**RespectAbility Webinar**

**Disability Inclusion Planning Toolkit Workshop**

Speaker/Host:

Lisa Handelman

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>> Hello and welcome this is Jennifer Lazlo Mizrahi and on behalf of RespectAbility a non profit organization fighting stigmas and advancing opportunities for people with disabilities, i want to welcome you to a very exciting webinar on disability inclusion planning toolkit workshop. And I want to do a welcome on behalf of our chairman Calvin Harris our staff and our board and our entire team. We are very delighted to have so many people join us today because we have some very concrete ideas that we think will really help organizations ensure that there is good diversity, equity, inclusion and equality for people with disabilities.

I want to first start before we turn to our speaker with a few exciting pieces of news. The first of which is that the Ford Foundation, one of the most respected philanthropic institutions on earth, has taken a very holistic, systematic and intricate look at ensuring that disability is a part of all of the work that they do. They only started this very recently, only under the direction of their CEO Darren Walker and implemented by the very talented Norraan Khan. They have done a very soup to nuts; toe to the top of head look at everything that they are doing to ensure that they are not in any way discriminating against people with disability. This is not only in their grant making which is of course very important, but it is also in terms of their facilities, their websites, their hiring, their board members and everything their trying to do everything to be inclusive and they are the first large foundation to take this on.

The second piece of wonderful news is that the McArthur foundation has recently joined them on this exciting and inclusive journey and the McArthur foundation has this very bold moonshot where they are about to give away hundred million dollars to one organization or team of organizations to solve a global problem. And they are bringing the disability lens to that project to ensure that no matter which of the four finalists win that that work will also be accessible to people with disabilities, which impacts 1 out of every 5 people on earth. In American there are over 56 million people with disabilities, globally that is over 1.2 billion dollars. So i wanted to congratulate both the Ford foundation and the McArthur foundation for their extraordinary work and you see in this webinar links to information that detail how they are doing it. In the Ford foundation one you see a blog from Norraan Khan really walking you through chapter in verse of how you are doing it. And then theres an exciting interview with their president Darren Walker. On the Mcarthur slide you can see a wonderful blog about it and some of the information about the exciting finalists for the one hundred million grant.

I also wanted to let you know that there are other resources that are here. These are ones that I have put together in partnership in many cases with philanthropic organizations that are other toolkits and that RepectAbility is always here as your free partner to enable you to advance an inclusion, diversity, equality and equity agenda.

As we do that we are always looking for the best and brightest in the field and I must say that I am especially honored and delighted that Lisa Handlesman is with us today. I met Lisa first when she was leading a major inclusion program at a highly respected camp where she was enabling kids with a Variety of different disabilities to be fully welcomed, served, and included in a summer camp environment She then went on to the Jewish Federation of greater Washington where she is leading a very robust team of wonderful volunteers and professionals from throughout the grate Washington Area to advance inclusion in dozens and dozens of nonprofit organizations and agencies. The most important contribution of this effort in my view and there are many important efforts that really have to be highlighted, but the most important is what we are going to be talking about today and that is that this team and RespectAbility for transparency had been very involved in this process with the Jewish Federation with great Washington has created an online toolkit that has been available globally for free for any organization to do a self assessment to see where they are on inclusion on people with disabilities. because what we have found that by by and are there is almost no resistance to disability inclusion. Its not that people are against doing it, its that quite frankly they don't know what they don't know and so because of that its very important to have these toolkits and to have this information and to enable people to go through what in essence is a learning journey. So I am delighted and honored to welcome Lisa who is about to go through a wonderful presentation and then at the end of it there will be an opportunity for questions and answers that can be put in the hatbox and everyone should debacle to see the chat box and you can start at any point by putting questions in or by phone. Our operator, Virginia can also help us with that. There are live captions so if you want captions and you don't see them click around on the webinar and you will see that there are live captioning that are happening and I want to thank our captionists for being with us are today, Lisa take it from here, thank you for being with us.

>> Thank you Jennifer. About 2 years ago the Jewish Federation of Greater Washington with an inclusion committee and we served ruffling with the question “How can we help our community become more inclusive for individuals with disabilities?” Our community probably like most communities are very uneven. We have schools we have places of employment and congregations where individuals feel accepted welcomed and included and we have other places where thats not the case. And even our shining start examples can do even more to be inclusive. Through these discussions we realize that we are really talking about a cultural change in a paradise shift. to create this culture change we realize that we need to help each other to move from the idea of helping others to the idea that we are talking about strengthening the collective. Its not about us and them its really all about us. we had to move away from a model where we were looking at creating particular program to an idea of making al our programs accessible. And we want to shift from this idea of kindness or in Hebrew “hesed” to an idea of social justice which in Hebrew is “sevek.”

