



# RUDERMAN SYNAGOGUE INCLUSION PROJECT



## HOW TO FORM AN INCLUSION COMMITTEE

If your congregation is just getting started on the road to inclusion, there are a few steps that we recommend before you actually form a committee. This information is included in [Embracing Inclusion: A Roadmap](#).

The following information is adapted from Embracing Inclusion, and it is intended to be a quick guide that assumes your congregation is ready to get started.

### Who Should Be on a Committee?

It's important to give some thought to diversity when you are creating an inclusion committee. You want to mix passion, experience, relevant responsibility, and diverse perspectives. In almost every instance, a few dedicated individuals is far better than a large, indecisive group. Consider inviting representatives from populations that include:

- People with disabilities
- Family members of people with disabilities
- Synagogue leadership
- Clergy

You should also include committed people in the congregation who have no previous connection to disability. These people are critical because they help to provide the perspective of the broader congregation, and they can serve as communication intermediaries

You want your committee to be small enough to function. You can be open to input from everyone in the congregation while still keeping your workgroup at a manageable size that will allow you to actually get something done.

### How Should a Committee Form?

Consider putting out a notice to find people who are passionate. Your notice should make clear that the committee is for people who can devote significant time to the issue, and that everyone will have the opportunity to provide input. Note: don't be too committed to making it an actual committee if your synagogue has a complicated process for committee formation. A task force can work just as well.



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## **What Do We Do First?**

While this is available in much more detail in the Roadmap, a good first step is to complete the [Synagogue Inclusion Inventory](#) if you haven't already. This will allow you to identify some quick victories and things that you could remedy. Then you need to devise a way to figure out what the most pressing needs in the community are by listening to input and forming a plan how to address them.