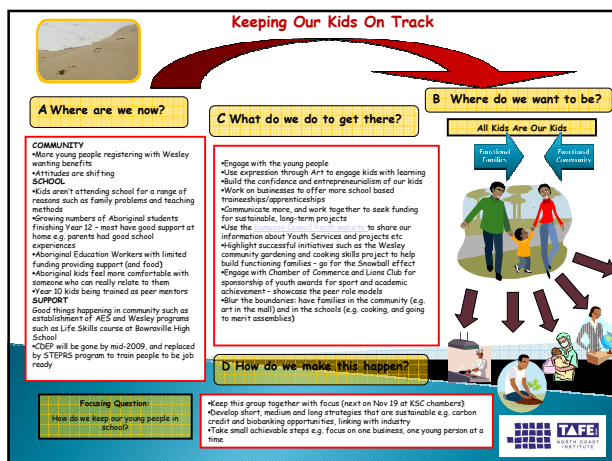


Through

- ▶ Strategic conversation
2nd Road Pty Ltd
- ▶ Action research
- ▶ “Merging ‘bottom up’ initiatives with ‘top down’ strategies”
Figgis, Clayton et al 2007

Strategic conversations

- ▶ ACDB
Aristotle's great tools of rhetoric
*Conversation....invention....intent....logic....
creativity.....imagination*
- A. Where are we at now?
- B. Where do we want to be?
- C. What do we do to get there?
- D. How do we make this happen?



Strategic conversations

“This is a moment in our organizational history where we have an opportunity to think about how we want to design the way we engage with communities and work towards achieving something to which we are deeply committed – social inclusion. We don't know what the answers will be but we do hope that we will have wide engagement with this consultation process and that our staff will approach this as an opportunity to think broadly about how we might work to achieve social inclusion in our region”

Action Research

- What do you understand by the term 'organizational innovation and design'?
- What do you think about strategic conversation as a methodology for working towards 'organizational innovation and design'?
- How effective are the groupings of participants for the strategic conversations?
- What is *working well*
- What are the *challenges*....?
- What would you like to see happen as a result of the strategic conversation process?
- If you could change anything about the process we are using, what might these changes be?

Findings

Opportunities to....

- ▶ Improve internal processes and 'do things better'
- ▶ Share vision and authorship
- ▶ Foster transparent, open and trusting environments
- ▶ Have 'access to' and 'be accessible to Executive'
- ▶ Understand 'social inclusion'

Challenges related to....

- ▶ Defensiveness....personal interests....determined 'silos'
- ▶ Some people being 'heard more than others'
- ▶ Not 're-inventing the wheel' or 'throwing out the baby'

Findings continued....

- ▶ *'Creative and big ideas....opposite from a top down approach'*
- ▶ *'Too big....too hard....massive systemic/cultural change'*
- ▶ *'A can of worms.... Pandora's Box'*
- ▶ *'Some people want a black and white response when there isn't necessarily one...'*
- ▶ *'Sharing feelings and ideas can be hard to give and hard to take'*

Findings continued....

Fears

"hidden agendas....management discarding confronting or complex ideas....watering down uncomfortable comments"

Hopes

"actionable timeframes.... not a 'one off'.... a consistent approach by management"

Findings continued....

Slowly, slowly

- ▶ It's NOT a review
- ▶ It's NOT change for the sake of change
- ▶ It IS about understanding social inclusion
- ▶ It IS about working WITH staff on shared vision

Conclusion

- ▶ Strategic conversation is viable and desirable
- ▶ 'Bottom up' drive is very important
- ▶ 'Top down' leadership is equally important
- ▶ 'Follow through' is crucial....not talk for talk's sake
- ▶ Ongoing tool for organisation innovation and design