We also realize that culture change requires a visual commitment, Here are some examples from the Jewish Federation of Greater Washington and there are many examples in our community and in other communities of how one can be visible about their commitment to inclusion. So you will see in our annual reports and our website where we say we are inclusive. for example on the website it says building an inclusive community is a priority, we strive to a accommodate all needs whenever possible. Our annual report talks about building a welcoming and inclusive community for all.

We also have programs not just inclusive programs but the idea that all our programs should be inclusive. For example with the Imagine Israel programs JT programs these are just regular programs and they deal with disability inclusion and they include individuals with disabilities.

We have this year we continuing to have an entrance in the ***MOS*** program, with Jewish Foundation for Group Homes, and an entrance from Jewish Social Service Agency. There working at federation with us and we love that. We have a sunflower bakery in our lobby which i absolutely love a great place to have coffee and we have a program specifically for individuals with disabilities. We have our annual resource fair for young adults. So we try to get out there and have things visible that say this is important to us as an organization.

>> So I’m just going to jump in and say that Sunflower Bakery is an intimation that trains people with disabilities for careers in bakeries and doing retail and so they actually have in their lobby when you walk in a store that is staffed by individuals with disabilities who are baking the goods and who are leading that retail institution and the most and the Ruderman fellows who she talked about are individuals with disabilities who are getting the chance to go through a talent pipeline so they will have the opportunity to serve as interns but then career opportunities going forward.

>> We also recognize that the inclusion and becoming inclusive is a journey. We need to ask ourselves what more can we do to become more welcoming what more can we do to accommodate. We have to look at our attitudes, who need to be involved? what accommodations are needed? and we have to ask ourselves about funding. there seems to always be more that we can do.

One thing in particular that i learned on this journey is the value of personal connections and conversations. I learned from Gabby Kaplan Maher through her TED talk and her articles that some of this conversation has to be internal. What are our own anxieties? How do we invertenly limit our expectations or misjudge someones capabilities when we meet them. By our words and our actions, but our smiles and often our stares, are we really as welcoming as we mean to? Have we taken the time to really get to know an individual. From Arial Silverman, I learned the concept of disability wisdom. disability wisdom is a way of including people with disabilities that goes beyond following the legal requirements. It involves building person to person relationships with them and learning from their life experiences as you build a culture of inclusion together.

The Jewish Federation of Greater Washington created this online free disability inclusion toolkit to help advance disability inclusion. At its core this toolkit is a conversation starter. We recognize that we all may be at different stages in the journey, so its individualized. Its designed to create awareness and attitude change and it also provides tools and resources.

The inclusion tool has two components. There are discussion guides that can be printed out and can be used at meetings, programs, informal gatherings, to get the conversation going. these conversations can challenge our attitude and provide a perspective that we may not have previously considered. For example, an individual in our community who uses a wheelchair told me that while he likes two or three of the synagogues that he goes to, he have decide to mostly go to one, not because of how he is treated, but how they were treating his support personal who came with him. And only by talking to this individual did I start thinking Oh we need to train people not only to be welcome to the individual but to the support people that they came with. Those are the kinds of questions that the discussion guide will bring up

The self assessment activities take the conversation to the next level. these activities are online and consists of questions and when completed they generate a custom recourse packet based on the answer to these questions. The self assessment activities are also connected to a growing database of recourses. For example if somebody says not yet to a question about closed captioning their videos and hopefully everybody does that at this point but there are definitely agencies that don’t, they will get a resource that explains very easily how to go ahead and stop doing that right away.

So we recommend that when an agency decides they want to use this toolkit, they start by designating an inclusion toolkit manager. This is a person who can be a connection between myself and them and they can be the ones who give out the discussion guide. Encourage folks to use it they can give out the user ID that is needed to access the online activities They can collect and review the customized resource package that each individual gets when they complete the toolkit. And they can help move the process from this very valuable discussions we really think it needs to start taking that and using the suggestions in the guide and moving it to an action plan. There is also a template that gives an example of how to take these suggestions and turn them into action plans and the inclusion toolkit manager can be the one who kinda guides this whole process.

So the discussion guides are categorized into 6 areas of engagement. In many ways the self assessment tools are in those same 6 areas of engagement. so those are visible accessibility, making the physical space welcoming and inclusive, communication, opening up involvement and participation, worship and ritual, we are all created in the image of god and so this tool was designed with a jewish congregations in mind. a number of questions on that can be used for any place or any house of faith. Volunteer and employment, expanding opportunities for all is good business. Education, every jewish student deserves a meaningful jewish education, and again likewise that can be used in other institutions as well. And social recreation and leisure, participation by the entire community.

