Inclusive Neighbourhoods

Julia Farr MS McLeod Benevolent Fund: Grant program briefing

The importance of community

We all benefit from living in neighbourhoods where we feel welcome and safe. Our local communities provide us with access to the amenities for daily life, such as shopping and health care; for occupation such as study or work; and for recreation and to connect with others – through parks, sports facilities, arts, dining, etc, and back fences. Connection within community builds our sense of home and of contribution. It enhances our wellbeing and sense of safety. Neighbourhoods that are welcoming and safe set the scene for these connections to happen. Such connections might happen for example as neighbours, customers, venue visitors, local community event participants, club members, employees or volunteers.

Inclusive neighbourhoods grow from sharing connection to place, and/or through shared interests or passions, such as sports, arts, gardening, gaming, books, cooking, crafting, and many other ways. They are your local park run, choir, book club, community garden, and sewing group. This includes being a neighbour. Helping someone with the bins, collecting and holding their mail while they're away, and catching up over backyard drinks, are examples of ways that neighbourliness expresses itself.

Common to all of these is that the people involved are in mutual contributory roles – sports fan, store worker, store customer, crafter, repairer, reader, neighbour - that are valued by others, and this appreciation and mutuality are what create a sense of belonging. These sustained connections build relationships, and these relationships become the mutual natural safeguards in our lives. When we have relationship and connection with people in our neighbourhood, we have people in our lives who know us and have mutual regard. They will be the people who notice if we're having a bad day, or if we don't show up when expected, and when this happens, they will check in on us.

In inclusive neighbourhoods, people are available as natural and valued supports to each other, whether it is companionship over a coffee, a ride into town, practical tips about power tools, or keeping an eye on the neighbours' place while they're away. They may become good friends. We all need these kinds of freely given, mutual relationships in our lives.

This is as true for people living with disability as for non-disabled people, but typically the services for people living with disability have had the opposite effect. Segregated services, which can still happen in settings that seem integrated, serve to set people living with disability apart from other community members. These services include congregate living in institutions or smaller group homes, special schools/units/classes, sheltered workshop employment, and day options for recreational activities. Though there may be good

intention, they all serve to segregate people living with disability into group environments where the only shared experience is disability, and the support comes from paid employees.

Such service models do not create an environment for genuine connection. People living with disability are "significantly more likely than their non-disabled peers to report loneliness, low social support and social isolation and to report exposure to low social connectedness on more than one indicator."[1]

Even where people living with disability have access to the supports they need, they may remain relatively alone and lonely. Efforts to include people living with disability in community risk being tokenistic, with people living with disability experiencing community life as passive spectators, rather than as active and valued community members.

The pathway to genuine community membership is not created through services, but through the actions of people within our communities. Our *Inclusive Neighbourhoods* grants program looks to build practice and policy around the authentic engagement of people living with disabilities in valued roles within their neighbourhoods and community groups.

What does good look like?

Inclusive neighbourhoods are places where connections are made, friendships develop, and people feel they belong. As a result, people who live in inclusive neighbourhoods have informal networks of friends, neighbours and connections that keep people in community, creating natural supports and safeguards, and preventing isolation and loneliness. Inclusive neighbourhoods happen when everyone is supported to participate in, contribute to, and benefit from, all that the community has to offer.

Genuine shared interest with opportunities for growth
Typically, when people become involved in a local event/group/network/activity, it is because they have a genuine interest in the activity or subject. It links people with others who have similar passions and interests, it provides opportunities to spend time doing something the person loves, and to grow related skills and experience. For example, a person who is drawn to gardening might join a community garden as a novice gardener but, through engaging with other gardeners, learns more about soil preparation, plant care, harvesting etc.

Valued role
When people become involved in local events and activities in their neighbourhood, it is typically because they bring something to the group as well as gaining benefit from it. As such, being involved in a local group/event/activity brings a sense of membership and belonging, rather than attending as a passive bystander (which can often happen for

---

[1] Emerson PhD, E. Fortune PhD , N. Gwynnyth PhD, L. Stancliffe PhD, R. (2021), "Loneliness, social support, social isolation and wellbeing among working age adults with and without disability: Cross-sectional study", https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7403030/, viewed 17/02/2022

people living with disability). This contributory role, a valued role, is a key element for building inclusive neighbourhoods, and is based on a person's strengths, interests, or availability. For example we may join and contribute to a local visual arts group as an artist, or we might run the group's social media page, or help with exhibition set up and pack down, or do the baking for morning tea, and so on.

