

STRATEGIC PLAN 2021-2024



**INCLUSION
SASKATCHEWAN**

supporting individuals with intellectual disabilities

Questions or comments about this publication, or any programs and services relating to Inclusion Saskatchewan should be directed to:

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Our mission is to ensure that citizens of Saskatchewan who have intellectual disabilities are valued, supported and included members of society and have opportunities & choices in all aspects of life.

Inclusion Saskatchewan makes meaningful change for individuals with intellectual disabilities and their families throughout Saskatchewan by providing a diverse variety of supports including advocacy, employment, education, and strategic initiatives.

OUR IDENTITY - WHO WE ARE

Inclusion Saskatchewan (INSK) began over 65 years ago when Dr. John Dolan decided that his daughter had the right to an education. Dr. Dolan placed an advertisement in a local Saskatoon newspaper to recruit other parents of children with intellectual disabilities who believed in the right to an education for their child. This advertisement sparked the beginning of Inclusion Saskatchewan and our grassroots movement.

Today, Inclusion Saskatchewan is a provincial, charitable non-profit organization that provides support in a variety of ways to individuals with intellectual disabilities, parents, siblings, other family members, friends and community-based organizations all over Saskatchewan. This is made possible through our strong grassroots membership and partnerships with local, provincial, and federal governments, community-based organizations, and donors.

Our team of talented and passionate staff work tirelessly to provide direct, one-on-one supports to thousands of individuals and families across Saskatchewan on an annual basis. While we do not currently have the capacity to directly support the estimated 22,000 individuals living with intellectual disability in Saskatchewan, we continually look for ways to create systemic change in order to improve their lives and the lives of their families. Working in partnership with the Government of Saskatchewan and families, this work led to the successful closure of Valley View Centre, the last major institution in Saskatchewan for people with intellectual disabilities, and the transition of former residents into homes of their own in communities of their choice in 2019.

However, even after more than 65 years of work, isolation, exclusion, and poverty are still the norm for many people living in Saskatchewan with an intellectual disability. We are still working to fulfill Dr. John Dolan's founding goal that every child be included in the classroom. Our work continues to grow, but we know that if we continue to work with our partners, communities, and other community-based organizations we can continue to raise awareness and improve the lives of people with intellectual disabilities in Saskatchewan so that everyone is valued, supported, and included in all aspects of life.

OUR IDENTITY - WHAT WE BELIEVE

Our Vision

All individuals are valued, supported and included in all aspects of life.

Our Mission is to ensure that citizens of Saskatchewan who have intellectual disabilities are valued, supported and included members of society and have opportunities and choices in all aspects of life.

Our Values

- Respect and Dignity
- Inclusion
- Accountability
- Cooperation and Collaboration
- Integrity and Honesty
- Innovation

Our Principles

Any philosophy or action must take into account the following tenets:

- Individuals of all ages with an intellectual disability are citizens of their country, entitled to consideration, respect and protection under the law.
- Individuals with an intellectual disability shall live, learn, work and enjoy life in the community and shall be included and valued.
- Individuals with an intellectual disability shall be provided with all supports necessary to realize the fullest use of their abilities.
- Intellectual disability shall not justify any form of discrimination.

Inclusion Saskatchewan believes that people with intellectual disabilities have the same personal rights and responsibilities as anyone else, including the right to an education, medical services, residential options, recreation and leisure, relationships, and meaningful work. For more information about the values and principles that guide all our actions, please refer to INSK's *Statement of Beliefs and Positions on Social Issues*, which can be found on our website at www.inclusionsk.com.

“Our family walks this road for our daughter. The people at Inclusion Saskatchewan walk this road with us – and for countless other people just like us.”

- Parent of a daughter with an intellectual disability

OUR IDENTITY - WHAT WE DO

Advocacy

We provide individualized support and advocacy to individuals with intellectual disabilities and their families when they are experiencing difficulties or challenges. Inclusion Saskatchewan's Inclusion Consultants provide support by helping people navigate systems, including government systems, non-profit programs, and privately owned businesses.