Organizations can use these guides in any way they can pick and choose which ones to use or which ones to share with specific groups within the organization. Each discussion guide has questions that are noted as welcoming. these are questions and comments that refer to changes that many involve modifications in attitude, but don't necessarily require any additional funding.

In each guide has questions that are noted as accommodating. these are questions and comments that focus on specific accommodates some may require minimum resources, some may require long term planning and some require significant funding. When using these guides its important to remember to celebrate success. Talk about whats going well and share this information publicly. The value of this cannot be overstated, success builds success and we need to proudly communicate the value of inclusion and how we are advancing this social justice movement.

It is also extremely important to involve individuals with disabilities. The committee that started the conversation that led to this toolkit and is a working group that designed all aspects of this toolkit including people with disabilities and this is essential. the questions that were created were based on res lief experience of these individuals. Individuals who are a part of our community and individuals who we talk to in the community.

**Q:** >> **So let me ask you the expression “nothing about us without us” can you share what that means?**

**A:** >> So it means exactly what is says, we could not have created a toolkit for disability inclusion without disabilities with disabilities. It doesn't work. Just like that example I mentioned that young man who uses a wheelchair we went through the whole guide, and there was someone with a visual issue who then said “wait you gotta add these questions” we went through this so many times with different people to make sure that we are putting questions that matter to the individuals themselves.

**Q: >> When people think disability, they frequently imagine somebody who is a wheelchair user, what are the different kinds of disabilities that you have found that you have to take into account?**

**A:** >> I would say from folks that are on our committee we have had individuals who are on the autism spectrum, we have had individuals with physical disabilities, we had individuals with what they often call more hidden disables, mental health disabilities, learning disabilities, its hard to think from the top of my head because we invited everybody and anybody you know who was very passionate about this to be part of it. We had individuals on the committees who are supported by organizations like the Jewish Foundation for Group Homes and we had individuals who are who have a disability who are working in their careers that are completely independent, we had teens we had parents. Its a range and like again what we were saying before its not an us and them in any given room 20% of us have a disability, so some of the folks that were on the committee I knew their disabilities and some are more private and some i know because they share with me more provenly but you wouldn't know when they walked into the room, it’s all over.

>> Great.

>> So in addition to the discussion guides which are there and you can print them out and they are free there is also these online self assessment activities and there based on the same 6 engagement areas. And these are designed to be used by multiple users and they can be repeated as often as an individual would like. There is no right or wrong way to use these activities. In some organizations we notice that one person went through them all first, they wanted to see what they are all like and they did each one of the 6. in other organizations they have kinda split them off for example have their educators do the education one, have the maintenance and facility staff look at the physical accessibility so this is a very individualized tool and there is no one way to do it.

While these questions in the self assessment activities are very similar of the ones in the guides, they take the conversation to a deeper level they are a little more specific to your organization. Often i think if you do the discussion guides first then have the answers and have the thinking going then it might be good to go to the self assessment guide second but there is no reason or not requirement to do one before the other.

So the way it works. Every time a user completeness the online self assessment activities it generates the custom recourse packet. The custom resource packet first lists the items that the user identifies as accomplishments, now similar to what I was saying with the discussion guide, its important to recognize the accomplishments, its important to look at what we are doing. here is it also very important to check in with individuals with disabilities at this point and make sure that what you think your doing you are in essence really doing. For example a user may say “yes our hallway are neat and free of obstacles, easy for someone to get through,” but when they ask someone else they might find out that boxes left of the ramp or an item is hard to see or hard to navigate around. So it is important to look first of the accomplishments then check in with your members. The customized resource packet then lists next steps. and sometimes will post a lot of next steps, please don't be overwhelmed its supposed to be a very robust guide. The guide when you get the recommendations their linked to resources that we have been slowly collecting to help you do the follow those recommendations. One thing we also noticed is that sometimes different users come up with very different answers. Someone will say yes we do this some will say no, thats okay, its not supposed to be a test there is not right or wring answer. aAnd thats where the toolkit manager can become especially important. The toolkit manager should collect all of the customized reports or ask people to bring the custom reports to a meeting. They start by looking at the accomplishments, what are we doing? what are we not quite doing and start there build on the accomplishments thats probably where the low hanging fruit so to speak is and the place to start making changes.

