

Federation's Disability Inclusion Planning Toolkit

Social, Recreation & Leisure Discussion Guide

Participation by the entire community.

To ensure that Jews with disabilities have an equal opportunity to participate fully in our community, this section explores inclusion within the social structures of our institutions - including but not limited to our Sisterhoods, Men's Clubs, Youth Groups and the full range of clubs, activities and special programming. As with all disability inclusion work, the voices of those with disabilities are essential to this process.

Additional information about advancing disability inclusion can be found on [Federation's Community Resource website](#). Please contact Lisa Handelman at 301-230-7278 or at lisa.handelman@shalomdc.org for questions or to share additional resources.

Toolkit Legend

W "Welcoming" questions and comments refer to changes that may involve modification in attitude, but do not necessarily require additional funding.

A "Accommodating" questions and comments focus on specific accommodations that may require minimal additional resources, long-term planning and/or significant funding. Some costs are ongoing while others involve initial structural changes followed by less expensive maintenance.

Awareness & Communication

- W** **Do people with all abilities regularly attend social events?** Have you asked if individuals or family member needs assistance to be able to access fully the social, recreational and leisure programs you offer? Does the leadership of clubs, boards and sub-groups (youth groups, Sisterhoods, Men's clubs, etc.) reach out to individuals with disabilities? Are individuals with disabilities included in designing and leading programs and events and do they have an equal opportunity for leadership?
 - W** **How have you communicated your desire to include individuals with disabilities in your social, recreational and leisure programs?** Is the registration process inviting to individuals with disabilities? Is there an inclusion statement on registration forms and do you have a way to confidentially share information about needs and/or request accommodations? Do you provide alternative registration options (email, telephone and online) when individuals need to sign up for a social or recreational activity?
 - A** **Internally how have you communicated that inclusion in a priority?** Are awareness and advocacy programs part of the annual programming calendar? Are the Board of Directors and trustees educated about and aware of the need to serve and partner with people with disabilities? Is there outreach to disability groups to let them know about your programs? Do you ensure equal opportunities for individuals with disabilities (artists, performers, guest lectures, scholars in residence) to offer their services to your membership?
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Training

- W Do you have ongoing staff training opportunities regarding inclusivity?** Does your training include information about visible and hidden disabilities and mental health conditions? Consider specifically training “greeters” to be ready to welcome all and provide aides as needed. [Aid is some form of help or assistance. Military aid, financial aid, disaster relief aid. It can be a verb and a noun. Aide is a helper or assistant, usually to an important person.]
 - A Do you have staff specifically designated to make sure your programming is inclusive?** Is there an inclusion point person for your Sisterhood, Men’s Club, Youth group and any social, recreational, or leisure programming?
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Accommodations

- W When planning programs, are the planners asked to create programs that supports meaningful inclusion of people with disabilities?** For example, is there collaboration between program planners and a disability advisory committee, inclusion committee or inclusion specialist? Do you ensure that programs and services are carried out in an integrated way, and that any separate program for people with disabilities is because of a choice made by individuals with disabilities? If there is an event where people are standing, are chairs provided and during *kiddush* and other communal meals, is there a plan in place to help individuals navigate a buffet line and find a seat?
 - A Do you have a procedure for providing specific accommodations for social and recreational events?** For example, do you offer communication supports (ASL interpreters, etc.), personal care aides and adjustable table/desks to meet the needs of someone using a wheelchair or scooter and people of short stature? If transportation is provided, is it accessible to everyone? Or, if individuals need to provide their own transportation, does staff have information about accessible transportation options? Are food choices available upon request so that all, including those with allergies, can partake? Are personal assistants welcome to attend events free of charge?
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Budget

- W Do you have a strategic budgetary plan with a clear timeline to support social, recreation and leisure inclusion?**
 - A Does the budget include necessary accommodations, so everyone can partake in all social, recreation and leisure activities?** These activities should be viewed as a universal right of membership without additional personal cost.
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