The **IDEA Collective** at KW Habilitation is a group of employees committed to advancing Inclusion, Diversity, Equity and Accessibility (IDEA) across the organization. The collective works to support positive cultural change by advising on IDEA strategies, researching best practices, analyzing data, and helping develop educational initiatives and awareness events. We work together to champion learning, encourage open dialogue, and support ongoing improvements that align with KW Habilitation's strategic priorities.

This resource was created by Rachel Hunter, Manager of Inclusive Living at KW Habilitation with support from other members of the IDEA Collective.

Who is this resource for?
This short social story was written for the people we support. We know that sometimes the people we support say inappropriate or racist things. It could be directed at staff, peers, or to people in the community and no matter when, or where it happens, **it is not ok**. We heard from our team that they were looking for a resource like this one that could be used to explain racism and why it's wrong. We hope people will use it, not just after an incident occurs, but at regular times to keep the learnings top of mind and keep the conversation open for all to participate in.

We want to hear from you. What worked...what didn't? How can we make this better for the people you work for?

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Kindness for Everyone

A story about respect, empathy, and standing together

Everyone in the world is special. We all look different, and that makes us beautiful.

Sometimes people are mean to others because they look different. This is called racism, and it hurts people's feelings very much.

Have you ever been bullied or left out? It feels bad inside, like your heart is hurting.

When someone experiences racism, they feel the same hurt you felt when you were bullied. The pain inside is the same.

We can choose to be kind. We can be a friend to everyone, no matter how they look or where they come from.

When we see someone being treated unfairly, we can stand up for them. Together, we are stronger.

Respect for All means a Better World. Every person deserves kindness and respect. When we treat everyone fairly, the world becomes a better place for all of us.

Continuing the Learning

We encourage you to read this often. It doesn't need to be brought up after an incident has occurred, but you can talk about it openly and keep the conversation open and going.

Questions you can ask at any time to keep the conversation going:
- What are some ways we can show respect to others?
- What differences can you spot in the photos in the book? What makes people different? What makes them the same?
- What can we do to make sure everyone feels safe?
- What if we say something we didn't know was racist? How can we make things right?

1. Differences and Special Qualities

- Are all people the same? (Yes / No)
- Can people look different and still be beautiful? (Yes / No)
- Name one way people can look different: _____

2. Racism and Feelings

- Is it okay to be mean to someone because of how they look? (Yes / No)
- What is it called when someone is mean because of how a person looks? _____
- How do people feel when someone is mean to them or bullies them? _____
- Can we understand how someone else feels if they are treated unfairly? (Yes / No)

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Continuing the Learning

3. Kindness and Friendship

- Can we choose to be kind to everyone? (Yes / No)
- Can we be friends with people who look different or come from different places? (Yes / No)
- One kind thing I can do for someone is: _____

4. Standing Up and Respect

- Should we stand up when someone is treated unfairly? (Yes / No)
- Does everyone deserve kindness and respect? (Yes / No)
- If we treat everyone fairly, does the world become a better place? (Yes / No)
- One way I can help make the world better is: _____

5. Optional Simple Check-In

- Is being kind important? (Yes / No)
- Is being different good? (Yes / No)
- Can we all belong together? (Yes / No)

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