Building relationships
Regularity of attendance creates opportunities to get to know people over time. Typically, people grow their networks as a result of getting involved in local opportunities, and this is key to inclusive neighbourhoods, where people become known in their local community for who they are, their interests and their contributions, and not because they happen to have a disability. Over time, these relationships will become part of the fabric of a person's natural supports and safeguards.

Representative proportion of people living with disability
20% of the Australian population live with some form of disability. That means for any community group or activity to be genuinely inclusive, you would expect one in five of the people involved to identify as living with disability. A group that has no members living with disability is unlikely to be seen as inclusive, but if you have a significantly higher percentage of participants living with disability than would be typical for the overall population, your activity can start to resemble more of a traditional segregated or 'special' model, so getting the balance right is both delicate and important.

What are some of the barriers to engagement?

Accessibility
Accessibility is not only concerned with the physical accessibility of the venue and appropriate toilet facilities. Transport issues such as parking, proximity to public transport and the state of the footpaths to access the venue are also barriers. The timing of activities and meetings may prevent people from attending, perhaps due to safety concerns around travel at night, or because they have no one available to support their attendance at that time.

Lack of welcome
Joining an existing local event/group/network/activity can feel intimidating when you don't know anyone there, so having someone responsible for welcoming newcomers and helping them connect to other members is important for all newcomers. Existing group members may feel nervous about connecting with a person with disability and not know how to engage, increasing the sense that the person living with disability isn't welcome. Yet there are easy practical ways that local people can be supported to build their confidence in extending a welcome to people of diversity.

The role of paid supports
A person may need support to enable them to attend a group. Support workers don't always see it as their role to support someone to access and engage in mainstream community groups and activities, or they may support attendance in a way that perpetuates segregation, for example if they intermediate all connection between the

person living with disability and other group members. To counter this, it is important that existing members of the event/group/network/activity engage directly with the person rather than via a paid worker, and in turn the paid worker should undertake their work in a subtle way where they are in the background and support the person to be front and centre.

Risk
A person's family or paid supports may be concerned about the risks of someone attending a community group or activity where the support person cannot control the environment or the contact with other group members. However, trying anything new brings with it a measure of uncertainty, and these concerns can be mitigated by a thoughtful approach to introducing the person to the event/group/network/activity in a way that reflects the points made above.

Cost
People living with disability are far more likely to be living on low income than their non-disabled peers. High participation costs – in the form of fees, uniform, equipment etc – serve as barriers to engagement for many within the community, including people living with disability. One way to counter this is to consider how other members of the event/group/network/activity might be able to assist. For example, it is not unusual for members, as they get to know each other, to pool resources like a shared ride home.

Pitfalls to avoid

Segregated group activity by stealth
We've heard examples of mainstream community environments that have been highly successful at attracting and engaging people living with disability, to the extent that it becomes known as a safe and welcoming environment, and the number of people with disability participating gets out of proportion to the size of the group. Rather than being a mainstream community group that happens to be welcoming to people living with disability, an accidental cluster of congregate activity has formed. As well as impacting the opportunities for all group members to connect with a diverse community of people with common interest, this perpetuates the myth that people living with disability are alike, and enjoy the same things.

Limited role opportunities
Perceptions that your group activity is only for talented artists with fine motor skills or ambulant runners limits the opportunities for people living with disability to engage as valued contributors to a group that aligns with their personal interests. To ensure people with disability can actively engage as valued members of the group, rather than bystanders, consider other opportunities to contribute. It could be preparing canvases for artists, marshalling courses or awarding medals and certificates at the end of a run. There will be lots of ways to find a valued role so the person can contribute and have genuine membership.

