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Inclusion Ireland's Plan – an easy-to-read guide

This is an easy to read introduction to Inclusion Ireland's strategic plan.

Inclusion Ireland has 3 goals for the next 3 years.

1. Laws and policies in Ireland make sure that people with disabilities are treated equally.

This means that:

We will put the rights of people with disabilities first.

We will talk to government and other decision-makers about the rights of people with disabilities.

We will make sure our work involves self-advocates.



2. People with disabilities live and take part in their community.

This means that:

We will work to make sure that people with disabilities have a life of their choosing, with support in their community.



3. People with disabilities are told about and can access their rights.

This means that:

We will try to make our information easy-to-read and remind others to do so.

We will involve people with disabilities in the decisions that we make.



Introduction

Inclusion Ireland is a national, rights based advocacy organisation that works to promote the rights of persons with an intellectual disability.

Inclusion Ireland's Vision

The vision of Inclusion Ireland is that of persons with an intellectual disability living and participating in the community with equal rights as citizens, to live the life of their choice to their fullest potential.

Context for the Strategic Plan

Inclusion Ireland approaches its work using our equality and human rights statement as our touchstone.

Inclusion Ireland utilises the United Nations Convention on the Rights of Person with Disabilities (UNCRPD) to guide our work.

The UNCRPD provides the framework to ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities. This recognises persons with an intellectual disability as rights holders with entitlements, and corresponding duty bearers and their obligations.

Inclusion Ireland seeks to strengthen the capacities of persons with an intellectual disability to make their claims and of duty bearers to meet their obligations.

Present-day Ireland is a time of significant change for persons with a disability and their families. Ireland is on the cusp of ratifying the UNCRPD and has made significant legislative and policy advancements in the area of Assisted Decision-Making, sexual offences and the establishment of the Taskforce on Personalised Budgets. Focus is also being drawn towards safeguards regarding deprivation of liberty and victims' rights.

Nonetheless, significant challenges remain, such as: negative attitudes towards persons with a disability; the slow rate of implementation of

legislative reforms¹; the diverse support needs of persons with a disability; and the ratification of the UNCRPD, which has been much-delayed and will include declarations of progressive realisation meaning that the Convention will not be fully implemented.

Inclusion Ireland seeks, over the next three years (2017-2019) to promote the rights of persons with disabilities to be included in their community and to live self-directed lives.

Use of the term 'disability'

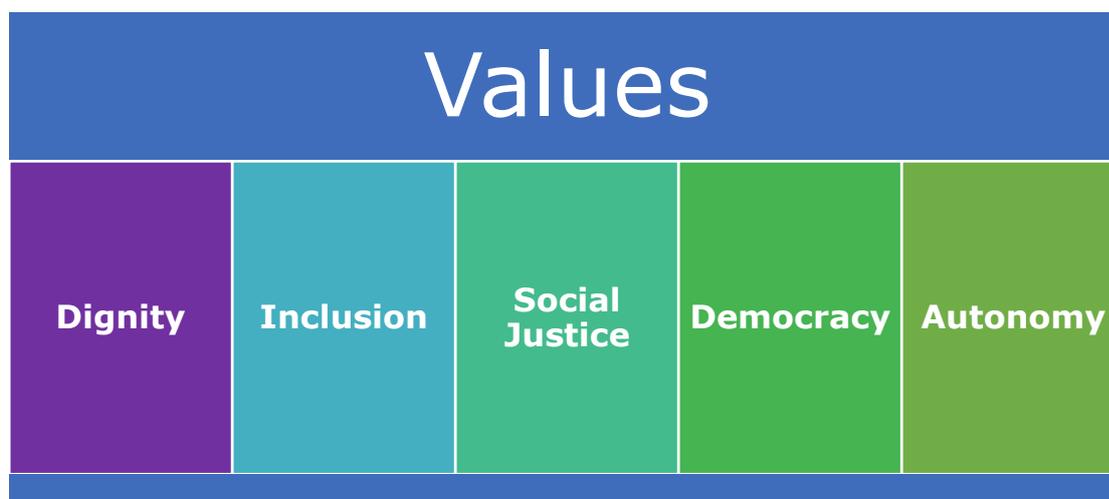
Inclusion Ireland is the national association for people with intellectual disability. Nonetheless it is recognised that the work that we do cuts across the disability sector. Additionally, as persons with disabilities are not an homogenous group, this necessitates that our work be intersectional in nature.

Inclusion Ireland has used the words 'persons with disabilities' in our strategic plan in recognition of the breadth of the persons we seek to represent.

