Understanding Social Exclusion and Marginalisation

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Session will include…

- What do we mean by Social Exclusion and Marginalisation?
- What do we understand by Social Inclusion?
- Groups that are socially excluded
- What are the factors/ forces at play (systemic factors) that prevent inclusion (or perpetuate exclusion)?
- Implications of exclusion
- Integrating Social Inclusion in our work

Power Walk

What do we mean by Social Exclusion?

Social exclusion or social marginalisation

… is the process in which individuals or groups are denied full access to **rights, participation, decision-making, access, opportunities and resources** that are normally available to members of a different group, and which are fundamental to social integration and protection of human rights within that particular group.

- Why are groups socially excluded?

OR

- What are the characteristics that exclude certain groups and individuals?

Groups/persons are socially excluded due to …

Social class

Religious affiliation

Caste and Ethnic origin

Educational status

Political affiliation

Sexual identity or orientation

Health and ability status

Profession

Geographic location

Social Inclusion

Social Inclusion is a concept that seeks to address inequalities or exclusions of vulnerable and marginalised groups through improving access to resources, participation, opportunities, assets, decision-making and protection of human rights.

Factors perpetuating exclusion…

Policies: Government, institutional and organizational rules, regulations, and priorities that guide the **entity**'s own and others' actions.

Practices: Espoused activities of institutions, coalitions, networks, etc targeted to improving social and environmental progress. Also, within the entity, the procedures, guidelines, or informal shared habits that comprise their work.

Resource Flows: How money, people, knowledge, information, and other assets such as infrastructure are allocated and distributed.
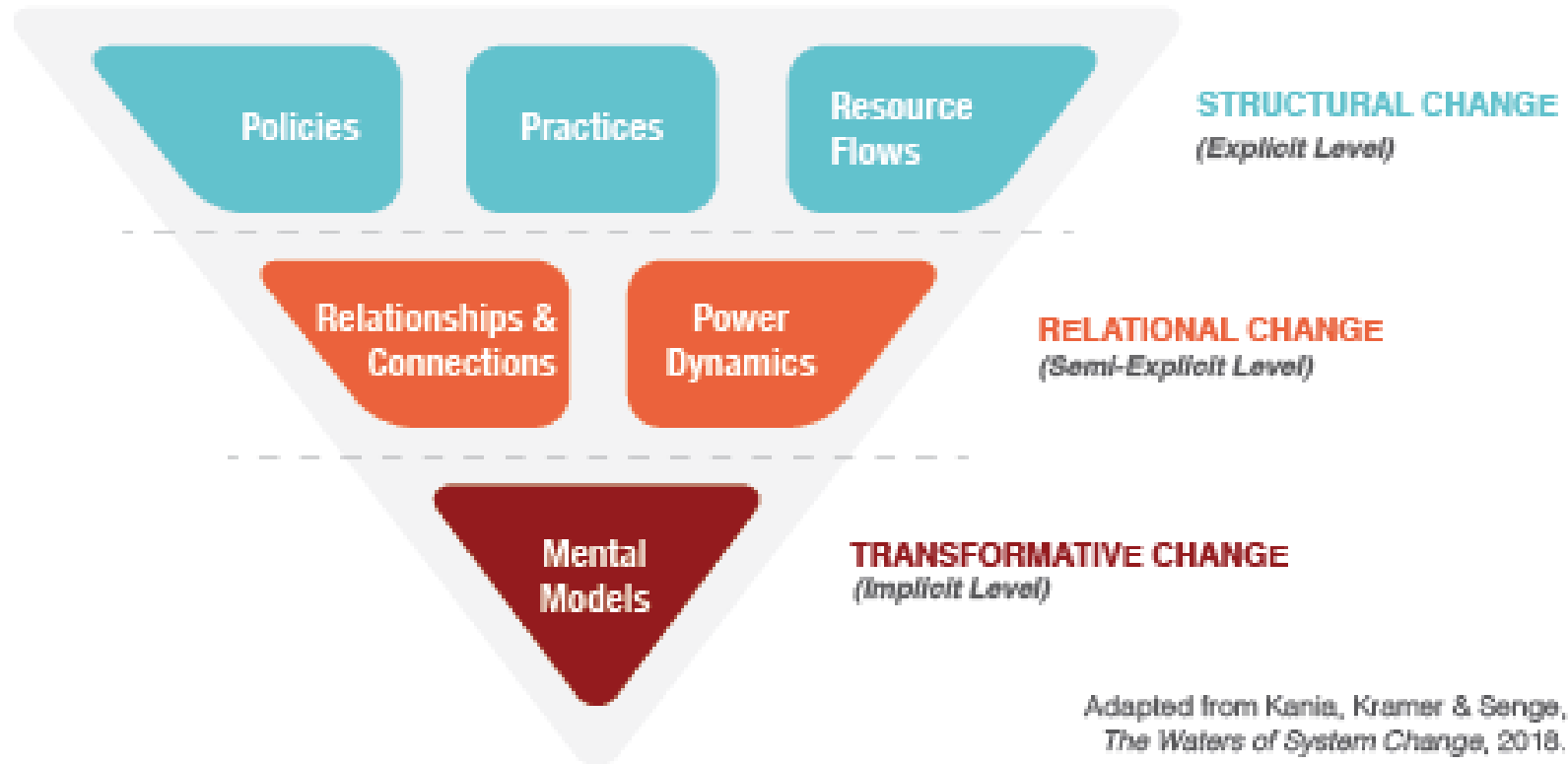
… Factors perpetuating exclusion