Julia Farr
MS McLeod
Benevolent Fund

Our *Inclusive Neighbourhoods* grant program

Our vision for inclusive neighbourhoods

Our values are:

- To increase the amount of **personal authority** that people living with disability and their families have in their lives (Personhood)
  In the context of inclusive neighbourhoods, this means the person is able to live, or continue to live, independently i.e. with self-determination, because of the supports and safeguards their neighbourhood contributes
- To increase the person's **active inclusion** in the life of the wider community (Citizenhood)
  In the context of inclusive neighbourhoods, this means the person has genuine membership of the local community as a resident, where they are an active member of mainstream community life with the belonging that brings
- To **build capacity**, within the person, and/or within the family, and/or within the community (Capacity Building)
  In the context of inclusive neighbourhoods, this means the person is able to gain new skills and experience, or share their skills and experience, or maintain their skills, by being involved in valued roles in their local community

Inclusive neighbourhoods provide the conditions for people living with disability to live an 'ordinary valued life' where they are able to pursue their interests and build relationships with community members beyond their family networks, paid supports and other people living with disability. This is key to advancing and upholding a person's self-worth and quality of life, reducing loneliness and building relationships offering natural supports and safeguards to help prevent abuse, violence and neglect and instead deliver membership and belonging.

About our grant program

Our grant program seeks to fund initiatives to influence policy or practice in relation to inclusive neighbourhoods. Our aim is to increase the genuine membership of people living with disability in their community, as valued members of the community. Not only does this advance the personhood, citizenhood, and capacity of people living with disability, but also deepens the appreciation of other local citizens for the contributory roles that people living with disability can bring to the local neighbourhood. As such, the principle of mutuality is key.

We have previously co-funded a project with Community Living Project that has mapped examples of inclusive neighbourhood initiatives in Adelaide, identified the key factors required for these initiatives to be successful, and considered the barriers to participation for people with disability. For more information on this work, including the project reports, please see: https://www.inclusiveneighbourhoods.org.au/

Our *Inclusive Neighbourhoods* grant program is looking to take this work to the next stage. We want to address challenges such as:

- How can neighbourhood and community initiatives dismantle barriers to inclusion for people living with disability, and people living with other types of increased vulnerability?
- How can disability service providers and other formal agents best support people living with disability to develop and sustain meaningful valued roles within mainstream communities, reflecting their individual strengths, gifts, and interests?
- How can successful initiatives be replicated in other neighbourhoods and locations?
- How can the sustainability of neighbourhood initiatives be secured?
- How to continue to evolve inclusive neighbourhood practice, for example through networks for sharing learning and best practice, and through the evaluation of impact and 'what works'
- How to build a body of knowledge that helps identify the policy settings, system changes, and changes in perspective and behaviour, needed to grow inclusive neighbourhoods

This work may be undertaken through a variety of means, including pilot projects and action research.

We anticipate the types of applicants best suited to address these challenges are:
- organisers of existing community and neighbourhood activities, including (for example) community groups and local councils
- disability service providers with a commitment to supporting people living with a disability to explore meaningful, authentic engagement and membership in their local community
- academic institutions and peak bodies interested in developing methodologies and influencing policy

We will not fund projects that result in people living with a disability being segregated from the wider community, such as activities that are only open to people living with disability; where people living with disability are over-represented in group membership; or where people living with disability observe, rather than actively participate in, community life.

Grants are funded from the Julia Farr MS McLeod Benevolent Fund. The fund was established by a bequest from the estate of the late Murdoch Stanley McLeod, a prominent businessman and philanthropist, to help future generations of South Australians.

Grant guidelines

The following guidelines provide information on the *Inclusive Neighbourhoods* grant program. Please read the guidelines before completing the application form.

Outcomes

Outcomes are the changes your project seeks to deliver to the community or to individuals. Outcomes may be directly linked to your project activities or to broader systems change. We are interested in the potential for you to have influence beyond your project, for example through changes in policy and practice of other agencies.

Under this program, we are looking for initiatives that have the potential to demonstrate and/or extend community development practice that leads to inclusive neighbourhoods. ''Inclusive neighbourhoods'' refers to community networks and habits where people living with disability are welcomed as equals and as active valued members in mainstream communities and networks.

We plan to support grant outcomes in the following areas:
- Building momentum and/or developing methodologies that support inclusive neighbourhoods through the meaningful inclusion of people living with disability in mainstream community life. By 'inclusion', we mean that people living with disability are taking up valued, contributory roles in mainstream community life, and have authentic membership and belonging as a result. Our term for this is Citizenhood
- People living with disability have:
    o increased voice, self-belief, and appreciation of their own gifts, strengths and potential. We term this Personal Capital;
    o increased opportunities to grow and learn, and to use their knowledge, experience and expertise. We term this Knowledge Capital;
    o increased use of mainstream community resources and opportunities, and growth in personal resources like a living wage. We call this Material Capital;
    o increased connections, fellowship, and mutually-valued relationships. We term this Social Capital
- Delivering system-level change relating to inclusive neighbourhoods through influencing policy or practice.