The change that we seek to make is of the disabling society to work towards inclusion of all persons with disability in their communities.

¹ Such as the incremental commencement of the Assisted Decision-Making Act, the Education of Persons with Special Education Needs Act (EPSEN) and the Disability Act

Inclusion Ireland Values



Inclusion Ireland has developed an [Equality & Human Rights Statement](#) to bring an equality and human rights focus to our work and inform the deliberations, decisions and actions of the Board, sub-committees and working groups, management, staff, and self-advocacy groups.

We have defined each value as follows;

Dignity is about respecting and recognising the value of each person with an intellectual disability and challenging where this does not happen.

Inclusion is about persons with intellectual disabilities being visible, taking part, being involved and being considered. It involves valuing and respecting diversity.

Social Justice is about a fair and more equal distribution of resources such that persons with an intellectual disability can live lives of their own choosing, lives that they have reason to value.

Democracy is about persons with intellectual disabilities having an equal say and having their voice heard. It is concerned with participation in decision-making and access to decision-making fora and requires openness, transparency and accountability. It involves self-representation and, when needed, representation or co-decision-making, involving a relative or friend where a relationship of trust exists between those involved.

Autonomy is about respecting and recognising the will and preference of persons with intellectual disabilities to live self-directed lives. It involves persons having and making choices.

Towards Inclusion 2017-2019

Of the values that we have identified, inclusion is central to our identity. Inclusion means that persons with a disability are recognised for the diverse population that they are and that they belong.

Inclusion Ireland's strategic plan for 2017-2019 is in pursuit of inclusion for all persons with a disability in Ireland.



Inclusion Ireland has identified 3 goals for the next 3 years

Goals		
The status of persons with disabilities as equal citizens is reflected in Irish law and policy.	Persons with disabilities participate in their community on an equal basis with others.	Persons with disabilities are informed of their rights and supported to avail of them on an equal basis with others.

Goal 1

The status of persons with disabilities as equal citizens is reflected in Irish law and policy.

Objective:

Inclusion Ireland will promote equality and human rights for persons with disabilities through influencing and monitoring law and policy.

To achieve this objective, Inclusion Ireland will:

- 1.1** Reflect the voice of persons with disabilities in relation to Inclusion Ireland's positions and policy.
- 1.2** Ensure that all Inclusion Ireland's positions are in accordance with our Equality & Human Rights statement.
- 1.3** Engage with government and other public bodies on existing and emerging policy and law including campaigning for the full commencement of the National Disability Strategy².
- 1.4** Build relationships and collaborate with all relevant public bodies and stakeholders.
- 1.5** Support the emergence of self-advocates as active participants in campaigning and decision-making.

² The Education of Persons with Special Education Needs (EPSEN) Act 2004; The Disability Act 2005 and the Citizens Information Act 2007

Goal 2

Persons with disabilities live and participate in their community on an equal basis with others.

Objective:

Inclusion Ireland will campaign for the rights of persons with disabilities to live autonomous and supported self-directed lives in their community.

To achieve this objective, Inclusion Ireland will:

- 2.1** Actively promote the status of persons with intellectual disabilities as equal citizens and challenge negative or stereotypical views.
- 2.2** Campaign for a timely completion of the State's process of deinstitutionalisation so that persons with disabilities can live supported self-directed lives in their community.
- 2.3** Campaign for the economic, social and cultural rights of persons with disabilities.
- 2.4** Monitor the implementation of the United Nations Convention on the Rights of Persons with Disabilities.
- 2.5** Influence and monitor the implementation of strategic HSE reforms to disability services³.

³ The HSE reform of disability services includes: Progressing Disability Services for Children and Young People, New Directions and a Time to Move on from Congregated Settings; a strategy for community inclusion.

Goal 3

Persons with disabilities are informed of their rights and supported to avail of them on an equal basis with others.

Objective:

Inclusion Ireland will seek to ensure that our campaigns, policies and information are accessible and are reflective of and relevant to the lives of persons with disabilities.

To achieve this objective, Inclusion Ireland will:

- 3.1** Work toward full accessibility of our communications and use of easy-to-read, in particular our campaigning, policy and information provision.
- 3.2** Provide information and support in accessing public bodies and services.
- 3.3** Develop and support the effective participation in decision making by persons with disabilities and their families.
- 3.4** Ensure that our communications, policies and positions are reflective of the lived experience of persons with disabilities.
- 3.5** Promote the public sector duty to promote equality in accessing public services and prevent discrimination towards persons with disabilities.

How will Inclusion deliver on our objectives?

Inclusion Ireland will manage its resources in an efficient manner to support the delivery of this strategic plan.

