



חזק חזק ונתחזק
Strength Through
Access And Community

DISABILITY ACCESS AND INVOLVEMENT: ACCESS MATTERS A BRIEF SELF ASSESSMENT

ACKNOWLEDGE YOURSELF!

You have taken a big step towards building a more inclusive organization just by reviewing and reflecting upon the statements and questions below. As you review them, acknowledge the ways your organization already accommodates people with disabilities or ongoing conditions. Then consider new ways to welcome and involve the broadest spectrum of your community or audience. *Please use this to yearly review your progress.* “It is not your duty to complete the work. But neither are you free to desist from it.” *Pirke Avot* (Ethics of the Fathers) 2:16.

GOVERNANCE AND ORGANIZATIONAL ACCESS

- ▶ Is our leadership committed to creating a disability- friendly environment?
- ▶ Are policies and procedures in place regarding the recruitment, nomination, employment, accommodation, and promotion of people with disabilities within our organization as board members, management, staff, and volunteers?
- ▶ Do people with disabilities now serve in governing, paid, and volunteer positions in our organization?
- ▶ Do we involve people with disabilities in our building design and program planning processes?

BUILDING INFRASTRUCTURE ACCESS

- ▶ Can wheelchair users independently enter and travel throughout our main facility and satellites?
- ▶ Are floors safely used by those who use canes, crutches, or walkers?
- ▶ Can our bathrooms and program facilities be used by wheelchair users?



PROGRAM AND COMMUNICATION ACCESS

- ▶ Do we keep in mind people who are blind, have low vision, or have learning disabilities when we design and produce websites, blogs, handouts, videos, as well as marketing and public service material?
- ▶ Does our organization reach out to and accommodate people from the deaf community? Those who are hard of hearing?
- ▶ Do we caption our videos for people who are deaf or hard of hearing?
- ▶ Does our promotional material invite people with disabilities to request reasonable accommodations?
- ▶ Do we accommodate people who might need some time alone?
- ▶ Do we have fragrance-free or fragrance limitation policies to protect people with environmental sensitivities?
- ▶ Do we accommodate people with diet restrictions when we provide food at an event?
- ▶ Do we accommodate children and adults who need extra attention or structure?

ATTITUDES AND OUTREACH

- ▶ Do we encourage everyone in our organization to expand their social comfort zones and *reach out* to and *learn* about people who live with different hidden or obvious disabilities or conditions?
- ▶ How does our organization reach out to people with different disabilities or ongoing conditions?

Please contact Yad HaChazakah-The Jewish Disability Empowerment Center for further information and consultation.

access@yadempowers.org; 646-723-3955; www.yadempowers.org