“Inclusion doesn’t just happen. People leading make it happen.”
Frost and Alidina, Building an Inclusive Organization, 2019

15 March 2021
REMOVING BARRIERS
A Challenge and an Opportunity

removing barriers in perception / experience

reaching people with ID

7 billion

200M

6M
THE ILLUSION OF INCLUSION
most organizations today achieve 2.0 at best

DIVERSITY 101
“being invited to the dance”
recognition, often token

DIVERSITY 2.0
“being asked to dance”
engagement, input sought

INCLUSION 3.0
“organizing the dance”
adaptation, roles, responsibilities

adapted from Frost and Alidina, Building an Inclusive Organization, 2019
POLL QUESTION
Building from sport, Unified Leadership teaches leaders without disabilities to value and learn from people with ID to make changes and create environments where people with ID get opportunities to have meaningful jobs and roles.
GETTING TO INCLUSION 3.0

- Not a standalone program – delivered through sports, health, youth and leadership work
- Internal training sessions prepare Program leaders to create opportunities for athlete leaders
- Over time, education opportunities for external organizations to learn about getting to Inclusion 3.0
- People with ID co-lead the learning
- Leaders encouraged to change, adapt from the ‘norm’
UNIFIED LEADERSHIP
CHARACTERISTICS

Do you lead with...

- **EMPATHY**
  - Seeks diversity, shows belief in others, authentic

- **OPENNESS**
  - All perspectives matter, good communicator

- **GRIT**
  - Resilient, relentless, shows drive, overcomes barriers

- **BRAVERY**
  - Challenges others, courageous, dares to fail

- **ACCOUNTABILITY**
  - Inspires through action, results-focused

- **INNOVATION**
  - Encourages growth, progression
Athletes have the opportunity to lead in all areas of our organization.
“Warm-Up” (1hr panel session)

Goal: discover - open minds, improve knowledge and reduce fear, motivate the audience to improve culture around inclusion and create momentum for change (“We can do better!”)

Audience: External - all staff in an external company/organization

Outcomes: participants seek change in behaviors to become a more inclusive organization

“Kick Off” (1hr+1hr workshop session)

Goal: learn - set intentions for Diversity, Equity, and Inclusion improvement to benefit organizational culture (“This is what we need to do”)

Audience: Internal – Program Leaders; External – decision makers, senior leaders/managers

Outcomes: leaders identify current problem areas and practice new behaviors with their teammates and colleagues

“Score” (4-6 hours, deep dive session)

Goal: embed - create a safe environment for honest conversations and long-term planning for Diversity, Equity and Inclusion (“This is how we will do it”)

Audience: External – managers and team leaders in an external company/organization

Outcomes: participants understand the nature and impact of exclusion, create inclusion-strengthening goals and plans for enterprise-wide change
HOW CAN IT HELP SPECIAL OLYMPICS?

- Great opportunity to use the skills of athlete leaders to improve quality, innovation and capacity
- Supports our aim of being an athlete-led movement
- Highlights how leaders without disabilities have a crucial role in changing the situation
- Provides external credibility
GOALS AND OUTCOMES

2021-2024

Unified Leadership

Educate 5,000 internal and external leaders to be Unified Leaders
Engage 250 companies & organizations

Interaction with Athlete Leaders

People without disabilities behave more inclusively
Organizations are more inclusive through the work of Special Olympics and influence of athletes
Call to Action

value
include
enable

See people with ID as contributors, leaders, people to learn from

Adapt behaviors and practices to create environments where people with ID have meaningful roles and jobs

Let go – share or transfer power to people with ID and let them lead