Proactive inclusion

The Becoming Para Ready (BPR) framework was developed by The Steadward Centre at the University of Alberta as an introductory guide to provide coaches and club administrators with the knowledge, confidence, and tools to be more proactive in inclusion.

The Becoming Para Ready framework offers 5 principles created to help everyone in sport to think about how they can offer quality and safe experiences for all athletes with a disability.

> ***"Knowledge and planning are important. Get comfortable with the athlete and the family. The more comfortable the athlete is, the more information they'll give."***
>
> TOM HAINEY,
> 3-time Paralympian in Para Swimming;
> Club Coach

An overview of the 5 BPR principles

1. Be proactive

- Plan for inclusion. **Take initiative** to improve inclusion for your program and anticipate the needs of others.
- All people benefit from an inclusive approach.

2. Include the voices and choices of people experiencing disability

- Center the disability community in the creation of inclusive programs
- **Include people with lived experience at all stages** of your program and practise development and delivery.

3. Be reflective and purposeful in your actions

- You can have a positive impact; it takes **time and continued commitment** to improve inclusion.
- Your attitudes and behaviours set the tone for disability inclusion in your context.

4. Disability is one facet of identity

- Consider intersectionality: people experiencing disability have **diverse backgrounds, life experiences and perspectives.**

5. Disability is a social construct and impairment is experienced on a continuum

- People experience impairments that may seem similar very differently.
- **Disability has been created through social understandings** and it may vary by social, cultural, and individual interpretations.