

DISABILITY INCLUSION ROADMAP



Discussion Guide: Social, Recreation & Leisure

Participation by the Entire Community

To ensure Jews with disabilities have an equal opportunity to participate fully in our community, this Discussion Guide 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.

Roadmap Legend

- W** “Welcoming” questions and comments refer to changes that may involve modifying attitudes and minimal resources.
- A** “Accommodating” questions and comments focus on specific accommodations that may require strategic planning and additional funding. Some costs are ongoing while others involve initial structural changes followed by maintenance.

For more Disability Inclusion resources, visit shalomdc.org/disabilityinclusion.

AWARENESS & COMMUNICATION

- W** Do people with all abilities regularly attend social events? Have you asked if individuals or family members need assistance to be able to fully access the social, recreational, and leisure programs you offer? Does the leadership of clubs, boards, and subgroups (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? 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 is 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?

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.

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- 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?

ACCOMMODATIONS

- W** When planning programs, are the planners asked to create programs that support 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? 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?

EVENTS

- W** In terms of physical accessibility, what do event planners need to take into consideration? Is seating provided during pre-events or standing events? Is space for wheelchairs distributed throughout with companion seats? Is there a plan in place to support those who may have difficulty holding heavy books or juggling plates and utensils? Is there a formal way to ask guests what accommodations they may need? [To guide your event planning process, visit \[shalomdc.org/eventchecklist\]\(https://shalomdc.org/eventchecklist\) for Federation's Disability Inclusion Event Planning Checklist.](https://shalomdc.org/eventchecklist)
- W** What accommodation can make your events even more physically accessible? For example, is there a comfortable place where people can easily retreat if sitting still or staying quiet becomes difficult? Are assistive listening devices readily available? How can you remove barriers, so all individuals are able to attend and participate?

BUDGET

- A** 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.

For questions or to share additional resources, please email inclusion@shalomdc.org.