Next look at the list of suggestions which of the list of suggestions seems most relevant to your organization. Make the changes, start to do things, then in 6 months a year later go back, take the elf assessment guide again, look at the discussion guides, restart the conversation its a journey it takes time its important to keep doing it.

The toolkit manager the way it works the toolkit manager can sign up for free and this website will be at the end at [www.shalomdc.org/inclusiveplanningtool](http://www.shalomdc.org/inclusiveplanningtool) and when you sign up we send you an email with the user ID and link to the 6 self assessment activities. Again the discussion guides can be kind just online. You don't need the user ID to get to the discussion guides. The toolkit manager can then give out the user ID to as many individuals as he or she would like and each individual can take the self assessment activities as often as they want. Again there is no right or wrong there is no data collection there is no judgement here it is really to encourage folks to take this journey to ask questions, to learn, to move ahead. Since the customized resource packages are individualized it is important that each user either save or print out the report. It is also important to come together to discuss the reports to share ideas, and plan for meaning and lasting change. the discussions are key, the thought has to be the first place the building connections, the forming relationships, is where we have noticed it really has to start but not where it has to end. So after that there really is a need to take what you have learned and continue to plan and to make changes.

The suggestions in the customized report are linked to a growing database of resources. This database is expected to grow as more organizations use the toolkit. we have really seen that, people have used the toolkits, they have a different resource that we have on the guides they write to me they email and we add the new recourse as soon s we become aware of them. So if you know of resources not included we invite you to share them. Similar to how a successful organization can lead to more success we believe strongly that openly sharing our ideas and resources to help advance inclusion is the way for us to really change the culture. The success in one organization can help the next organization and together we can really create this cultural change.

**Q: So who should use the toolkit?**

**A:** Everybody. Clergy, professionals, parents, department chairs, those not yet involved, individuals with disabilities key i think i said that a couple of times I cant overstate that you need to nothing for us without us has to be the way to use this guide. People not yet involved. Discussion guides bring it to a meeting that is not about disability inclusion, ask a couple of the questions, we have to involve those who we don't know are involved like I said 20% of us have a disability so I wouldn't assume that the person you talk to has a disability but we want to involve those who are not yet invested and we want to involve our lay of leadership.

So inclusion is a journey. We have to learn to be welcoming we have to do those things that are seemingly easy because there a price tags those things that involve attitudinal changes but on some level are hard we have to look in at ourselves how welcoming are we as individuals do we say hello to people when we meet are we patient with some people do we assume capability when we first meet someone we have to work on our welcoming. And then we have to work on our accommodating, what changes most of which don't have a large price tag can you do at an organization so that everyone has access to what you are doing, so that all programs are successful. And then we have to keep striving to be inclusive. And we have to keep asking ourselves, its the joinery isn't finished I have worked with a lot of organizations that say “we are full inclusive” then I ask a few more questions that I have got during this process then they say “oh wait maybe not yet” thats okay. Its okay to not be at the end of the journey but its not okay to do is stop asking the questions. Its important to celebrate your accomplishments its important to let people know that this is important. It is important for people to know what you are doing. Its important to even say you want to explore but are not sure we are there yet but come talk to us and work with us to come up with plans.

Its important to plan. Think about changes look at, not be overwhelmed if the toolkit gives you lots of suggestions that okay, nobody is going to come judge that you have to do them all tomorrow. Pick the ones that are relevant to use remember the congregations i am working with looked at their membership first start with whats relevant to their families to their members and did those first.

And implement the change, follow up, do the change. Again because I can’t say it enough you know make sure you involve individuals with disabilities. One congregation I worked with said “well we don have anyone” well look a little harder you definitely do, hey are there start the conversations and start talking to people.” And thats where it comes to keep the conversation going the most we meet the more we talk the more as Arial Silverman said, the most we sort of build those personal relationships before the more we recognize ourselves as an us as a community the more we know people the more we can really make lasting change.

>> So I’m just jump in and say that one of the things that I think is most impactful about the work that you are doing is that the message that you are sending in your communications that you are striving to be as inclusive as possible and that people should let you know if theres something that you can do to help accommodate them in a way that will enable them to fully and meaningfully participate and i know that Im about to go to the Jewish Federations of North Americas General Assembly in los aAngeles and one of the questions on the sign up sheet was “do you need any accommodations that you can fully participate” and they also let us know that the facility is wheelchair accessible that the sessions will have a sign language interpreter for their big events, but if there is anything else that I need so I can participate, I need to just let them know so they can see whether they can accommodate me or not. And one of the things that I found. lot of people think is that people are going to ask for something really really expensive or complicated that they wont be able to deliver.

