

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?



# **Sam and Maya: An Anti-Racism Story**

\*AI generated photo

This is a story about being kind to everyone. People come in many different colours. Like flowers in a garden. Each person is special and important. We are all different, and that is good.

## **Meet Our Friends**

In our community, there are many friends. Maya is a woman with Down syndrome. She has brown skin and a warm smile. Sam is a man with autism. He has light skin and red hair. They are best friends. They work together at the community centre.

## **Working Together**

Maya and Sam like to work at the community centre. Other adults work there too. Some people look the same. Some people look different. Some people have disabilities. Some people do not. But they all like to help each other.

## **Someone Says Something Mean**

One day, a new person came to the centre. The person said something mean about Maya. The mean words were about how Maya looks. This made Maya feel sad. This made Sam feel upset.

## **Sam Helps Maya**

Sam told the person: "That is not okay." He said: "Maya is my friend." He said: "We do not say mean things about how people look." He said: "Everyone deserves respect." Maya felt better. Sam was a good friend.

## Learning Together

The new person said sorry. Everyone talked about being kind. We learned:

All people deserve respect.  
How someone looks does not matter.  
Having a disability does not make you less.  
We treat everyone fairly.  
We stand up for our friends.

Maya, Sam, and their friends worked together. They were kind to everyone. They remembered: **Being different is good. Being kind is important. Everyone belongs. We all matter.**

The End

# 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 does belonging mean to you?

### 1. Differences and Special Qualities

- Do people all look the same?
- Can someone with a disability still be important and special?
- Name one way Maya and Sam are different.
- Why is it good that people are different?

### 2. Community Friendship

- Who works at the community centre?
- Can friends look different or have disabilities and still help each other?
- Are Maya and Sam friends?
- What do friends do when someone needs help?

### 3. Responding to Mean Words

- Responding to Mean Words
- Did the new person say something mean?
- How did Maya feel when the person said something mean? (Happy / Sad / Upset / Excited)
- How did Sam help Maya? \_\_\_\_\_
- Is it okay to say mean things about how someone looks?
- Should we stand up for our friends?

# Continuing the Learning

## 4. Lessons Learned

- Do all people deserve respect?
- Does having a disability make someone less?
- Do we treat everyone fairly?
- Is being kind important?
- Does everyone belong?

## 5. Personal Actions

- One way I can be kind is.
- One thing I can say to a friend if someone is mean.
- How can I help someone feel better?