In doing so, Inclusion Ireland will:

- Ensure accountability from ground up with the CEO of Inclusion Ireland reporting directly to the Board of Directors who will monitor progress of the strategic plan on a quarterly basis.
- Ensure all-of-Ireland working through our regional offices.
- Support employees to develop and deliver on work plans that contribute to the delivery of the strategy. The work of each Inclusion Ireland employee will find expression in the strategy.
- Examine opportunities for collaboration with other sectors and community agencies so as to maximise resources and ensure mainstreaming.
- Invest in staff, agents and board members of Inclusion Ireland so as to ensure maximum and appropriate skill sets.
- Develop new and innovative ways of working, capitalising on social and digital media.
- Ensure effective consultation with persons with disabilities on our work.
- Seek funding opportunities for research and partnering with academic or research institutions to identify and address gaps in the evidence base on key issues.

Inclusion Ireland's Structure

Board of Directors

The Inclusion Ireland [Board of Directors](#) is comprised of individuals with disabilities, family members of persons with a disability and individuals who are professionally involved in disability.

CEO

The Chief Executive Officer of Inclusion Ireland is accountable to the Board of Directors who will monitor progress of the strategic plan on a quarterly basis.

The CEO ensures the operational work of Inclusion Ireland is consistent with our Strategic Plan and Equality & Human Rights Statement.

Teams

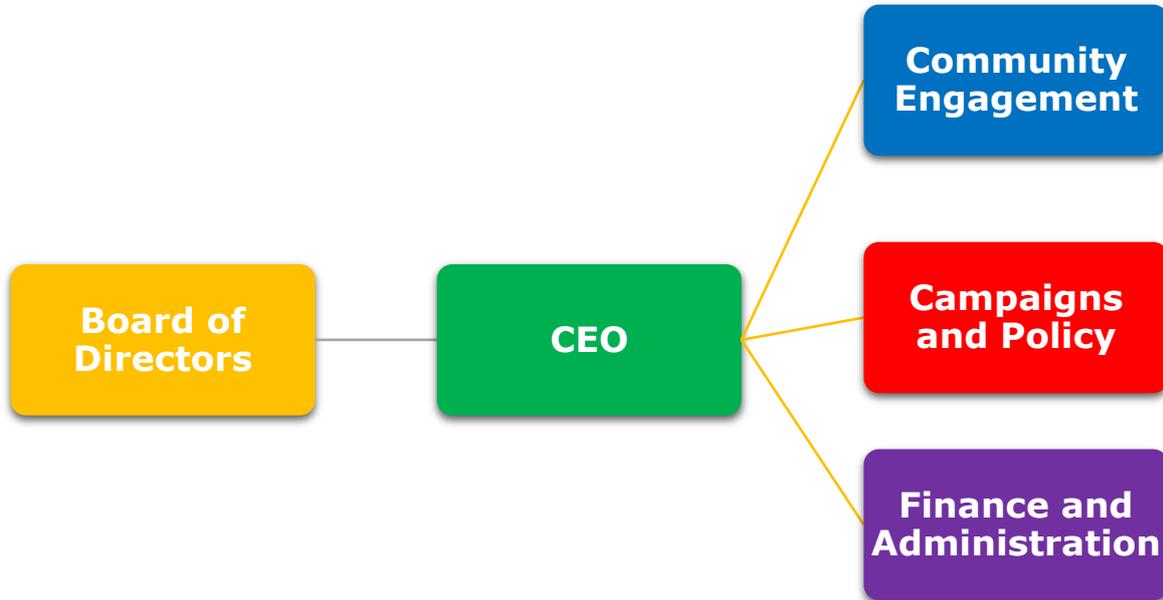
Inclusion Ireland work is conducted by three teams;

Community Engagement team: delivers on grassroots work comprising family advocacy and self-advocacy through two main processes, the Connect Family Network (CFN), the Self-Advocacy Resource Unit (SARU) and capacity building. This team is responsible for delivering Inclusion Ireland's case advocacy work and delivering information, training and capacity building in line with the strategic plan.

Campaigns and Policy team: responsible for delivering a comprehensive communications and information strategy for the organisation; developing and delivering on a campaigns strategy; conducting research and consultations and delivering information, training and capacity building in line with the strategic plan.

Finance and Administration team: responsible for the administrative and financial functioning of the organisation. This team provides support to all teams as well as to the CEO on administrative matters, managing project budgets and financial reporting and governance arrangements.

Inclusion Ireland Teams



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[InclusionIreland](https://www.youtube.com/InclusionIreland)

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