**Q: How have you been able to handle that in your organization and how you communicate around inclusion?**

**A:** >> So similar for all events we ask that same question. What accommodations do yo need and one thing that i think really nice that has happened is our event staff ask that i mean inclusion specialists, those questions don't come to me, they come to whoever is running the program. Most times they are easy accommodations we have had people request a front row seat, the only thing we need there is a piece of paper that said reserved and put it on a front row seat. We have sent out powerpoint slides or materials ahead of time, we have helped some people a little bit with transportation and how to get from point A to point B. Most of the changes are really really easy to do if anybody in our staff has a question and don't know how to do it then they bring me in and we problem solve we have met ahead of time with people for coffee to talk about some unique needs and again most of them have not been expensive. And they seem to just they are just the way we do things now which i love that shift there not in my department per-say.

>> Great. So operator can you tell people how they can ask questions?

>> Ladies and Gentleman if you have dialed in on the phone and would like to ask a question over the phone press 7# on your telephone keypad. thats 7 followed by the pound sign on your telephone to indicate that you would like to speak. All participants can submit questions in the Q&A box not he lower left corner of the screen type your message at the bottom of the Q&A pos and use your mouse to click on the ask button to send it.

>> So while we are waiting for the questions to come in one of the things that you said that was particularly interesting Lisa was to try to take a look at the population that you are trying to serve.

**Q: So what might the differences be for a programer nonprofit that serves senior citizens compared to one that serves children?**

**A:** >> I’m pausing for a little bit because even within these populations there is some variability. Oe group of senior citizens one group of kids are not the same. I think sometimes with seniors we may have more mobility questions some of the questions that are in the toolkit that I remember are things like navigating if you have an event that has food, holding plates, holding cups, you think that maybe similar as a physical disability it can also be some of our seniors, we talk about if you have an event like a cocktail hour, many people have cocktail hours there are a few cocktail hours that have some seats set up. Folks may need a seat, again these are things that are not expensive to add. I think people are people and have to be a lot o trouble separating for kids or seniors but I definitely think that it involves knowing who your serving I'm thinking of one story that doesn't quite answer your question they did a sign language interpreter during a service. And their question was afterwards doing the social time, “how are we going to continue to have interactions” because the interpreter wanted to go and have the food and the person said i don't want to only talk to my interpreter i want to be able to talk to other members of the congregation and they said a lot of good quality time thinking out what works best for them as a congregation and it was individualized to who they were.

**Q: >> So the first question is from Christine and Christine is asking about how applicable the toolkit is to the corporate world?**

But before you answer about how applicable it is to the corporate world let me just say that the US business leadership network and the national organization on disability like the lead center and respectability have quite a lot of tools specifically designed for corporations and for the employment situation but I'm going to let Lisa take it away because she does have some exciting stuff that it does impact corporations.

**A:** >> So the categories again is a conversation starter so its a very low barrier way to start exploring these issues. there are different legal requirements for corporations especially with congregations faith based institutions but I would think the sub categories of physical accessibility and communication, the volunteer and employment are definitely places that have relevance to corporations.

**Q: >> So the next question is about the screen shot that you are seeing and can you download them?**

**A:** …and the answer is absolutely yes we are going to be putting a transcript of this session along with the powerpoint on our website usually takes a little bit of time for it to get there, we will also put it on our Youtube. But you will have access to the powerpoint and all of these links are live so hopefully you will be able to use them and that it will be very helpful to you. So the next question is from Michelle who asks “can you speak about how to stimulate culture change in an organization that is committed to meeting the ADA standards for accessible facilities but does not understand the concept of program access?

>> That’s interesting. It sort of goes back to I guess Ariel Silverman quote about disability wisdom and she also has a wonderful website that I would encourage you that will be on the powerpoint to look at but this has to go beyond the legal requirement for ADA compliance. It has to do with who are the people there? So again using the toolkit I would say start with the one that is social recreational leisure activities. But the discussion part the idea that this involves you know not just building a ramp but who are the people who you want to engage? Who do you want at your program? A good friend of mine talked about problems with his congregation that he wants to attend a young leadership program a young professional and he had to call up and say “this is great guys, but I use a walker and you keep having these programs in places that I can’t access.” And it was a real AHA moment for them because there wasn't anything special that was not inclusive once you got to the location, they were just picking restaurants and meeting grounds that were not physically accessible for him so I think those are key.

