

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?

IDEA COLLECTIVE

 KW habilitation

One Big Family

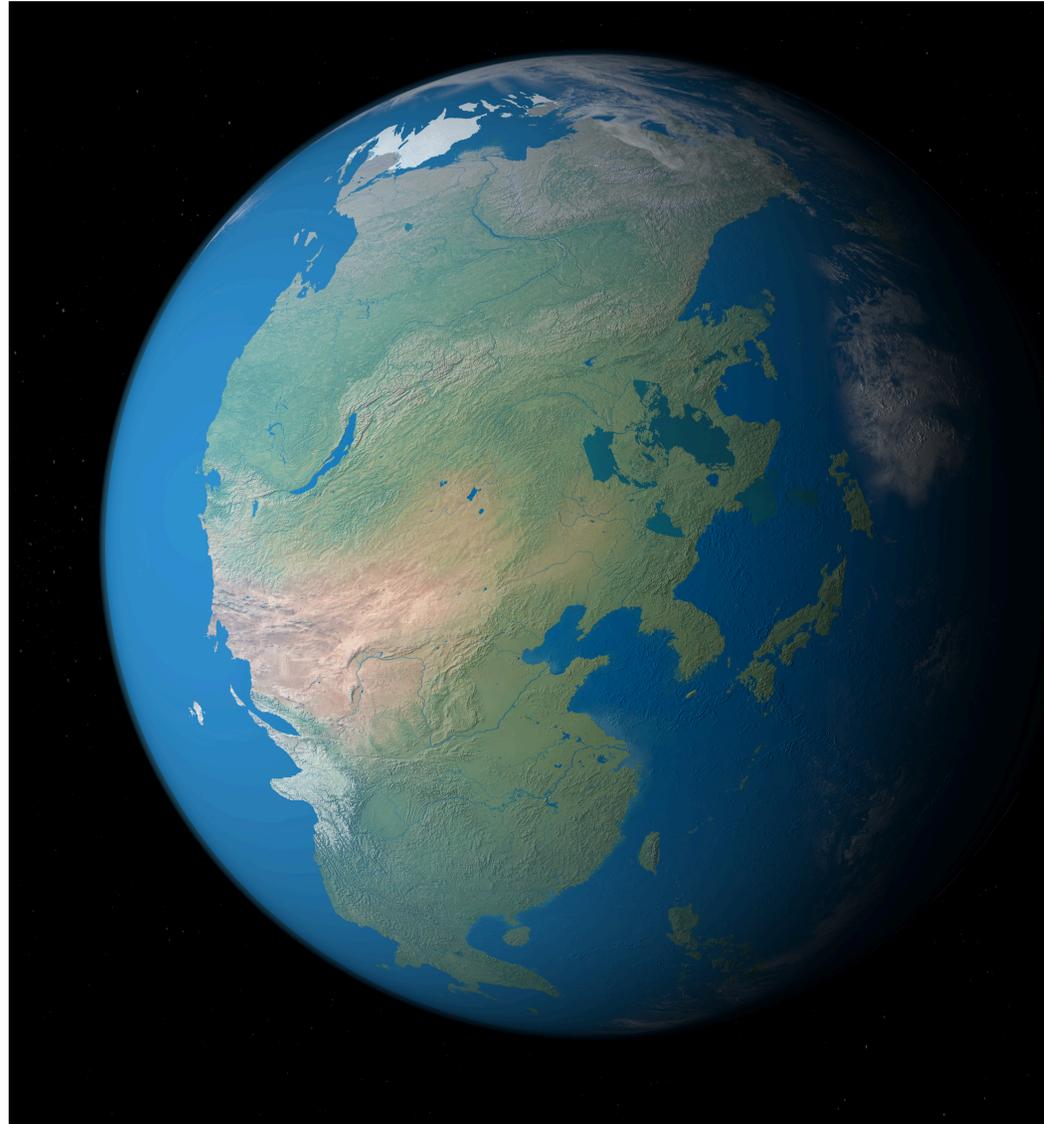
A story about how we're all connected, no matter where we live!



A Long, Long Time Ago...

Did you know that a very, very long time ago, all the land on Earth was stuck together in one giant piece?

Scientists call it **Pangaea** (say: pan-JEE-uh). It was like one huge puzzle piece!



The Land Started Moving!

Very slowly, over millions of years, this big piece of land broke apart and started moving!

The pieces floated to different parts of the world and became the continents we know today.



Some Places Were Very Sunny!

Some land went to places that were very hot and sunny!

The people who lived there developed more melanin in their skin. Melanin is like a natural sunscreen that protects us from the sun!

That's why their skin became darker - it helped keep them safe!



Some Places Were Cold!

Other land went to places that were cold with less sunshine!

The people who lived there didn't need as much melanin because the sun wasn't as strong.

So their skin stayed lighter - it was perfect for where they lived!



But Guess What? We're All the Same Inside!

No matter what colour our skin is, underneath we are all the same!

We all have the same heart, the same brain, the same blood, the same bones, and the same feelings!

We're all part of one big human family!



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 was the name of the big piece of land long ago?
- Was all the land together or apart at the beginning?
- What happened to the big land over time?
- Why did some people have darker skin?
- What does melanin do?
- Are people with different skin colours the same or different inside?
- What things are the same in all people?
- How did the story make you feel?
- What makes people different? What makes them the same?
- What if we say something we didn't know was racist? How can we make things right?