



InclusionNB

Creating Opportunities • Créer des possibilités

Beyond Accommodations:
Creating Valued Roles for Real Belonging



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Treatment and Rights of Persons with Disabilities

1800s-Mid 1900s
Institutionalization

Persons with disabilities were segregated from society in large institutions

1867-1970s
Ugly Laws

Discriminatory laws barred “unsightly” people from public spaces

1900-1940s
Eugenics

Disability was treated as a genetic defect; eugenics policies were enacted

1982
Charter of Rights

Disability rights were protected in the Canadian Charter of Rights and Freedoms

1990s-Present
Inclusive Rights

Disability movement advocates fought for accessibility, equity, and inclusion

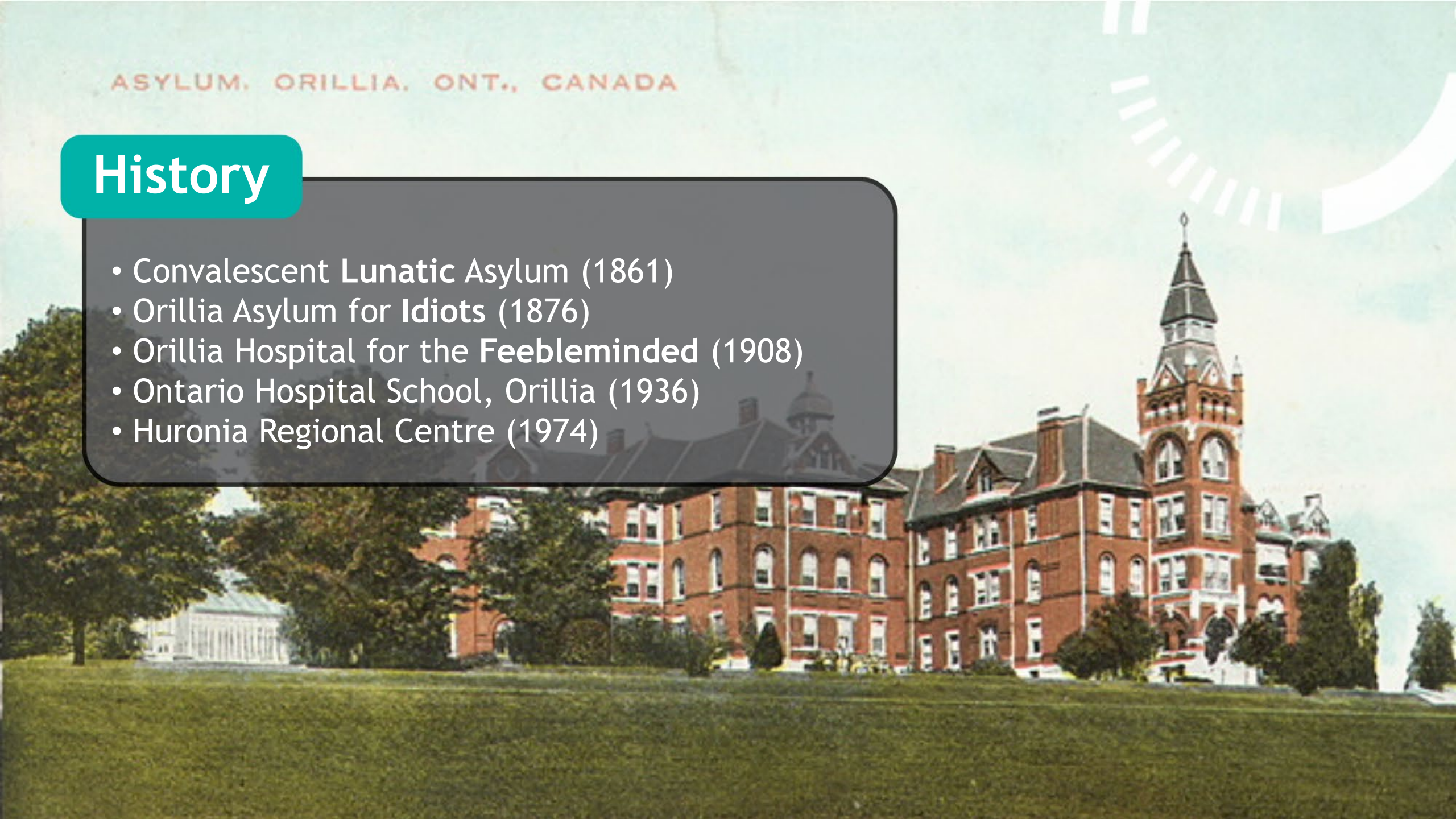
Ugly Laws

No person who is diseased, maimed, mutilated or in any way deformed so as to be an **unsightly or disgusting object** or **improper person** to be allowed in or on the public ways or other public places in this city, or shall therein or thereon expose himself to public view.

