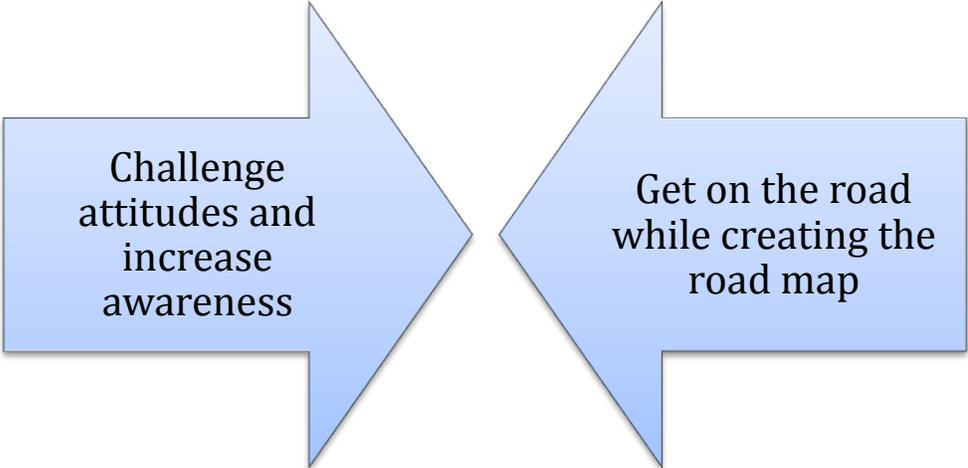


Road Map to Inclusion



Parallel Paths that must be traveled	<u>Do Now</u> No to low expense Easy "buy in"	<u>Do Soon</u> Low to moderate expense Change on an individual level	<u>Plan to Do</u> Requires structured change Moderate to high expense
	Welcoming	Accommodating	Including

Parallel Paths to...

- Physical Accessibility

The current physical environment has been reviewed. A safety/emergency plan includes all	The mezuzahs are at multiple heights. There is adequate lighting. Someone who uses a wheelchair can sit within on the side of the congregation	The Ark and Bimah are accessible, doors have automatic openers, there are accessible bathrooms and water fountains
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- Communication (text to interpreters)

In there a welcoming statement, clear signage, someone around to help	There is a system to request accommodations and a plan to budget for interpreters	ASL interpreter provided when needed for events, meetings, classes in a seamless manner
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Path to...	Welcoming	Accommodating	Including
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- Accessible websites

Increase awareness of the need for an accessible site Make easy/free changes (use youtube close caption with editing)	Have a formal assessment, develop a plan; make changes to design and computer coding	Meet all federal regulations. Website can be accessed by screen readers and other adaptive technology devices
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- Worship and Ritual

Reflect on behaviors and noises during services – is there room for more tolerance? Have individuals with disabilities participating in services including in leadership & visible roles.	Explore issues and wrestle with questions – are there unique spiritual needs that may related to an individual disability; what are the spiritual needs of family members, siblings, caregivers?	Have large print prayer books, amplification systems, sign language interpreters, reserved seating, visual prayer books, adaptive liturgy, etc
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- Early childhood education and supplemental school education

Staff is willing and trained to work with a variety of learners and with a variety of behaviors. There is a plan to provide accommodations	Ongoing training and professional development for staff. Learning specialist integrated as part of the staff. Children with a variety of disabilities including physical disabilities attend and progress through the educational program	Accommodations are provided at no additional cost to families. “Shadows” and interpreters provided as needed. All students respected and accepted by their peers
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- Bar and Bat Mitzvah

A written policy that includes all children of Bar and Bat Mitzvah age	Accommodations or modifications to Bar/Bat Mitzvah training, program participation and service	A Bar or Bat Mitzvah for all has become standard operating practice
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