

## AUTSCAPE 2018

### NEGOTIATING TERMS FOR INCLUSION

#### **Inclusion: Is It Always a Good Thing?**

- Including a person or a group in the activities of the majority
- How much are they included, to what extent, on what terms – who decides?
- Risk of the majority dictating terms
- Need for accommodations, 'reasonable adjustments'

#### **The Importance of Subjectivity and Context**

- Social contexts – the playground, friendships, relationships, families
- Economic contexts – employment, job applications, business
- Political contexts – lobbying, legislative/government, charities (Brexit; Autism Speaks?)
- Who is including whom?

#### **Negotiation Skills**

Fisher & Ury, *Getting to Yes (Negotiating an agreement without giving in)*, Random House, 1981

- Separate out 'people' from 'issues'
- Distinguish the parties' stated positions from their true interests
- Know Your BATNA (Best Alternative to a Negotiated Agreement)
- Inventing solutions – a bigger 'pie'
- Find an objective, principled basis for the agreement

Voss & Raz, *Never Split the Difference (Negotiating as if your life depended on it)*, Random House, 2016

- More focus on the 'people' element
- Discovering more about your counterpart's interests and motives
- Active listening, building rapport etc
- Personality types – analyst, accommodator, assertive

#### **Autistic Negotiation**

- Intuiting your counterpart's point of view
- Creative thinking
- 'People skills'
- The role of emotion
- **Discussion:** are autistics at a disadvantage? What advantages might we have? What does autistic negotiation look like?

#### **Further Thoughts**

- Negotiating with ourselves (eg short term v longer term interests)
- The costs of negotiation (higher for us?); defining success
- Consider BATNAs and aims – beware both wishful and negative thinking

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