Employment, Education and Transition

Our Employment & Transition Facilitators help individuals with intellectual disabilities find community employment, find support for post-secondary education, and make the transition from student to adult life.

Family Network

Inclusion Saskatchewan engages families of people with intellectual disabilities in workshops and recreational activities designed to strengthen families and build relationships with peers.

Northern Saskatchewan

There is a lack of access to necessary services and supports in Northern Saskatchewan for people with disabilities. In partnership with other provincial disability organizations, Inclusion Saskatchewan is building the case for the creation of services for people with disabilities in Northern Saskatchewan.

Ready, Willing & Able

Ready, Willing & Able is a national initiative led by Inclusion Canada to increase the labour force participation of people with intellectual disabilities or Autism Spectrum Disorder by making connections between employers and agencies, supporting employers, and raising awareness.

Self-Advocacy

Inclusion Saskatchewan's provincial Self-Advocacy group is a leadership program designed to help individuals with intellectual disabilities to become advocates for themselves and for others in their communities through workshops and recreational activities.

Sexual Health Education

Inclusion Saskatchewan is working with Creative Options Regina (COR) and Saskatoon Sexual Health to deliver Tell it Like it is, an inclusive sexual health and wellness education program for people with diverse abilities and their families.

Systemic Advocacy

Inclusion Saskatchewan uses the knowledge that we gain while working with people with intellectual disabilities, their families, and with systems to identify areas where changes are necessary to provide the best services and support possible.

OUR GOALS - CITIZENSHIP

Each September, Inclusion Saskatchewan's Board of Directors and membership review the existing strategic objectives and any new potential initiatives. They then determine the priorities for each upcoming year based on several factors including importance, current workload, and resource capacity. The INSK Board and membership take into account the progress of existing initiatives by supporting them to completion or, at minimum, to a stage at which they can be successfully launched before adding new initiatives. This process ensures that the INSK staff stays focused on what is of most importance to us, allowing existing priorities and projects to be implemented or acted upon while planning for future key strategic initiatives.

To achieve the vision and fulfill its mission, Inclusion Saskatchewan works to ensure that the following elements are fully present in individuals' lives: Citizenship, Membership, and Self-Determination.

To Inclusion Saskatchewan, Citizenship means having one's rights and freedoms respected and protected, but also having the opportunity to meet one's obligations as participating and contributing citizens. To reach this goal, INSK is focusing on the following initiative:

Northern Saskatchewan

There is a significant lack of access to essential supports and services in Northern Saskatchewan for people who experience intellectual disabilities. Community research and consultation indicate that people with intellectual disabilities must either travel great distances to access necessary services or live without support, which can limit their ability to participate in their communities as full Citizens. Inclusion Saskatchewan is working with existing services in Northern Saskatchewan, all levels of government, and First Nations/Metis stakeholders to address and resolve the scarcity of culturally relevant, community-driven supports and services in Northern Saskatchewan so that Northern inhabitants can achieve full Citizenship within their communities.

The Disability Services Alliance (DSA) has evolved out of Inclusion Saskatchewan's commitment to develop community-based supports and services in Northern Saskatchewan. Inclusion Saskatchewan has partnered with other provincial disability sector organizations to create a strategic framework and plan to build service capacity and effect systemic change in Northern Saskatchewan. The Canadian Mental Health Association–Saskatchewan Division, Diabetes Canada, Saskatchewan Deaf and Hard of Hearing Services, Spinal Cord Injury Saskatchewan, Canadian National Institute of the Blind, and the Saskatchewan Human Rights Commission have dedicated their efforts as members of the DSA to advance essential services and supports in Northern Saskatchewan.