We ask you to identify three planned outcomes in your grant application. You can add extra outcomes if you have more than three. We also ask you to describe how your project will achieve these outcomes. We want to understand how you expect the activities you carry out in your project to deliver the results you have described in your outcomes. Finally, we ask you to explain how you will measure the outcomes, so that you know they have been achieved.

Eligibility

Grants must demonstrate benefit to people living with disability in South Australia. If your grant includes influencing policy and practice, this influence does not need to be limited to South Australia. It could also include influencing policy and practice interstate, nationally or overseas, but its anchor point must be impact in South Australia.

Funding is available for established organisations, with a formal governing document (e.g. a constitution), Australian Business Number (ABN), an organisation (i.e. not individual) bank account, and audited annual accounts for at least a 12 month period.

Our funding
Grants are available for fixed term project funding of up to 18 months.

The total value of grants available is $1m over a two year period (FY 2022/23 and FY 2023/24). We expect to fund up to six initiatives, with grant values of between $133,000 to $266,000 each.

Grants can be used for
- Salaries and on costs
- Costs of setting up your project, such as recruitment and training
- General operating costs directly related to the project
- Organisation overheads related to the project – including management costs, office overheads, marketing costs etc
- Honoraria/gifts for people participating in the program, for example in governance, codesign, or advisory groups
- Event costs
- Marketing costs – this could include promotion of your project and reporting learning etc
- Monitoring and evaluation – we will arrange for a program-wide evaluation of learning and impact, but you should include any specific costs to your organisation in relation to, for example, collecting data
- Capital costs to support project delivery (e.g. laptops etc, rather than fixed assets)

Our funding is not available for:
- Recurring service delivery or ongoing project costs
- Capital costs - such as property purchase or refurbishment, or vehicles
- Costs that would otherwise be funded by government, including under the NDIS or the ILC grant program
- Costs that have been funded from another source – either your own funds or a third party

We are happy to co-fund projects where you are able to fund some of the project costs from your own resources, or if you have secured funding from elsewhere. However, matched funding is not a requirement of this program.

More than funding?
If you are interested in us supporting your project in some way, in addition to the grant funding, please describe this in your grant application. This could include - for example - a member of our team joining your project steering group, supporting codesign sessions, or sharing our experience of inclusive design. This is optional, and not a requirement of this program.

Preferences and exclusions

We prefer to support purpose-led organisations where people living with disability are involved as equals to their non-disabled peers in governing and managing the organisation, and in project design and delivery.

We will not fund activities that segregate people living with disabilities from the broader community, including neighbourhood engagement activities that are only available to people living with disability or where people living with disability are on the 'sidelines', rather than full and equal participants, in the activity.

Timelines

We will hold the grant program open to applications until the program funds are committed. If you are awarded a grant, the funds must be spent by 30 June 2024.

Terms and conditions

Grants are managed under a grant agreement that includes key provisions around:

- Approved purpose of the grant – funding is for the outcomes and activities described in the grant application
- Variation of the grant if it is not possible to deliver the grant against the original outcomes, activities or timeline
- Suspension or repayment of funding – we retain the right to suspend grant payments, to direct the grant recipient not to spend funds already provided, or to require repayment where we have concerns about the delivery of a grant. We may also require repayment of unspent funds at the end of the grant period.
- Acknowledgement of our funding, and permissions required to use our name or logo
- Management of grant funds and financial reporting
- Provision for inspection and audit of records relating to the grant
- Grant reporting requirements – including progress reporting, financial statements and acquittals and evaluation reports. Grant payments are released in stages against satisfactory reports submitted.
- Insurance requirements
- Liability and indemnity provisions
- Intellectual property rights – the grant recipient owns the intellectual property and provides us with a licence for its use.
- Publication of information about the project, learning and impact
- Grant termination arrangements
- No discrimination provision
- Confidentiality and privacy provisions
- Evaluation: grant holders will be required to participate in external evaluation of the project

Applying for funding

Before you apply

You are welcome to contact us to discuss your project idea before you submit an application. You don't need to wait until you have a fully developed project proposal. We are happy to talk through your ideas and to look at options for codesigning your project where timelines and resourcing allow.