Relationships & Connections: Quality of connections and communication occurring among actors in the system, especially among those with differing histories and viewpoints.

Power Dynamics: The distribution of decision-making power, authority, and both formal and informal influence among individuals and organizations.

Mental Models: Habits of thought—deeply held beliefs and assumptions and taken-for-granted ways of operating that influence how we think, what we do, and how we talk.

SIX CONDITIONS OF SYSTEMS CHANGE

STRUCTURAL CHANGE
(Explicit Level)

Policies

Practices

Resource Flows

RELATIONAL CHANGE
(Semi-Explicit Level)

Relationships & Connections

Power Dynamics

TRANSFORMATIVE CHANGE
(Implicit Level)

Mental Models

Adapted from Kania, Kramer & Senge,
The Waters of System Change, 2018.

Do you have any examples to show how changes in any of these factors have increased inclusivity (e.g. mid-day meal schemes for girls to incentivise sending girls to school; laws prohibiting child marriage).

Do we think some of the factors are easier to change than others? If so, why?

Inclusion is belonging

https://www.youtube.com/watch?v=Ea4TdXGp8f0

Implications of exclusion

- Poor health outcomes - physical and mental health

- Poor economic outcomes

- Lack of access to education, employment, opportunities

- Feeling of isolation

- Feeling of 'difference'

How to integrate Social Inclusion in our work

- Increase personal and institutional awareness and sensitivity to different groups

- Recognise the barriers faced by vulnerable groups related to the domain in which you work

- Understand the reason for those barriers

- Identify needs, vulnerabilities and priorities of different groups who could be impacted by your work.

- Understand who has access, control and decision-making in the thematic areas in which you work.

- Identify possible positive and negative consequences of the results of your work on different groups.

- Use an intersectional lens when planning your work/mission/interventions.

Group discussion - (in groups of 6-7)

➤ What are we doing to remove some of the barriers to inclusion?

➤ Is our work protecting and promoting rights of marginalised groups?

➤ Is it sustainable? How is our work related to the SDGs? Do we ensure that 'No one is left behind'?

➤ What can we do to increase inclusivity and reduce marginalization?

➤ What more can we do to change 'disabling' structures, environments, practices, policies and laws within society - (and within our ministries?)

➤ What further inputs do we need (individually and as a team) to strengthen our capacities to enhance social inclusion and reduce marginalization of the groups with which we work?

Inclusion is a mindset

https://www.youtube.com/watch?v=6SnXBKEfr2s

Thank you!!!