Over the next three years, Inclusion Saskatchewan will:

- Collaborate with our partners in municipal, First Nations, and provincial governments.
- Work with key community partners and stakeholders to understand the diverse needs of people with varying disabilities in Northern Saskatchewan.
- Build service capacity in Northern communities to ensure equitable access to essential services.

OUR GOALS - MEMBERSHIP

Belonging to families, friends, and neighbourhoods, with full inclusion in schools, places of work, community-based recreation, and society is an incredibly important part of life. To ensure that the people we support experience membership within their communities, Inclusion Saskatchewan is increasing its efforts in these areas:

Inclusive Education

Too many students with intellectual disabilities continue to face barriers in accessing education in Saskatchewan. Inclusion Saskatchewan is renewing its commitment to advancing a concept of Inclusive Education where all students attend and are welcomed by their neighbourhood schools in age-appropriate, regular classes. Our vision further includes the provision of adequate supports that allow for students to learn, contribute, and participate in meaningful ways in all aspects of their school community. Inclusive Education means that we develop and design our schools, classrooms, programs, and recreational activities so that students of all abilities can experience true Membership.

Over the next three years, Inclusion Saskatchewan will:

- Work to identify systemic trends and address policy gaps within the education sector.
- Foster relationships with key decision-makers, such as the Ministry of Education and the Saskatchewan Teachers Federation.
- Find new and innovative ways of promoting best practices of the many dedicated schools, teachers, and administrators who champion inclusion in Saskatchewan schools every day.

Inclusive Housing

Having a safe place to call “home” is an integral part of living a dignified life. Unfortunately, people who experience intellectual disabilities disproportionately face a lack of access to safe, appropriate, and affordable housing options in their communities. As a result, many people with intellectual disabilities are homeless, incarcerated, held in psychiatric facilities or long-term care facilities, live in unsafe conditions, or live with parents or other relatives for most of their adult lives. We believe that everyone deserves the right to live in their own home, and we are collaborating with partners such as the National Affordable Housing Corporation, Saskatchewan Housing Corporation, Stewart Properties, community-based organizations, and local, provincial, and federal governments to develop innovative, person-centred, affordable, and inclusive community housing initiatives. In 2020, these partnerships resulted in the financing of the first affordable housing initiative that was intentionally designed around building an inclusive community in Willowview Heights, Saskatoon.

Over the next three years, Inclusion Saskatchewan will:

- Support people with intellectual disabilities as they access existing housing options.
- Work with partners to advance the development of inclusive, safe, and affordable housing.
- Seek out new partnerships with housing developers, investors, CBOs, families, and businesses with the goal of increasing the number of inclusive housing options in Saskatchewan.

OUR GOALS - SELF-DETERMINATION

Self-Determination is about having an active and decisive voice in decisions which affect one's life. Inclusion Saskatchewan is focusing on how Self-Determination is critical to the health of people we support.

Health

How a person feels during every interaction with their health team influences their ability to manage their independence. Including the voice of people with intellectual disabilities and encouraging communication with health professionals is crucial since there are often additional barriers to address as people with disabilities access health services. Inclusion Saskatchewan collaborates with health professionals to navigate individual concerns while also promoting upstream, proactive systemic changes to ensure people with intellectual disabilities experience Self-Determination.

When people require support to make important decisions about their health, Inclusion Saskatchewan recommends using the Supported Decision-Making process. This process recognizes a person's right to make informed choices about their own life with the support of people that they choose to help guide their decisions. The supporters empower the person to be the leader of their own life while ensuring they feel supported, respected, and heard.

Over the next three years, Inclusion Saskatchewan will:

- Support people with intellectual disabilities to learn more about medical information and how to make decisions regarding their health.
- Consult with Self-Advocates to create innovative, plain language documents to support communication regarding their health goals
- Work with self-regulating professions and health professionals so they are competent with delivering inclusive, person-centred approaches.