ASYLUM. ORILLIA. ONT., CANADA

History

- Convalescent Lunatic Asylum (1861)
- Orillia Asylum for Idiots (1876)
- Orillia Hospital for the Feebleminded (1908)
- Ontario Hospital School, Orillia (1936)
- Huronia Regional Centre (1974)



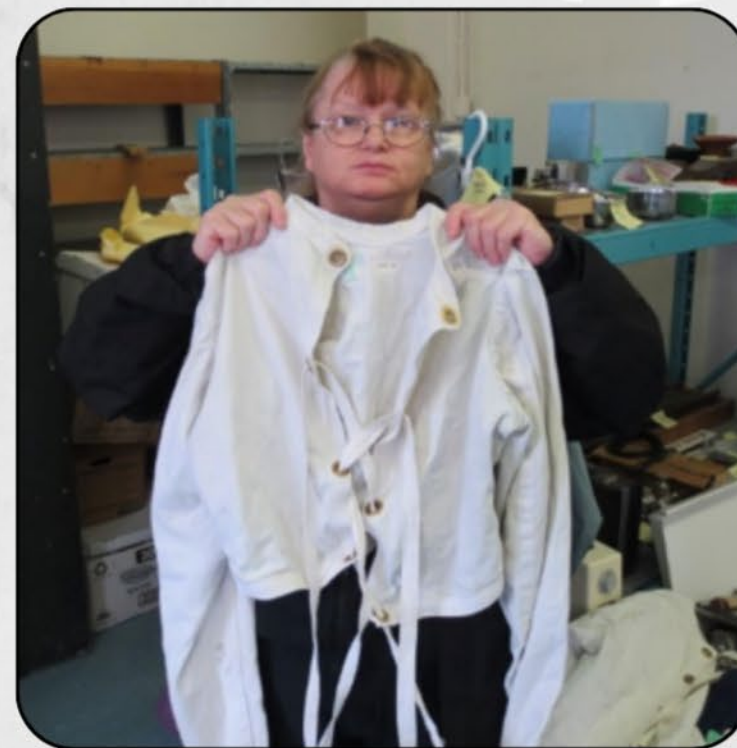
History

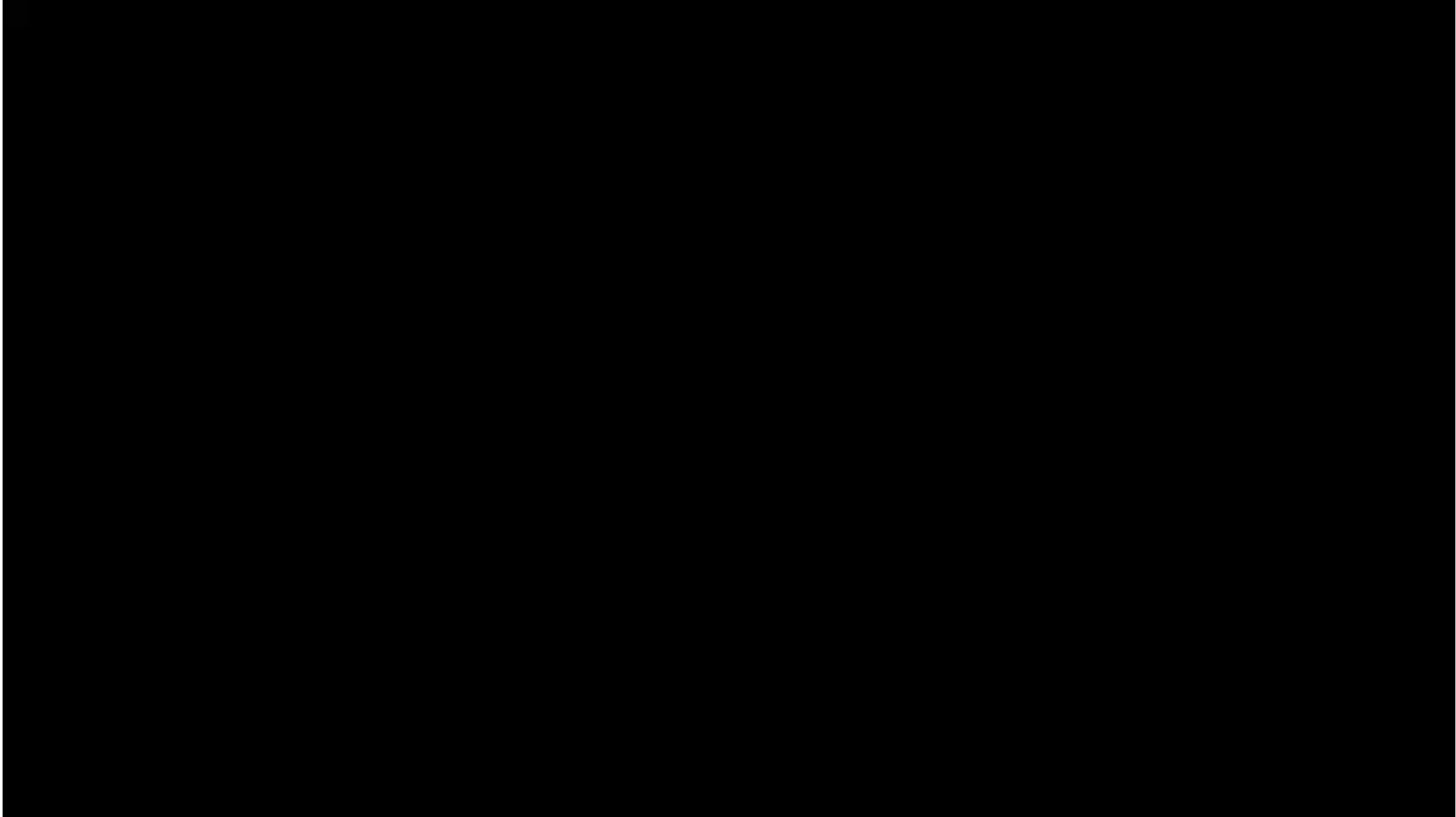


History



History





What is Social Role Valorization? (SRV)

People are more likely to experience “**the good things in life**” - such as respect, relationships and fulfillment- if they hold valued social roles.

SRV and its Relevance to Diversity, Equity, Inclusion and Belonging (DEIB)

Traditional DEIB:

- Who is present?
- Who is included?
- Who has access?

SRV:

- In what **roles** are people included?
- Who is a **seen** contributors?
- Who is a seen as dependents?

SRV strengthens belonging by focusing on roles that show value—like **employee, volunteer, tenant, or leader**—because these roles signal competence and shared purpose.

Why Social Roles Matter in Equity and Belonging

A role is more than a title;
it shapes perception.

Roles influence:

- How people speak to someone
- What choices they are offered
- Whether their contributions are taken seriously

Inequity:

- Low-status roles
- Lower expectations
- Reduce autonomy
- Overshadow skills

Valued roles: worker, team member, neighbour—open doors to income, relationships, learning, and civic life.