Completing your application

If you have any questions when you are completing your application, please just ask. If the Word or PDF forms don't work for you, we are happy for you to submit a video application, or to arrange a time to meet with you and talk through your idea and how best to render it into the application form.

How we make grants

Our grant making processes are governed by the deed of settlement for our funding, and the legal duties of our trustees. These determine what we can fund and our trustees' obligations to follow due process when deciding which applications to support. Our values and strategy also guide our approach to grant making, and our decisions on which projects to support.

Principles

We apply the following principles to our grant making.

- **Proportional**
  Our grant processes are designed to be proportional to the size and risk of the grant. This means we have a simpler application and grant making process for smaller grants, and more rigorous processes and terms and conditions for larger, more complex grants, and for those which we assess to be higher risk in terms of the likelihood of achieving the grant's planned outcomes.

- **Accessible applications**
  You can submit your application in the format that is most accessible for you. We include Word and PDF application forms on our website. Please contact us if you would rather submit your application in a different way – for example on a hard copy form, through a video or over the phone.

- **Respectful**
  We will respect your privacy and your time throughout our grant processes. This means that we won't ask for you for information that we do not need for the purposes of grant administration or decision making.

- **Developmental**
  Our grant processes are designed to support applicants to build capacity - by asking useful questions that promote new thinking, and by providing constructive feedback.

- **Integrity and transparency**
  Our grant governance and operational management arrangements include provisions for reporting, recording and managing conflicts of interest, and for segregation of duties. No single person is responsible for grant decisions and information about our grant processes is included in these grant guidelines.

- **Codesign**
  You do not have to wait until you have a fully developed grant proposal before you contact us. If you have an idea for a grant funded project, but want to test your thinking, or need some support to develop it, please contact us directly. We are happy to talk to you about your grant idea and if we think it's a good fit for us, and to work with you on developing your proposal.

Assessment process

When you submit your application, we will check whether we have made any previous grants to you and if we have any existing relationship with you – outside your grant application. We will record this information in our assessment report, which will also describe any pre-application or codesign work with you leading up to your application. We do this to be fully transparent in the information we give to our trustees for decision making, to manage any real or perceived conflict of interests, and to make sure we separate any work we have done with you as a stakeholder from the consideration of your application.

Your application will be sent to a member of our independent panel. These are a group of experienced grants professionals, external to the Julia Farr group. They will assess your application against the funding criteria described below and make a recommendation to our trustees.

Our trustees will review your application and the assessment report and decide whether to award or decline your grant request. We will inform you of the trustees' decision and, if you are not successful, we will give the reasons for the decision not to support your application. Please note that the trustees administer the grant funds at their discretion and their decision is final.

Decision making criteria

In reviewing applications for funding, our trustees are guided by the following criteria:
- **Eligibility:** does our deed of settlement allow us to fund these activities?
- **Fit with strategy:** does this grant support our strategic objectives?
- **Outcomes:** do the planned or likely outcomes of this grant demonstrate benefit to the disability community, within the focus area of the grant program?
- **Confidence:** does the application give confidence that the outcomes are likely to be achieved?
- **Financial:** do we have sufficient funds to support this application; does the application represent value for money?
- **No double funding:** does government have a responsibility for funding this activity? Is another agency already funding this work?

Grant management

If you are awarded a grant, you will need to sign our grant agreement. We will ask you to provide progress reports and financial acquittals on a staged basis throughout the grant, and at the end of the grant.

Grant payments are generally made in equal, quarterly instalments in advance, against a payment and reporting schedule.

Evaluation and impact measurement

We will arrange for an independent evaluation of the grant program that includes consideration of the program's social impact. You will be required to participate in the evaluation as a condition of your grant, and to consent to publication of learning from your project.

Operational management and key contact

We will assign one of our team to work you as an Application Consultant, to assist your application to move through the key stages to a trustee decision. The Application Consultant is not responsible for assessing your grant application once it is lodged, or making decisions on whether or not the grant application will be funded.

If you are awarded a grant, we will assign a Grant Recipient Consultant to work with you through grant management and reporting.

Disclaimer

The information in this, and related, documents is subject to change without notice. Applications are made at the applicant's own risk.

Contact Us

If you have any questions about these guidelines and/or the application process, please contact us at grants@juliafarr.org.au or call on (08) 8373 8333.