

Disability Inclusion

The Jewish Federation
MAKE IT YOURS

- It is important to invest in large print prayer books and make sure there is always a large print copy of all handouts and flyers.
- It is important to have a hearing loop and make sure all videos we display on our website include closed captions.
- Our website should be fully accessible no matter the time and cost to update (it should meet the same standards as required of Federal agencies – see below*)
- It is important to create a financial plan that will allow us to provide accommodation even if we don't currently have members who need these accommodations.
- The congregation should have ASL interpreters for all services whether or not individuals in the congregations need this accommodation. This visually shows our willingness to be inclusive.
- If a parent in our religious school is deaf, the congregation should always provide and pay for an interpreter.
- If a deaf student wants to attend our religious school, we should pay for that student to have an ASL interpreter.
- If someone from out of town is attending a wedding, bar/bat mitzvah or any lifecycle event and needs an ALS interpreter, the congregation should provide and pay for this service.
- Providing an ALS interpreter is the responsibility of the congregation; we should budget accordingly and know how to provide this service; it is up to us to cover the cost of language and communication.

* In 1998 the US Congress amended the Rehabilitation Act to require Federal agencies to make their electronic and information technology accessible to people with disabilities. Section 508 was enacted to eliminate barriers in information technology, This means, for example that a website can be accessed by a screen reader, includes close caption videos and has the correct color contrast.

Follow-up questions for the group

- What accommodations do we currently provide for members?
- What accommodations do we currently provide for guests to our congregation?
- What is the current cost of the accommodations we provide?
- What additional accommodations should we be providing?
- What is the cost of these additional accommodations?
- How can we create a plan to get us from where we are to where we want to be?