

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

We All Belong



We All Belong



People can look different. We are all people.

We All Belong



Some people have light skin. Some people have dark skin. We are all the same inside.

We All Belong



Some people are young. Some people are old. Everyone matters.

We All Belong

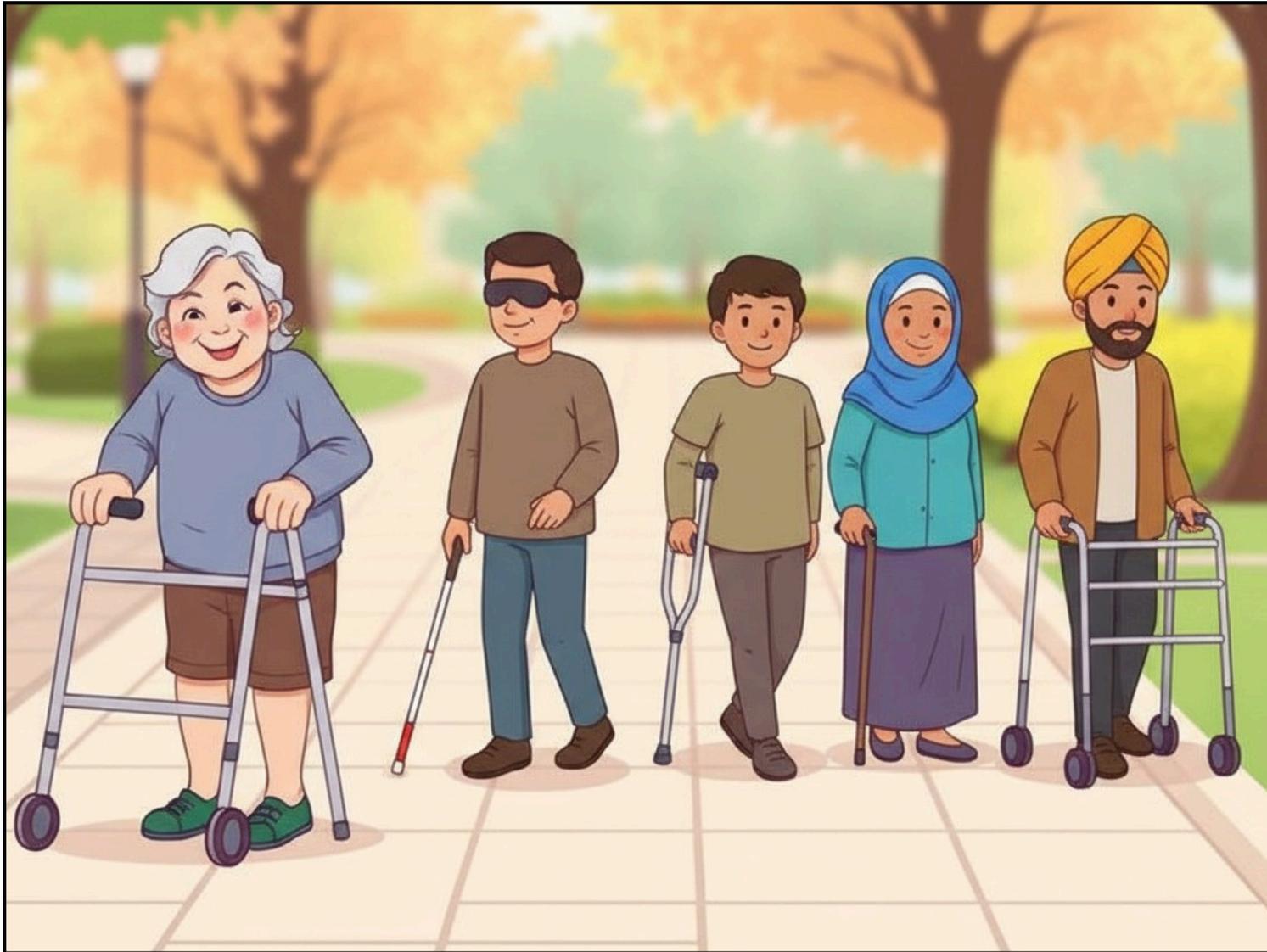


People come in different sizes. Big or small, we are all special.



Some people use wheelchairs to move around. They are just like us.

We All Belong



Some people use walkers or canes. That is okay!

We All Belong



We all have different things we are good at. That makes us special.

We All Belong



Everyone has feelings. We can all feel happy, sad, or scared. Our feelings matter.



Kind words make people feel good. We can say nice things to each other.

We All Belong



We treat everyone with respect. We say hello and are friendly.

We All Belong



We can help each other and be friends. Helping is kind.

We All Belong



Being kind and respectful helps everyone feel safe and happy. We are all people, and we all belong.

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

- Are all people the same? (Yes / No)
- Can someone use a wheelchair and still be special? (Yes / No)
- Are people with different skin colours still people like me? (Yes / No)
- Name one way people can look different: _____

2. Feelings

- Do all people have feelings? (Yes / No)
- Do all feelings matter? (Yes / No)
- Do other people's feelings matter? (Yes / No)
- How can people feel? (Happy/Sad/Scared) What other feelings can you think of? _____

Continuing the Learning

3. Kind Words and Actions

- . Do kind words make people feel good? (Yes / No)
- . Is saying something nice being kind? (Yes / No)
- . Can we all be kind to each other? (Yes / No)

Which is kind? (circle one) Saying “you are nice” saying something mean

4. Belonging

- . Does everyone belong? (Yes / No)
- . Do people who look different belong? (Yes / No)
- . Do I belong? (Yes / No)

5. Optional Simple Check-In

- . One way I can be kind is:
- . One kind word I can say is:
- . How can we make people feel good?