

# Three Graces

## Welcome to Three Graces

Thank you for supporting Three Graces in Texas. We are very excited about the impact our K-12 Inclusion Program, Scholarship Program and Corporate Inclusion Programs can have on the Greater Houston area. Three Graces is a 501(c)(3) nonprofit organization aimed at improving the lives of people with intellectual and developmental disabilities through education, corporate accountability and workforce diversity.

A child with intellectual and developmental disabilities (IDD) often spends hours being taught how to interact with others. But why don't we spend time teaching those without disabilities how to interact with them? Three Graces is focused on building educational opportunities of awareness to create a greater understanding of people with IDD. Only once you have been made aware, can you understand and have acceptance. It is awareness and acceptance that leads to our ultimate goal of social inclusion.

The goal of Three Graces is to work with K-12 school programs, companies and people with IDD to eliminate the negative stigma and discrimination of people with IDD in our communities.

Thank you for taking this journey with us and believing we can build an inclusive community together.

Arden

Kimberly





## Our Mission

Three Graces is a non-profit organization aimed at improving the lives of people with intellectual and developmental disabilities by building strong foundations through education, corporate accountability and workforce diversity.

## Our Vision

Our vision is to eliminate the negative stigma and discrimination of people with intellectual and developmental disabilities through awareness, acceptance and inclusion.

## Our Pillars

### Awareness

"Knowing, being aware, and moving beyond your own level of comfort is key to a greater understanding of people with disabilities."

Key Areas:

- History of the Disability Movement
- People First Language
- Identity First Language
- IDD Awareness Training
- Ambassador Appearances

### Acceptance

"Once you are made aware of something, only then can you understand and have acceptance."

Key Areas:

- Diversifying bookshelves
- Integrated PE/Sports
- Utilizing Disability Awareness Lesson Plans
- Strengths vs. Disability

### Inclusion

"You must first be made aware of something, only then can you understand and have acceptance, which will lead to social inclusion."

Key Areas:

- Personalized Inclusion Plan
- Integrated Learning
- Integrated Social Activities
- Inclusive Staff
- Inclusion Grant

# Our Programs

### K-12 Inclusion Program

The Three Graces K-12 Inclusion Program is a continuous, community-wide support network designed to cultivate neurodiversity-affirming school cultures by bridging home and school through shared education and active participation. Built on two synchronized pillars, the program combines monthly Community Learning "Lunch & Learn" seminars for parents and educators with hands-on Campus Action activities, including peer mentorship, staff development, and literature upgrades. To drive accountability and lasting impact, participating schools can unlock the Three Graces Campus Inclusion Grant—providing seed funding or resource kits—by meeting a dual-participation attendance requirement (both staff and parents) and executing at least one inclusive campus activity each year.

### Corporate Connections

Three Graces will partner with companies across the Greater Houston area to educate and engage their staff in a program of inclusion designed specifically for their company. By educating company staff, we open up the lines of communication between upper management and staff when it comes to IDD. We work with companies on supporting staff with children with IDD, changing their company culture to support the hiring of people with IDD and working within the communities where they do business to make sure it is inclusive to people with IDD.

At completion of the program, companies will be recognized by the city and named Inclusive Companies in Three Graces annual list.

### Inclusive Education

Only 44% of adults with IDD aged 21-64 are in the labor force. This is compared to 83% of working-age adults without disabilities who are in the labor force.

One of the biggest obstacles to people with IDD securing gainful employment is training after high school. Many parents of children with IDD are financially strained by providing other needs to their children, and scholarships for children with IDD to attend further education are not readily available.

Through this program, Three Graces will provide students with IDD the opportunities to pursue college programs, technical training and/or any continued education, through financial assistance and corporate partnerships ,that will further their options for integrated employment.

# K-12 Inclusion Certification Program

## Program Overview & Guidelines

### Program Vision & Framework

The **Three Graces K–12 Inclusion Program** is a continuous, community-wide support network designed to cultivate neurodiversity-affirming school cultures. Moving beyond one-time workshops, the program bridges the gap between home and school by connecting parents, educators, and administrators through shared learning and active participation.

The program operates on two synchronized pillars:

- **Community Learning Pillar (Lunch & Learns):** Monthly 45–60 minute educational seminars designed to establish unified language, shared values, and actionable strategies across home and school environments.
- **Campus Action Pillar (On-Site Student & Staff Activities):** Experiential campus initiatives, peer-mentorship models, staff professional development, and resource upgrades that translate inclusion theory into daily school culture.

