



Kindness Tip

What makes people feel like they belong?

Possible Answers:

- People know their name and know things about them
- People invite them to participate and include them in activities
- People value and include them
- The environment is comfortable and welcoming



Kindness Tip

How could you encourage people to help each other?

Possible Answers:

- Choose activities that require teamwork
- Encourage the group to ask each other for help
- Focus on the people's strengths
- Be a role model by asking for help yourself



Kindness Tip

What can you do if you hear someone use a word that is offensive to a group of people?

Possible Answers:

- Comfort the person — tell them you understand that the word is hurtful
- Don't use the word yourself and encourage others not to use it



Kindness Tip

How can you incorporate kindness into your day?

Possible Answers:

- Say nice things
- Be nice to random people
- Be friendly and patient
- Be kind to yourself



Kindness Tip

How can we celebrate diversity?

Possible Answers:

- Acknowledge success
- Share stories about people with disabilities in celebrated roles (i.e. Paralympians)



Kindness Tip

How can you communicate with people who don't communicate the same as you?

Possible Answers:

- Approach the person to understand how they communicate
- Be vulnerable and try (vs. avoiding in case you are wrong)
- Use various means of communication such as visual and auditory
- Be open to different forms of communication such as PECS (Picture Exchange Communication System)



Quick Think

Why is the “R” word and other slurs offensive and hurtful?

Possible Answers:

- People may say they are not calling anyone the “R” word, but they still use it to describe something negative (e.g. “That movie was so ‘R.’”). This is still hurtful, even when used out of context.
- You can make a connection to the use of the “That is so gay”. In both cases the word is used in a derogatory/negative way to put a whole group of people down. It is also hurtful for people who hear it who have a family member with a disability or who is gay. You never know who might be hearing you!
- Words can be used to marginalize people and create an “us versus them” dynamic.



Quick Think

What steps can you take to ensure that someone is not chosen last for a game?

Possible Answers:

- Divide the group into 2 groups
- Assign numbers to determine teams
- Pick teams by coloured pencils, white and coloured t-shirts, etc.
- Don't choose teams/just assign



Quick Think

What can you do to ensure people with a disability feel comfortable in your group?

Possible Answers:

- The program is fun and everyone is welcome
- The program is accessible
- Invite people in



Quick Think

What could you do to prevent bullying from happening in your group or class?

Possible Answers:

- Look for signs and intervene quickly
- Ask for support
- Implement various anti-bullying learning strategies



Quick Think

Why is important to have diversity when making decisions that impact everyone?

Possible Answers:

- Different perspectives lead to better ideas
- More fairness and representation
- Fewer blind spots and biases
- Build trust and inclusion
- Learn from each other



Quick Think

What is unconscious bias? How does unconscious bias effect the way we treat people?

Possible Answers:

- Unconscious bias is when our brains make quick judgments about people without us realizing it
- It can lead to unfair treatment, such as excluding someone from a group, interrupting them, or not taking their ideas seriously
- We make assumptions without realizing it
- It reinforces stereotypes and creates barriers for people who already face discrimination, even if we didn't mean to hurt anyone
- Microaggressions



Quick Think

How does everyone benefit when we plan activities that everyone can participate in?

Possible Answers:

- Everyone learns how to be more flexible and adaptable
- Encourages people to be more welcoming of diversity
- They become more creative with problem solving
- Learn how to work as a team based on people's strengths
- Encourages kindness



Quick Think

How can you be a role model for inclusion?

Possible Answers:

- Interact and respond respectfully
- Value the person's ability and capabilities
- Consider the language you use to describe a person or when talking with the person
- Remember why you are present – supporting the person



Quick Think

Give an example of a visible and an invisible disability.

Possible Answers:

Visible

- Someone in a wheelchair
- Someone who is blind

Invisible

- Mental health
- Learning disability



Quick Think

What assumptions do we make about someone based on how they communicate?

- Make assumptions about their intelligence and if they can understand us



Quick Think

How can we avoid tokenism?

Possible Answers:

- Listen and value people
- Include people fully – not just for show
- Celebrate individuality – recognize people for their strengths, not just their identity
- Diverse representation – make sure there is more than 1 person from a group included
- Create belonging for everyone



Quick Think

Why do some people prefer person first language?

Possible Answers:

- Many people believe that person first language focuses on the person and not the disability or label
- Person first language puts the person ahead of the disability (e.g. a child with an intellectual disability vs. a disabled child)



Quick Think

What challenges do environments that segregate people create?

Possible Answers:

- Limits people's ability to participate and contribute to the community
- Limits diversity of thought, perspective and experience in the community
- Creates a lack of understanding of people in the community – allowing stereotypes and biases to grow
- Leads to loneliness and exclusion, limits opportunities for true connection based on mutual interests, etc.
- Increases risks of bullying and abuse due to lack of understanding and connection



Quick Think

What is the benefit of having a valued social role for all people?

