

SRV MATTERS 12

Lifting the blinds - cont.

it is that much harder to get valued roles and decent lives for some groups in our society, then it follows that doing things to reduce vulnerabilities would be helpful. A restriction of (or even an absence of) DEI programs will make the lives of all people with a devalued status that much harder. SRV is founded on an appreciation of the societal currents that lead to social devaluation, and the resulting wounding that occurs to individuals and to classes (such as people who are disabled, aged, Aboriginal, homeless, have mental health issues etc).

People with a devalued status live with many vulnerabilities, such as to marginalisation, low expectations, rejection, harm etc. If we accept that such vulnerabilities are a reality, then SRV highlights the importance of responding to those vulnerabilities, such as by reducing or preventing the vulnerabilities. This could be via additional awareness, medical support, developmental/educational initiatives from primary to tertiary education, and specifically targeting unemployment and homelessness. The intent is to provide opportunities for access to the good things of life.

SRV Theme of Mindsets and Expectations.

SRV helps us look at the threats to DEI initiatives and analyse the likely underpinning mindsets. We hear some mindsets explicitly, such as 'DEI is discriminatory and divisive', highlighting the worry that those who have a valued status will miss out. The words used could be 'those people take our homes and our jobs'. A mindset consistent with DEI is 'a DEI initiative allows those (say) with a disability to be able to have what is needed in order to compete with non-disadvantaged others'.

SRV Theme of Personal Social Integration and Valued Social Participation.

Dr Wolfensberger has been clear that applying SRV does not mean forcing 'inclusion' on a group. SRV does however identify the positive features of integration and social participation. DEI initiatives foster a sense of belonging for all, opportunities for members of devalued groups to advance in organisations, fosters understanding of those from other groups, enables better education for those with additional needs, and diversity in leadership.

What thoughts do you have?



SRV Ideas: Analysis of popular issues