**Q: >> So David asks how you help organizations set their own goals?**

**A:** >> So some of this is when the when you finish and you get a customized research packet, it will list a lot of goals, and so vocally i have been working with specific congregations to help them sort of figure out which one of those have the most relevance to them that is one thing that it is very individualized and its like Jennifer it said its free and its for a lot of organizations. It will give you a long list of suggestions, we have a template that says you know pick some and come up with a timeline, set some goals to how to keep track of the progress you are making. It is starting with whats relevant to you as an organization and in some ways going back to thats why I think the discussions are so key, if you are having these discussions with real people about real needs making the changes that are relevant to them seems to come naturally. When we try to just you know lets say use the tool without the discussions then you are left with a whole list of which one should i do first but if you start with the discussions then you know which ones, it comes naturally. Its hard to explain but it just sort of works out that way.

**Q: >> So we have a question now, “when trying to promote the concept of inclusion to organizations in the community, how do you articulate the why the participation is beneficial for them?**

**A:** >> Well I start by its necessary for and beneficial for any of them its more beneficial to us. Like we said before twenty percent of us have a disability, people talk about when you mentioned seniors most of us will probably acquire some form of disability and theres a life experience of all of us and individual with a stability enriches us as any other for of diversity with a unique life experience. And it depends what community you are talking about in terms of business and I know you guys have lots of stuff on RespectAbility’s cite on benefit to business leaders. It is good business to include people with disabilities and to market your endeavors to individuals that have disabilities. It’s also enriching to any social event, originally this tool was started with congregations in mind, how can you have a face to face congregation that doesn't include everybody in that wants to be a part of that faith base, it seems so logical that when you start to again have those conversations, start by meeting one person talking to one person the relationship building is set of that question kind of answers itself.

>> So I’m just going to add onto the answer because you know the what most people don't realize is that when the Americans with disabilities act was past which is about 27 years ago, faith based organizations were actually excepted from the law, faith based organizations legally can discriminate towards people with disabilities because they were literally left out of the law. Moreover most faith based organizations have the idea that God is you now someone or something up high and so in their architecture they frequently have a lot of stairs because you are going up to get closer to god so an entrance to a synagogue or a church historically has a lot of stairs then you go inside and there are even more stairs so theres that barrier with the stars so thats why people think oh we will put a ramp inside the building now we are covered, well great there is a map to get inside the building but what is someone wants to go to the bathroom, is there a bathroom that they can use if they are a wheelchair user. If they ave a vision impairment, is there a brail prayerbook that is available to them. If they have a gluten allergy and there is food thats gluten free did they put it on a table that says gluten free so the person who has the gluten allergy can pick from the food that is gluten free for example if somebody have sensory issues if there is an overflow room where they can go and sort of school out if the noise gets to be too intense for example. If there is someone at the door that opens the door for individuals as they are coning in because maybe they are not strong enough to open the door or maybe that person has a vision impairment they might not be totally blind but they mind have a vision impairment and might asks somebody to help direct them to the room that they are going to. So there is a whole bunch of different things. Theres a lot of things that are completely free. Like putting captions on videos for example which most people don't realize can be done for free, literally for free. And so can making your social media accessible to people who use screen readers. All of those techniques and tools are inside these toolkits that the jewish federation of greater Washington has created that has now free and available for any organization whether it is a faith based or not a faith based organization there are a while bunch of resources that have been put in that place so i say to anyone not he call that if you have any resources that you wanna be sure that theres on, and I see one person has reminded us about the business leadership networks which exist in many states around the country to help companies employ people with disabilities successfully, I know for a fact that this on the kit, I know theres a lot of resources there. So Virginia are there any phone callers to have any questions via the telephone?

>> Not at this time, if they would like to ask a question over the phone, participants can press 7# on their telephone keypad if they are listening over the phone thats 7 followed by the pound sign.

>> And I just want to say just Jennifer while we wait for that is when you were just asking all those questions, “Do you, do you…?” that is sort of that process if you were listening to those questions and thought “Oh I haven't thought about that” or I know other people have been thought about the answer to those questions. Thats in some way what this does. It just it seems simple but it actually is very valuable. It starts those conversations it raises things that you would say “oh i haven't considered that” like the young man who said you know that would follow up with the synagogue is how they are treating my support staff not me, i haven't thought about that until I met him. There are just things that attitudes start to have the conversations already there are more questions about you know after the dude that I have learned by having conversations about the questions that are on this. Because thats how we do it, thats how we build the relationship, thats how we meet people.

**Q: >> So Gretta wants you to underscore again how we can sign up can you go back to that page on the screen for people**.

So that they can see that and can you walk though that process let me just underscore all that this is free. All of this is free and so you can go to this online you can download everything for free it will give you reports on how you are doing and links to all of the tools and everything. All of it again is my favorite price which is free. So how do people sign up?