OUR STRENGTHS

Our Staff

Inclusion Saskatchewan has an ambitious number of priorities in addition to existing projects, supports provided, and contractual obligations. We achieve these projects, supports, and obligations by employing a well-trained, professional, and educated workforce made up of committed people who strongly believe in our Mission, Vision, and Values. They are passionate about promoting inclusion and supporting individuals with intellectual disabilities and their families in this province. Inclusion Saskatchewan will continue to recruit and retain employees who are self-motivated, pro-actively approach challenges, have strong verbal and written communication skills, and have demonstrated research capabilities. Through a dedicated and inspired workforce, INSK will continue to advance inclusion for all in Saskatchewan.

Our Partnerships

To meet and exceed Inclusion Saskatchewan's objectives and our community's expectations, it is critical that we foster strong working relationships with key stakeholders. This includes, but is not limited to, the Provincial Government, the Federal Government, Community-Based Organizations (CBOs), Community Funders, Corporate Sponsors, Individual Donors, and other common interest groups. Inclusion Saskatchewan believes in partnering with others with same or similar goals and beliefs and has found that it is the best method to obtain the desired outcomes and results for all involved. Our approach is based on information sharing and collaboration in a trusting and transparent working relationship. Experience has shown that the most successful approaches leading to positive changes which advance inclusion are discovered through working together and benefiting from the synergy of all parties.

Our Sustainability

A relationship-building approach to fund development is creating sustainability for Inclusion Saskatchewan. The investments of the provincial Ministry of Social Services, the Ministry of Immigration and Career Training, and the federal department of Employment and Social Development Canada are critical to our efforts to support individuals and families. INSK raises awareness and engages donors through our informational Inclusion Tours and annual Inclusion Fundraising Events. Our donors and sponsors respond generously to individuals with intellectual disabilities who tell their own story. This approach creates an increasing, sustainable, and diversified revenue stream.

Inclusion Saskatchewan is also supported by Community Living, which was established by INSK in 1989 as our clothing recycling fundraising arm. Our sustainability is further enhanced by the Michael and Peter Malech Endowment Fund, which was established in 1996 to enhance the quality of life for individuals with intellectual disabilities in perpetuity.

“Inclusion Saskatchewan is like a breath of fresh air for me because they helped me with my mental health, my finances. Without Inclusion SK, I don't know where I'd be.”

- Darla Cole, Self-Advocate, Creighton

OUR FUTURE

People with intellectual disabilities encounter steep barriers when attempting to navigate systems that were designed for people without disabilities. They are among the most vulnerable, socially excluded, and disadvantaged Canadians, with three out of four living in poverty and in poor health. While we've grown as an organization, we are only able to provide direct supports to a small portion of the roughly 22,000 people with intellectual disabilities in Saskatchewan each year. In order to attempt to bridge this gap, Inclusion Saskatchewan is strategically focusing on creating system-wide change by working with employers, educators, and various departments of the Saskatchewan government.

While there have been great successes, like the successful closure of Valley View Centre in 2019, there is much work yet to do. There are still entire communities in Northern Saskatchewan that go without basic services and supports. Children with intellectual disabilities still do not experience full inclusion in many classrooms and schools. There are still many people with intellectual disabilities living in unsafe or inappropriate conditions. People with intellectual disabilities still do not have the supports they need to make their own health decisions.

Inclusion Saskatchewan has a comprehensive approach to achieving these long-term systemic change goals, ensuring that people with intellectual disabilities and their families are fully, actively, and centrally engaged in the process of informing and influencing planning, practice, and policy. By working collaboratively with various segments of the public, civic, and corporate sectors over the past 65 years, Inclusion Saskatchewan has developed an impressive track record of influencing public attitudes with innovative and positive solutions. By continuing with this approach, we are confident that over the next three years more citizens of Saskatchewan with intellectual disabilities will experience full citizenship, membership, and self-determination within their communities.



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1-877-477-2171

**ALL DONATIONS SUPPORT INDIVIDUALS WITH
INTELLECTUAL DISABILITIES IN SASKATCHEWAN**