Belonging grows when people are relied on
and missed when absent.

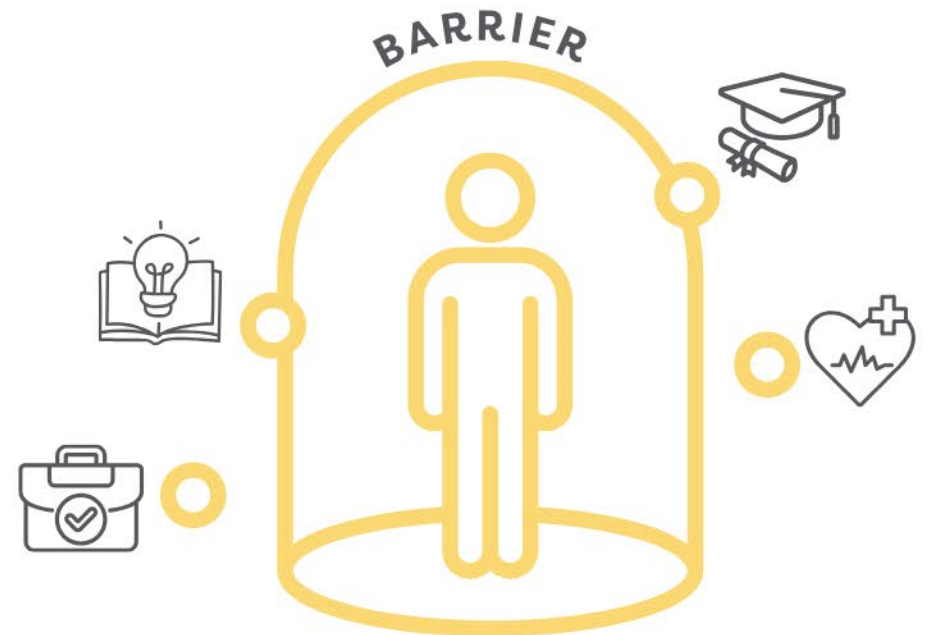
How Social Roles Shape Life Outcomes



Systemic Ableism is Embedded in:

- Systems (education, healthcare, employment)
- Policies
- Built environments
- Communication practices
- Institutional decision-making

For people with intellectual disabilities, these structures create barriers to autonomy, inclusion, citizenship, and belonging, even when no individual harm is intended.



What SRV Looks Like in Practice

Employment

- Real duties, real pay, real responsibility

Community Life

- Participation with peers, not in segregated programs
- Roles like volunteer, committee member, or board participant
- Support that fades into the background

Organizational Culture

- Review job titles, language, and decision-making access
- Who gets to lead, mentor, or contribute



Using SRV as an Organizational Equity Lens

Complete a role audit

SRV helps leaders **look beyond presence** and ask:

1. What roles do people with disabilities hold?
2. Are these roles valued or limiting?
3. Are pathways to leadership available?
4. Does support build autonomy or reduce it?



Key Takeaways

- ✔ SRV helps make DEIB real by focusing on valued social roles.
- ✔ Valued roles shape respect, inclusion, opportunity, and belonging.
- ✔ Examine and redesign roles to support true equity.



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