

Getting in the Door: Ensuring that our Congregations are Accessible to All
Congregational Survey for the URJ Pacific Central West region
Adapted from the National Organization on Disability -2006

1) **AWARENESS** Recognition by some congregation members or religious leadership that certain barriers are preventing children or adults with physical, sensory, psychiatric or intellectual disabilities from accessing a full life within the synagogue (including worship, study, service and leadership).

not started getting started well on our way we're there!!

2) **ADVOCACY (Internal)** Growing advocacy within the congregation to welcome people with disabilities as full participants and to remove barriers (architecture, communications and attitudes) to this participation.

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3) **DISCUSSIONS** Concerns raised regarding ability of the congregation to meet the challenges (e.g., Are there enough people with this need to justify the expense? Will people with disabilities feel comfortable in joining us once barriers have been removed?). Then solutions identified--ideally with input from people with disabilities and other experts.

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4) **PLANS** Invitation of people with disabilities to join the congregation as full members (including participation in life-cycle events), action plans devised to achieve barrier-removing goals, and formal commitment made to welcome people with disabilities.

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5) **ACCOMMODATIONS** Accommodations made to improve the participation of people with disabilities (e.g. large print bulletins, trained ushers, accessible parking spaces, ramps and pew cuts, improved lighting and sound systems, appropriate religious education for children with disabilities).

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6) **HURDLES** Identification of architectural (e.g., elevator, accessible restroom, ramp to the *bimah*), communications (e.g., sign language interpreter or alternative formats for materials), transportation (e.g., wheelchair accessible van), financial, or other barriers and ways found to move forward in spite of them.

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7) **INCLUSION** Increased participation of people with disabilities in worship, study, service and leadership, as well as increased comfort levels of members with a more diverse congregation.

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8) **OUTREACH (Local)** Options explored and action plans formulated for partnership opportunities with local agencies and organizations serving people with disabilities.

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9) **NEW CONSCIOUSNESS** Resistant barriers of attitude within the congregation toward people with disabilities addressed (e.g., through adult education forums, consciousness-raising by the leadership of the congregation, and one-on-one friendships).

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10) **TRANSFORMATION** Ongoing transformation of the congregation (through enriched opportunities, responsibilities, and friendships) into a place where children and adults with disabilities are welcomed, fully included, and treated with respect.

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Congregation name _____

Contact person (include title, if applicable): _____

Phone: _____ Email: _____

Would you like to be contacted by someone from the Department of Jewish Family Concerns regarding these issues? _____

Additional information you'd like to share with us: _____
