

## Short Accessibility and Inclusion Assessments - Recommended

These are brief checklists of congregational accessibility and inclusion. They are not detailed enough to create a working plan, but they have been very useful when given out to the congregation as a whole. We have found that when a large body of congregation members become aware of an accessibility or inclusion deficiency, sometimes things just start getting fixed without a formal plan.

### Accessibility Checklist

| Disability | Accommodation   | We need: | ✓ |
|------------|---|----------|---|
| Mobility   | All areas of congregational life wheelchair accessible, including meetings and events in private homes and other settings |          |   |
|            | Designated accessible parking places near accessible entrances  |          |   |
| Vision     | Large type/Braille on orders of service and other documents   |          |   |
|            | Adequate lighting   |          |   |
|            | Large-print hymnbooks, Braille hymnbook   |          |   |
|            | Taped copies of sermons   |          |   |
| Hearing    | Assisted listening devices  |          |   |
|            | Hearing loop  |          |   |
|            | Sound system and microphones used during worship and other large gatherings   |          |   |

| <b>Disability</b>                        | <b>Accommodation</b>                                       | <b>We need:</b> | <b>✓</b> |
|--|--|-----------------|----------|
|  | Captioned films and videos                                 |                 |          |
|  | Printed copies of sermons available                        |                 |          |
| Mental Health                            | Visits in hospitals/home                                   |                 |          |
|  | Spiritual needs  |                 |          |
|  | “People first” language                                    |                 |          |
| Environmental and Chemical Sensitivities | No scented products  |                 |          |
|  | Accommodate chemical sensitivities                         |                 |          |
|  | Accommodate food allergies                                 |                 |          |
| Developmental and Learning               | Classroom assistance                                       |                 |          |
|  | Presentations not complex                                  |                 |          |
|  | Roles for adults with developmental disabilities           |                 |          |
| Addiction                                | Addiction support groups                                   |                 |          |
|  | Family support   |                 |          |
| Congregational policies                  | Clear accountability for accessibility                     |                 |          |
|  | Covenant of right relations                                |                 |          |
|  | Disruptive behavior policy                                 |                 |          |
|  | Alcohol use policy   |                 |          |
| Communications                           | Minutes, newsletter, directory, bylaws, website accessible |                 |          |
|  | Service dog etiquette                                      |                 |          |
| Worship                                  | People with disabilities can see speaker and screen        |                 |          |

| <b>Disability</b>            | <b>Accommodation</b>                                       | <b>We need:</b> | <b>✓</b> |
|------------------------------|--|-----------------|----------|
|                              | People can hear the service                                |                 |          |
| Lifespan Religious Education | Accommodate special needs                                  |                 |          |
|                              | Prepare and support teachers                               |                 |          |
| Congregational Gatherings    | Can attend gatherings in congregation building             |                 |          |
|                              | Can attend gatherings in people's homes and other settings |                 |          |
|                              | Places to sit  |                 |          |
|                              | Accessible, easy-to-get-to toilet                          |                 |          |
| Committee Meetings           | Can attend meetings in congregation building               |                 |          |
|                              | Can attend meetings in people's homes and other settings   |                 |          |
|                              | Can see and hear   |                 |          |

**Inclusion Checklist**

Using the chart below as a starting point, consider how the congregation can actively seek to include people with disabilities and their families in all aspects of congregational life.

| Area                | Inclusion  | We need: | ✓ |
|---------------------|--|----------|---|
| Worship             | In worship, people with disabilities can share the gifts and lessons of their lives, which include: perseverance, patience, hospitality, challenging assumptions, border crossings, creativity, unpredictability, and the mutual nature of dependence. |          |   |
|                     |  |          |   |
| Congregational Life | Community actively seeks to include people with disabilities in coffee hour, social events, covenant groups, committee work, and other activities.   |          |   |
|                     | Entire community provides for the emotional and spiritual development of all children.   |          |   |
|                     | Education about strategies for communication with people who are Deaf or hard of hearing.  |          |   |
|                     | Education on needs of people with mental health diagnoses and their families.  |          |   |
|                     | Mental health support groups.  |          |   |
|                     | Education on how to be helpful when help is requested, while allowing each person to be as independent as possible.  |          |   |
|                     | Pastoral care available to all.  |          |   |

| Area                         | Inclusion   | We need: | ✓ |
|------------------------------|---|----------|---|
|                              | Accessibility committee to handle requests.   |          |   |
| Governance                   | People with disability sought out as leaders.   |          |   |
|                              | Non-discrimination policy is in by-laws and other official documents and congregational covenants.  |          |   |
|                              | Ministers, religious educators, staff, music leaders, and congregation lay leadership all have proactive commitment and responsibility to ensure inclusion. |          |   |
|                              | Minister and staff are trained in how to work with people with disabilities.  |          |   |
| Rites of Passage             | Membership, bridging, weddings, memorials, and other rituals and rites are made accessible to people with disabilities.                                     |          |   |
| Lifespan Religious Education | Children, youth, and adults with special needs are included in RE activities.   |          |   |
|                              | Education about “Deaf culture.”   |          |   |
| Community Outreach           | Education on injustices and oppression affecting people with disabilities.  |          |   |
|                              | Use the moral authority of the congregation to advocate.  |          |   |

| Area                   | Inclusion  | We need: | ✓ |
|------------------------|--|----------|---|
|                        | Social justice projects and advocacy focused on disability, acting as an agent for change. |          |   |
|                        | Public witness events are accessible.  |          |   |
|                        | Opportunities for service are available to all.  |          |   |
| Denominational Affairs | Opportunities for service are available to all.  |          |   |