## Monthly "Lunch & Learn" Curriculum Overview

- **Fall Term (Foundational Frameworks & Identity):** Focuses on defining true inclusion vs. integration, transitioning from the medical to the social model of disability, and navigating identity-first vs. people-first terminology.
- **Winter Term (Understanding Neurovariance & Dynamics):** Dives into Autism, ADHD, Dyslexia, emotional regulation, empathy building, and federal legal guidance regarding disability advocacy and anti-bullying policies.
- **Spring Term (Active Community & Lifecycle Transitions):** Covers adaptive physical education, structural campus modifications, Assistive Technology/AAC communication methods, and supporting grade-level transitions.

## On-Site Campus Activities Menu

Schools can choose from a range of student-facing and institutional support programs to fulfill their grant action requirement:

- **Inclusion Ambassador Training:** Structured peer-mentorship pairing neurodivergent and neurotypical students for collaborative learning and co-advocacy.
- **Integrated Arts & Wellness:** Sensory-friendly, non-competitive music and adaptive physical education modules.
- **Disability Training & Assemblies:** Age-appropriate, peer-led campus interactive simulations and assemblies to eliminate social stigmas.
- **Staff-Wide Professional Development:** Inclusion training tailored for cafeteria staff, bus drivers, administrative teams, and educators.
- **Library "Representation Upgrades":** Targeted book drives to supply media centers with literature featuring authentic neurodivergent main characters.

# Resources

Three Graces provides participating schools with a comprehensive suite of resources and ongoing support to ensure every campus reaches its benchmarks and builds a sustainable, neurodiversity-affirming culture. Below are the key tools available to your school:

- **Program Blueprint & Activity Packet:** Each school receives a complete program packet with customizable initiative choices, allowing campus leads to tailor their inclusion roadmap to their specific student body and campus goals.

- **Inclusion Ambassador Training:** Personalized training for neurodivergent individuals, students, parents, and self-advocates to serve as campus speakers, lead peer mentorship initiatives, and deliver peer-led presentations across participating schools.

- **Educational & Staff Development Workshops:** Access to volunteer presenters, subject-matter experts, and turnkey modules covering disability history, neurodiversity overviews, identity-first vs. people-first terminology, and stigma elimination.

- **Online Learning Hub & Resource Library:** Digital access through our website featuring articles, video modules, discussion forums, and ready-to-use lesson plans for educators and families looking to deepen their engagement.

- **Neurodiversity & IDD Network:** Direct access to a collaborative network of partner organizations, community resources, and peer networks for additional specialized assistance and guidance.

- **Grant Funding & Financial Guidance:** Direct eligibility for the **Three Graces Campus Inclusion Grant**, alongside an updated directory of external grant opportunities and guidance to assist school administrators in securing long-term funding for accessible campus upgrades.



# *Program Timeline*

## Pre-Launch & Application Window

**Late Spring / Summer — Applications Open**

**Early August — School Selection & Program Alignment**

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## Parallel Activities Track

Schools can choose from a range of student-facing and institutional support programs to fulfill their grant action requirement:

**Inclusion Ambassador Training:** Structured peer-mentorship pairing neurodivergent and neurotypical students for collaborative learning and co-advocacy.

**Integrated Arts & Wellness:** Sensory-friendly, non-competitive music and adaptive physical education modules.

**Disability Training & Assemblies:** Age-appropriate, peer-led campus interactive simulations and assemblies to eliminate social stigmas.

**Staff-Wide Professional Development:** Inclusion training tailored for cafeteria staff, bus drivers, administrative teams, and educators.

**Library "Representation Upgrades":** Targeted book drives to supply media centers with literature featuring authentic neurodivergent main characters.

## Evaluation, Grant Awards & Ongoing Support

**May — Grant Award Distributions:** Three Graces awards seed funding or resource kits to campuses that successfully fulfilled their Attendance and Action requirements.

**Feedback Survey Window Opens:** Distributed to participating teachers, administrators, and parent leads.

**Survey Closing & Program Evaluation:** Program data and community feedback are evaluated to refine future programming.

**Continued Support & Check-Ins:** Three Graces maintains ongoing check-ins with certified campuses to provide guidance, resources, and external grant assistance for sustained inclusion efforts.




Board Member: Assist in programmatic or developmental planning and execution of the organization

Three Graces Mentor: Operate as a representative of Three Graces with one of the pilot schools in the K-12 Inclusion Certification program

Ambassador: Become an ambassador through training to speak to schools and companies about the IDD community

Ambassador Coach: Work with Three Graces staff to train students,, parents and volunteers to speak at participating schools, companies and public events

Three Graces Corporate Liaison: Operate as a representative of Three Graces with one of the companies in the Corporate Inclusion Certification program

Committee Member: Serve temporarily for an event or initiative

Three Graces Crew: Volunteer once for a single event or program

Semester Intern: Join Three Graces staff to build your personal/professional portfolio



Contact Information

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## What's Next?

## Apply for the K-12 Program

## Select Schools

## Create Individual Programs