



1

INCLUSION

Feeling uncomfortable, embarrassed or scared of the unknown are normal feelings anyone can experience. People who feel these types of emotion can try to overcome them by thinking others feel the same and by talking about these feelings, but we can also help them feel included in our approach or our projects.

Inclusion is a principle under which each member of a group or community feels appreciated and understood. It allows everyone to share what they know and what they can do, as well as participate in group activities according to their full potential.

Inclusion contributes to everyone's sense of belonging and social development, but also to the cohesion and harmony of the group, and the community at large.

Who's included?

- Francophones
- Anglophones
- Members of other linguistic communities
- Younger people
- Older people
- People with different literacy levels
- Etc.

If we want people to pay attention to us as Francophones and would like to create a more inclusive, harmonious society, we have to make room for other linguistic communities in the province. We can achieve this by reaching out to them, giving them the opportunity to participate in our initiatives and listening to them.

Sources:

Voir fiche Animer une table ronde – Sources



1

UNDERSTANDING INCLUSION BETTER

Inclusion means considering all differences, so everyone can be treated equally.

- Cultural differences
- Ethnic backgrounds
- Social differences
- Intellectual differences
- Physical differences
- Less visible differences and challenges (shyness, comprehension problems...)

Equality: Everyone is given the same amount of services or tools in a specific situation.

Fairness: All differences are considered and the amount of services or tools is adapted according to these differences to get the same result (so everyone can understand, participate or access the same thing...)

Individualization: Being conscious that every individual is unique and considering all differences.

Normalization: Making sure everyone understands that every individual is unique, taking into account the differences of each person so that they feel included in the project at the same level as everyone else.

Sources:

Voir fiche Animer une table ronde – Sources