**A: >>** Okay so I’ll scroll back to the past page that has the webs but you go to [shalomdc.org](http://shalomdc.org)/inclusionplanningtool and you will see a choice to either click on the discussion guides or the self assessment activities. The discussion guides are just you just click on them and press print its pretty easy to find them. The self assessment tool you start by again going to that same website and ideally assign a one person um we have a coulee organizations that have two or three people its just much easier to ave one person to be the toolkit manager and the sign up sheet just says “whats the organizations name, what that persons first name last name whats their position whats the address the email address for that person and a zip code” just so we can get a sense of how far our reach is with this and then hopefully the next 24 hours sometimes give me two days we send you an email that says “welcome to the self assessment activities, here is your user ID and heres a link to all the individuals a six self assessment activities. And then you, with that user ID and with that link you can share that link with whoever you want, you can do them all yourself, you can use it again you can then pass out and send the link to all the activities to whoever you want with that user ID and its all just online. Theres actually when you first go into the activities there is a place to press print if you prefer not to do answer all the questions online initially you can print out all the questions at the beginning the advantage of them eventually putting them inline is that you need to put them inline to generate that customized research packet which will tell you your accomplishments and suggest the net steps. If you don't do that then you don't have to put it online but thats the advantage of putting online, i hope that answers your question.

>> So Virginia I think I messed up my screen if you are able to go in and make it so we can see the powerpoint again,

**Q: but um I just wanna say that theres a question about “is there a list of entities that are already trying hire people with disabilities?”**

**A:** So RespectAbility does a lot of separate webinars on that topic. But clearly the members of the US business leadership network clearly the people who did their score sheets on that and also folks involved in the national organization on disability but legally, federal contractors now under section 508 are supposed to have an aspirational goal on having 7% of their employees be people with disabilities. So that 7% of all the federal contractors, employees, and if you want you know there what those companies are in your area there is actually a website [usfedspending.org](http://usfedspending.org) which lists every federal contractor by congressional district and if I'm not mistaken that link is also in this toolkit that Lisa Handelsman has just spoken about because she has so many different resources that are there for people that are looking for them. So I’m just login on ask Lisa if theres anything that I should have asked you that you wanted to communicate before we go and actually first let me ask Virginia, Virginia are there any phone calls at this time?

>> No questions on the phone. Theres a couple more questions I’m not sure if you can see them in the chat in the Q&A box.

>> Ok I don't know if you can read that to me what I might have missed.

**Q: >> One more person asked how to get a copy of the slides and transcript?**

**A: >>** Yes, so the slides and transcripts will be on the RespectAbility website. In our events section in our webinar section, and its actually section 503 not section 508 I apologize but it was section 503 which is for employment for people with disabilities in the federal contractors. Sharron asked, “my synagogue is inclusive however I am often invited to events from organizations like Apac or Hadasa which sometimes have events at a members home and often that home is not accessible.” So I will say that Apac has done an extraordinary job at their national conference to make sure that their mega events which was recently attended by over 17,000 people was like the model of inclusion with every kind of you know accessibility thing really taking into place throughout the conference but this issue of using members homes can you talk about that because that is really a very common situation.

>> So that is actually another question that does appear on the toolkit we had somebody told me a story about they were looking at which congregation to join and thought he congregation again as lovely and they liked it they kept having these new member events in homes that were not accessible to them and they found that very frustrating. It goes back again to the same point some is having conversation letting people know I think a lot of people who do that its just its just not on their radar. How do you figure out how to have how are you aware of where changes you need to make? What homes work? and you have to have those conversations with people. For example we have folks that come to our house and we have a good friend of ours a neighbor who uses a wheelchair so we figured out you know cant go in the front door unfortunately we do have some steps but we do have a side door, what does she need, what works for her, what should we have it somewhere else should we pick another location? The young man I was talking about who was looking to go to events and they kept planing them somewhere else, he could easily have given them 4 other restaurants that were accessible. Sometimes we don't we are not, we are too quiet in aa way, we have to let people know i would love to come to an event BUT. How do we make that work? And then usually people that one seems not to be that hard to change, at our house the side door needed a very small lip stick that my husband was able t do just by getting some material it was a very very easy change. And some of us just don't know those things until they engage in the conversation but it is definitely a problem that I have heard a lot that again the discussion guide is t out us to think about these things we don't think abut that we think our main building is set, what are we going to do? What is our next step?

