



Encouraging Inclusion When Welcoming Isn't Enough

July 18, 2023

Resources

Organizations:

Equity and Expectations (<https://www.equityandexpectations.com/>)

- Although their specialization is helping clients implement antiracist initiatives, programs, and policies, their team has a deep understanding of other diversity dimensions, social group identity development, intersectionality, privilege, bias, and systemic oppressions. Equity & Expectations equips clients with practical strategies they can use to influence real change in the world.

Federation of Jewish Men's Clubs (<http://www.fjmc.org/>)

- See their website for inclusive materials, including, but not limited to, Keruv and the joint initiative of the WLCJ/FJMC Inclusion Guidebook.

Jews of Color Initiative (<https://www.jewsofcolorinitiative.org/>)

- Their mission statement, "to advance racial equity in the U.S. Jewish community by centering the leadership of Jews of Color and ensuring that communities and institutions reflect the multiracial reality of the Jewish people."

Jews in All Hues (<https://www.jewsinallhues.org/>)

- JAH's leadership is composed of multi-heritage, multi-ethnic and multi-generational researchers, consultants, trainers, policy analysts and program managers. They provide consulting, coaching, strategic diversity planning in Jewish cultural, institutional, and religious contexts.

Jewtina y Co. (<https://jewtina.org/>)

- Jewtina y Co. is a Jewish and Latin organization on a mission to nurture Latin-Jewish community, identity, leadership, and resiliency, and celebrate Latin-Jewish heritage and multiculturalism.

Jewish Multiracial Network (<https://www.jewishmultiracialnetwork.org/>)

- The Jewish Multiracial Network brings together Jews of Color and Jewish multiracial families and individuals to learn about and celebrate their Judaism. JMN is committed to diversity and inclusive community-building and seeks to help their members strengthen their identities as Jews and members of other ethnic groups.

Keshet (<https://www.keshet.org>)

- They work for the full equality of all LGBTQ+ Jews and families in Jewish life.

Matan (<https://www.matankids.org/>)

- Located in New York, their purpose is to promote building inclusive communities, by guiding, training, and supporting Jewish community leaders and educators to provide purposeful, enriching, and inclusive opportunities for people with disabilities and their families. They have created a B'nai Mitzvah Guide that can be used.

MochaJuden (<http://www.mochajuden.com>)

- MochaJuden hosts a Welcoming & Diverse Synagogues list and how-to and shares a plethora of resources about and for Jews of Color. This site is curated by a biracial German and Black Jewish woman.

RespectAbility (<https://www.respectability.org/>)

- Promotes full participation for people with disabilities by fighting stigma and advancing opportunities for people with disabilities to fully participate.

The Ruderman Synagogue Inclusion Project

(<https://www.cjp.org/our-work/caring-social-justice/ruderman-synagogue-inclusion-project>)

- The Ruderman Synagogue Inclusion Project (RSIP) is a partnership between CJP and the Ruderman Family Foundation that supports synagogues in creating communities where people of all abilities are valued equally and participate fully. Located in the Boston area, they offer access to local and national inclusion experts, consultations to develop innovative synagogue inclusion strategies, and opportunities for congregational communities to teach, network, and share best practices.

Women's League for Conservative Judaism (<https://wlcj.org>)

- See the website for inclusive materials, including, but not limited to, the LGBTQ resolution of 2020 and the WLCJ Inclusion Initiative (WLCJ/FJMC Inclusion Guidebook with additional resources).

United Synagogue of Conservative Judaism (<https://www.uscj.org>)

- See their website for a plethora of programs, materials, and resources on inclusion - specifically Interfaith, LGBTQ, and Racial Justice and Inclusion.

Some Starters: Strategies and Practices to Begin With:

- Add/create a welcome message that goes on the home page of your synagogue and sisterhood website.
- Create a committee or appoint a person to plan a program of interest.
- Designate Inclusion Shabbat and/or PRIDE Shabbat
- Download the WLCJ/FJMC Resource Guidebook and use it.
- Place signage everywhere about resources for large print books, hearing aids, domestic violence help and general directions for what is where in the synagogue

space (including designated quiet rooms and nursing rooms), using both print and Braille.

- Make sure there are accessibility/changing tables in bathrooms.
- Create at least one non-gender bathroom.
- Provide toys and gadgets for the fidgety of all ages.
- Provide nonalcoholic beverages at all events for those through addiction, medical conditions, or preference don't drink alcoholic beverages.
- Provide spaces during Yom Kippur where food is permitted for children or adults who must eat during fast day.
- Create signage at Kiddush for all foods so that everyone knows what's in what and allergies can be addressed - gluten free tables.
- Provide entrances equipped with automatic doors and/or install doors wide enough to accommodate wheelchairs (ADA compliant)
- Provide a mechanical lift so that those who wish can be raised safely and comfortably up to the bimah.
- Provide a reading table on the sanctuary floor that can be manually adjusted and hold the Torah to be used for Aliyot and reading.
- Provide assistive listening devices such as the hearing loop or noise canceling headphones.
- Provide large-print siddurim (also other books) and/or page magnifiers.
- Provide greeters in the foyer for more than crowd control.
- Provide meeters at Kiddush so no one stands or sits alone (except by choice)
- Offer an array of sitting configurations in the Main Sanctuary.
- Offer streamed and zoom services online.
- Provide sensitivity training to clergy, Board of Directors, office staff and ushers.
- Think of something that your membership needs / would appreciate and provide it.

A Sample of Synagogues Offering Inclusion Programming and Accommodations:

- Anshe Emet Congregation, Chicago, IL (<https://www.ansheemet.org/>)
- Beth El Congregation of South Hills, Pittsburgh, PA (www.bethelcong.org)
- Beth Shalom Congregation, Columbia, MD (<https://www.beth-shalom.net/contact/>)
- B'nai Jeshurun Congregation, Pepper Pike, Ohio (bnaijeshurun.org)
- Central Synagogue, NYC (www.centralsynagogue.org/)
- Congregation Beth Judea, Long Grove, IL (<https://www.bethjudea.org/>)
- North Suburban Synagogue, Beth El, Highland Park, IL (<https://www.nssbethel.org/>)
- Temple Adath Yeshurun, Syracuse, NY (<https://www.adath.org/>)
- Temple Beth Tzedek, Buffalo, NY (<https://www.btzbuffalo.org/>)