Possible Answers:

- Belonging – people feel a part of something if they have a role
- Respect – people are seen for their strengths
- Confidence – having a role helps people feel pride
- Strong community – communities are stronger when everyone contributes

Valued social roles can be roles like employee, neighbour, volunteer, group member or student.



Quick Think

Why is it important for people with disabilities to vote?

Possible Answers:

- Everyone has a right to vote
- All voices matter
- Helps leaders to pay attention to things that impact the lives of people with disabilities



Quick Think

How can including people with disabilities in decisions lead to better outcomes for everyone?

Possible Answers:

- To understand what matters to people with disabilities and what might work and might not work
- Different perspectives help create ideas and decisions that work for more people
- Shows respect and creates belonging
- Challenges stereotypes and reduces discrimination



What Would You Do?

**What would you do if someone you met did not use words to communicate?
How might they communicate?**

Possible Answers:

- Communication boards
- Gestures
- Actions – move away if they don't want to do something



What Would You Do?

What would you do if saw that your friend liked or commented on a hateful post on social media?

Possible Answers:

- Do not engage with the post
- Talk to your friend and tell them why this is hurtful



What Would You Do?

What would you do if you noticed that someone in your group was very shy and was often left standing alone?

Possible Answers:

- Check in with them to see if they are okay
- Encourage another student to buddy up with them
- Find activities they like and can join



What Would You Do?

What would you do if your friends were asking questions about your friend that has a prosthetic arm?

Possible Answers:

- Encourage them to speak to your friend
- Ask your friend how they would like you to respond



What Would You Do?

What would you do if you were designing an activity for children and wanted it to be inclusive for everyone, including children who are deaf?

Possible Answers:

- Include different forms of communication
- Do some research
- Ask someone who is deaf what might be important to consider



Inclusion Scenario

Someone you know is repeatedly misgendered. How could you be an ally?

Possible Answers:

- Check in with them to see how you can support them
- Promote LGBTQ2S awareness at school
- Be sure to use inclusive language that reflects people's pronouns



Inclusion Scenario

A student in your class gets extra time for tests and assignments (or extra support), but other students are upset by this. What can we say?

Possible Answers:

- Educate the class on equity vs. equality
- Ask the student how you can support them and any preferred responses
- Provide activities that promote inclusion



Inclusion Scenario

An anonymous Instagram account starts posting memes and gossip about other students or people you know. The content is hurtful and upsetting. What steps could you take in response?

Possible Answers:

- Do not engage with the content
- Let your friends know that it is not okay
- Connect people to information about cyberbullying



Inclusion Scenario

**Your classmate has a sprained ankle.
What team sports could you play,
and how could you adapt the game
to include everyone?**

Possible Answers:

- Sitting basketball
- Games that can be played from a seated position



Inclusion Scenario

Your school/ program is planning to host a party in December. How can you help your school/ program to be inclusive for everyone?

Possible Answers:

- Plan celebrations for people from a variety of faiths and cultures
- Make it a Winter party



Inclusion Scenario

You have a friend who is the same gender as you. You are heterosexual or “straight”. They tell you that they have a crush on you. How would you respond?

Possible Answers:

- Tell them you are flattered
- Compliment them on their honesty
- Tell them that you like them as a friend but not in a romantic way and that you want to be friends

Heterosexual/“straight”:

A term used to describe a person who is attracted to people of the opposite gender. Heterosexual people are often referred to as “straight”.



Inclusion Scenario

A gay couple attends a school/program event. Everyone stares and whispers about the couple. You hear a few kids make jokes and say derogatory words. You notice the couple is uncomfortable. What can you do in this situation?

Possible Answers:

- Check in with the couple to see if they are alright
- Tell the kids to stop and that what they are doing is not okay
- Invite the couple to hang out with you and your friends
- Increase awareness of rights and the importance of inclusion



Inclusion Scenario

Someone has joined your theatre group. They share with the group that they have recently been diagnosed with Multiple Sclerosis (MS). You would like to reach out to them to welcome them to the group and invite them to some of your activities, but you don't know what limitations they have due to their MS.

Possible Answers:

- Invite them to events and let them decide if they want to participate
- Let them know that you are happy to help if they need it, they can just ask
- Be open to hearing about their diagnosis



Inclusion Scenario

You are running an event and would like to make it inclusive for everyone, but your friend says it would be much easier to just not invite the students/ participants who have disabilities. How would you respond?

Possible Answers:

- Remind your friend that everyone has the right to be included
- Remind your friend that everyone benefits from diversity
- Suggest some easy ways to include everyone



Inclusion Scenario

You are coaching a team and discover that all of the players, except for two individuals, are included in a group chat. The two individuals who are excluded are upset about not being included. How would you address the situation?

Possible Answers:

- Ask the team members why certain people are not included
- Note everyone is a valuable member of the team and highlight why
- Remind the team about the importance of inclusion