



**INCLUSION PRESS
INTERNATIONAL**

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A Framework for Our Work

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We think it is important for us to be explicit about what we *can and cannot* do at our workshops. We do this because we see ourselves as *partners in learning* with the people who choose to participate and we want to maximize our learning in the time we will spend together. *partners in learning*.

We are writing this because there is a great deal of confusion about what *Community* and *Inclusion* are all about. Inclusion and Community are not just "feel good" notions. They are complex issues requiring thought and study. We notice that some people confuse community and/or inclusion with friendship. Some of us will become friends after working and struggling together, but *all of us have the right to be included* and have a *place in the community*.

OUR AIM:

To build a network of friends and allies who together will change and make this world a better place for everyone .

For this course we want to practice being truthful and disciplined about building a world...

...where diversity flourishes

...where institutions and jails are used less,

...where the spirit and capacities of the community

is used more.

This is not easy and the place to start is right here - right now!!

What we CANNOT do!

(even though we might wish we could and even though it can sometimes happen).

We CANNOT:

- * **fix you** and your personal issues
- * **fix your organization**
- * **be a community** - we can be a learning group
- * **be your friend** - (although that might develop as life evolves)
- * **tell you what to do** about your life
- * **promise mastery** of tools and approaches that require continuing, disciplined practice.
- * **answer all your questions**
- * **please everyone**

What we CAN and Will Do (the very best we can)...

- * Give you an introduction to a set of **innovative tools** that you can choose to use (or not use) after the workshop.

- * **Encourage you** to think about new possibilities for your life and work.
- * Give you the **“whack on the side of the head”** and the **“kick in the seat of the pants”** to get you unstuck from stuck situations.
- * Give you a chance to **stop, breathe and think** about what your **next steps** will be in life and work.
- * Offer you **new ways to look at issues** so you can find your own creative solutions.
- * Offer you the chance to make **personal connections** with other participants so you don't have to feel so alone or isolated in what you are experiencing.
- * **Affirm** and let you know that you are not crazy or alone in wanting to change the world and make it a better place for us all.
- * Reinforce your taking an **active role** in your life and work.
- * Help you work towards putting **FIRST THINGS FIRST** by exploring what is really important to you.
- * Help you find out **what you really want** and help you find the first steps to do it.

What YOU CAN DO:

- * **Be open to learning** - to be challenged, uncomfortable (at times), happy, sad, mad, glad - to experience the whole range of emotions.
- * Even if you don't like the material **see what you can learn** from it. Please do not disrupt the learning for others who are enjoying the experience.
- * Whatever happens good or bad **depends not only on us, not only on you, but on WE.**

- * **We will be responsible for what we say. We cannot be responsible for what you hear.**
- * We can be responsible for what we do. **We cannot be responsible for what you do** - especially after the course. (We can however celebrate the wonderful things you will do if you write, fax or e-mail us after the course.) We have made a serious decision not to be the **CIRCLES, MAPS & PATH** police. We trust you will **use these tools with humility and integrity.**
- * **Never use these tools on anyone before you do them to yourself** and your own circle.
- * **Read and study** after the course is over.
- * And last but not least, **Practice, practice, practice.**

About QUESTIONS:

In large groups, answering questions is often disruptive to the flow of the group. We request that you **write your questions** *and* also **write the statements that go behind the questions.** Then, sign your name and give it to us. We do not take any unsigned feedback. We welcome any signed questions with the statement attached. Example:

<i>Question:</i>	Can PATH be done without the graphic?
<i>Statement:</i>	I love the graphic but I'm not good at it. I'm scared I can't do it.
<i>Your answer:</i>	I know what you are going to say. PATH is a tool that must use the graphic and you can do it if you practice.
	Signed: <i>Patrick Jones</i>
<i>Our answer:</i>	We agree with your answer.

We will attempt to answer questions during the

process of the workshop.

CODE OF BEHAVIOR

We have a serious request. We would like every one to "buy in" to this code of behavior during the workshop. We can only ask this for the times that we are together. What you do after is not our business. However, we feel if we all practice these behaviors when we are together, maybe it will become a good habit all the time...

- * **No kvetching** - if you have any complaints or suggestions write them down - **sign your name**, and give them to us. (A one minute "whining buddy" is OK.)
- * **Feel free to pass** on any activity. This is a **safe place** to try new approaches and ideas; take advantage of the safety to **do new things** and help others to do the same.
- * Don't ask anyone to do anything that you are not **willing to practice yourself**.
- * **We will coach** and mentor **those who want to be coached**. **ASK** if you want us to push/coach you!!
- * **Bouquets** - i.e. practice random kindness and senseless acts of beauty. It will feel great. Remember criticism kills the spirit. Negative energy carries enormous power.
- * Use **"Coaching and Challenge"** not criticism.
- * **No smoking** on the premises of the course. Feel free to smoke outside if you must.
- * **Please wait** to enter if we are in the middle of a module or activity.
- * If you bring a **guest please introduce** him/her to the group and ask that person to respect our code of ethics.
- * Follow the **golden rule**.

- * **Leave your garbage at the door** each day. You can pick it up when you leave.
- * Absolutely **no demeaning behavior** re race, sex, class, ability, age, etc. We aren't into political correctness - we are into human decency.
- * **Listen** to one another respectfully and please **speak up** so everyone can hear.
- * **If you need something ASK** - don't expect us or the group to read your mind.
- * If you have **special needs** re hearing, seeing, accessibility - please **let us know**. We can't and won't assume what people need unless they **ASK**.
- * **This course is about change** - assume change is not fun and games all the times. It is not up to US to help everyone - it is up to us to help each other.

OUR ONLY GUARANTEE:

The workshop won't be easy. It will be challenging and stimulating. It will be hard work. It will be joyful, painful, fun and creative. It is the right thing to do!! There is no money back guarantee - if you don't like it - you are empowered to either stay or leave. If you stay, either enjoy it or live with your discomfort. If you leave, don't badmouth, just leave. Most of you will stay and we will all change and grow together.

Here we go....