**Q: >> So fundamentally at Jewish Federation like a United Way or like a major foundation, is an organization that raises money and that distributes money to worthy organizations. How do you as an organization view inclusion at the agencies that you are giving money to because some of the agencies that you give money to are probably much better than others at serving people with disabilities, is there any sort of golden rule about he who gets the gold has to follow the rule of being inclusive or at this point are you not at that stage? What is that conversation like? And I ask that because the Ford Foundation for the first time as I mentioned when we opened now is asking 100% of their grantees how they handle the inclusion of people with disabilities in their work? And that is the first time that any major foundation has asked that question of their grantees. So how does that work or the Jewish Federation?**

**A:** >> Well I would say that at the very beginning Jennifer you mentioned something about how most people re interested in doing this and what is stopping them a lot is not knowing how. And i think we have been very lucky within our community that for the most part our prior agencies are interested in doing this. They need to learn a little sometimes more how. So we have partner agencies that are specifically working with individuals with disabilities. And as a central agency we are a service provider we partner with them we have agencies that work on employment agencies that work on housing agencies that provide other support services for individuals with disabilities. We also have had I have been invited to executive meetings with all the execs of the agencies that were sitting around a round table and we talked about this tool and other ways to do it. I have had one on one we talked about Sunflower bakery my favorite place to have coffee. It is a lot again just like the tool is to build personal relationships one at a time and I find that for the most part everybody is interested. Its a matter of helping them figure out how and its also a matter when you are talking about gold standards i think it is very important to recognize that I'm thinking more of our congregations. We have such a large number we have big connotations, small congregations, tiny congregations that its a journey. And people have to wanna go for the most part they wanna go on the journey but respecting that we are all on different stages and we have to do this together and not criticizing those whoa rent at the and because sometimes i find that what happens is people are quick to say “I'm done, we are fully inclusive” and we are not. and we have to be comfortable to say that there is still more work to do and thats ok. No one is going to penalize us for having cross the ribbon and won the race but we will reward each other in many ways for engaging in an intentional process and and like I said its about us. Its not a them and us its about us and the more we have the conversations the more we are going to realize that it is already in our community and we are going to do it .

>> So I just wanna say that I myself am a person with a disability and I know what it means to raise a child with multiple disabilities and i know what its like to have a faith based organization say “no, you cannot participate because we are not going to accommodate those disability issues. And I know what it is like for someone to say “Im not perfect at it, but Im going to try, lets sit down and have a conversation. I know that I have found that through the Jewish Federation of Greater Washington and my partnership with Lisa and with her entire team and staff there that we will be Abe to have very fruitful and terrific conversations that have enabled our family to stay engaged with many different organizations and activities where we could not have participated at all without that inclusive spirit and that welcoming work that they have done. They are ahead of almost all the other federations although Im seeing tremendous work that is being done in other places including Boston and Los Angeles where we have a partnership and we are thrilled to work with the New York UJA Federation and others. This is a continuum as Lisa Said so we hope that this process will be helpful for everyone inside their faith and non-faith organizations and no matter what kind of faith or no faith that people have that these are a lot of resources that are online. So again I'm just going to ask you Lisa to say the web address one more time for people on this call so they can hear the web address of where they go to get this tool.

>> Okay so you go to [shalomdc.org/inclusion](http://shalomdc.org/inclusion)plannningtoolkit and thats all together. [shalomdc.org/inclusion](http://shalomdc.org/inclusion)plannningtoolkit and your homepage there that will give you one side will say discussion guide the other one will say self assessment activities and then if you can print the discussion guides if you would like or you could sign up to get a user ID to access the self assessment activities.

>> And those self assessments are confidential so nobodies going to see whether you got 100% or 0% its all about the journey and its ll about moving forward. So on behalf of respectability a nonprofit organization fighting stigma and advancing opportunities for people with disabilities, I want to thank the champions at the Jewish Federation of Greater Washington and also the McArthur Foundation and Ford for the extraordinary work you are all doing to enable the one in five people with a disability to more fully participate in our communities and in our lives. Lisa You have done an extraordinary job, thanks for being with us today. The powerpoint and the transcript and everything will be on the respectability website and you'll be able to download it at your convenience starting soon. I also want to thank Hillary Steen for putting together this for and my many other of our webinars and also Philip Pauli and Lauren Appelbaum and our terrific national leadership fellows I want to let people know that we do have a national fellowship program where we are currently hiring for our spring and summer cohorts. We have eight payed positions per year and we have in total 30 positions per year for young leaders who are talented and who want to go into either public policy or working in Hollywood working in communications, running for public office, or serving in an advocacy or disability organization. You can find information about that opportunity on our website which is [www.repsectability.org](http://www.repsectability.org). Thank you Lisa and thank you to all who listened today. Have a wonderful day.