

# Antarchakshu<sup>®</sup> 3.0

Powered By



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Foundation



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# The of INCLUSION

WHAT IS INCLUSION?

Persons with disabilities access the world and function independently by using alternate senses to do the same tasks that they would have done from their non-functioning sense.

Inclusion entails accepting different ways exist of doing the same thing. Recognizing whether one perceives the "different" to be less or the same. And acknowledging that it is perhaps ones own perception rather than facts that will either create inclusion or create barriers.



WHY IS INCLUSION IMPORTANT?

In absence of inclusion persons with disabilities get left out from independent dignified living

Laws Mandate Inclusion

Social Fabric has Denied Inclusion



FACT: Persons with Disabilities have the same variety of interest, aptitude and skills as their able bodies counterparts to live a complete, independent and fulfilling life.

## WHAT CREATES INCLUSION?

To create inclusion, the following 10 principles of inclusion need to be kept in mind.

### 1. Accepting Differences & Sensory Substitution: Different ways of reaching the same goal

No two people are the same and hence everyone does things differently and yet can achieve the same goal.

E.g: Reading can be achieved through: sighted print, braille, audio.

### 2. Multi-Sensory Approach & Experience Rich Environment

Same things can be accessed through multiple senses and when multiple senses are used over a single one the experience is always richer.

### 3. Equal Opportunities

Inclusion is about making complete workplaces accessible not about making it concessionary.

### 4. No Sixth Sense/Special Abilities/Special or Defective Cognition

In absence of a functioning sense, other senses sharpen with practice not a gift!

E.g: A blind person may have sharper hearing simply because he uses it more, just as a right handed person with a right hand fracture starts using his left hand better.

### 5. No Clutter, Clutter confuses

E.g.: websites with too much information v/s websites with clean ordered information.

### 6. Universal Design: Usable By all

Accessibility is for all not only for person with disabilities.

E.g. Ramps: elderly, pregnant women, wheeling a bag, tired.

### 7. Communication: Clear and Verbal (More applicable to persons with blindness)

A strict no to “this”, “that” without any accompanying verbal clear message. Remember (s)he is not “Seeing”. No concern with saying “I will see you tomorrow”. Difference in literal non-meaningful communication, and well intentioned meaningful communication.

### 8. No half Baked Cookie:

Accessibility present from beginning to end and not only in parts.

E.g: If you only have a welcome message to an ATM machine read out and then everything goes silent it will not aid independent use of the ATM machine.

### 9. Orientation and Mobility: Based on Facts v/s Myths

Persons with Disabilities can and do move independently. Dependence gets created with fears and myths not facts. Hence to be discouraged.

### 10. Nothing for us without us:

Best product and process designing is done through user feedback and testing. How then can products and processes be designed for persons with disabilities without their inputs?

## MYTHS ABOUT INCLUSION

### If I include persons with disabilities I will have to help them all the time - False

The fact that persons with disabilities can and are independent. They do not need help all the time. They need accessible environments to function in.

### Our organization must have all systems in place before we start Inclusion - False

Starts made with the right intention, will create Inclusion one step at a time as the organization learns and builds better systems over time.

### If you have persons with disabilities, you need to have separate evaluation for them and be lenient with them - False

You don't need to make work concessions. Only need to make system adaptations.