

Self-Assessment and Improvement Considerations

(This document is provided for your local use only.)

*Are we **OK** or **Not OK** or somewhere in between with respect to each of the 30 suggestions offered in the FJMC/WLCJ Inclusion Resource Guidebook?*

*And if we're not completely **OK** with a suggestion, what should we do about it?*

- 1. Work with an existing, or establish, a Diversity and Inclusion Committee and identify a Chairperson for each local Men's Club and Women's League Affiliate to expand inclusion opportunities in areas that we have identified as underserved community priorities.

Are we OK.....Not OK

Maybe we should _____

- 2. Seek Rabbinic support, such as:
 - a public statement of support from clergy.
 - an inclusion themed sermon during High Holidays.
 - identifying to all that *Mi Sheberach* prayers are for all needing healing, more than *body and soul*. In other words, we should consider mental and physical healing needs as a part of our regular *Mi Sheberach* prayers.

Are we OK.....Not OK

Maybe we should _____

- 3. Place welcoming language on the synagogue website, preferably on the home page

Are we OK.....Not OK

Maybe we should _____

- 4. Identify existing inclusionary practices at our Men's Clubs, Women's League Affiliates and synagogues keeping in mind that our identified underserved communities may have already created their own infrastructure and organizations and may be searching for cooperation and partnership to fight larger problems, such as racism, anti-semitism, and misogyny, for example.

Are we OK.....Not OK

Maybe we should _____

- 5. Meet with Clergy and Lay leadership at the synagogue and club level to discuss Inclusion.

Are we OK.....Not OK

Maybe we should _____

6. Inform FJMC and WLCJ along with the regional leadership of both to activities in order that new and better ideas can be distributed to local Clubs/Affiliates.

Are we OK.....Not OK

Maybe we should _____

7. Review written materials and by-laws, for example, of Men’s Clubs, Women’s League Affiliates and synagogues to ensure they contain inclusionary, gender neutral verbiage.

Are we OK.....Not OK

Maybe we should _____

8. Write and implement a policy statement for Men’s Clubs, Women’s League Affiliates and synagogues to be inclusive in club, synagogue membership and activities.

Are we OK.....Not OK

Maybe we should _____

9. Submit applications for Inclusion Torch Award, Quality Inclusion Club Award, Jewels in the Crown Awards, etc. for recognition of your work in this area.

Are we OK.....Not OK

Maybe we should _____

10. Publicize inclusion positions and activities in the general and Jewish local media and social media.

Are we OK.....Not OK

Maybe we should _____

11. Engage the entire synagogue membership in dialogue that improves the connection between members in need of support and synagogue life.

Are we OK.....Not OK

Maybe we should _____

12. Train our Men’s Clubs, Women’s League Affiliates and synagogue members to be leaders about the nature of inclusion and welcoming people, including diversity and sensitivity training from outside organizations, identifying already available resources for this purpose.

Are we OK.....Not OK

Maybe we should _____

13. Support on behalf of the Men’s Clubs and Women’s League Affiliates, B’nai Mitzvot for children with learning and other disabilities by reaching out to their families to welcome them within their comfort level into the synagogue’s regular program or alternative options and connect them to parents who have already been through the experience.

Are we OK.....Not OK

Maybe we should _____

14. Campaign for inclusion of young people with mental or physical challenges into religious school, social events, and youth groups.

Are we OK.....Not OK

Maybe we should _____

15. Integrate children and adults with special physical and mental challenges into the regular service as much as possible.

Are we OK.....Not OK

Maybe we should _____

16. Conduct HMV sessions on inclusion of one or more of communities we have identified, such as mental and physical wellness modules, including addiction, discussing our own challenges and that of others we know.

Are we OK.....Not OK

Maybe we should _____

17. Create a brunch/event to describe the purpose of this inclusion effort; discuss the various communities on which we are focusing.

Are we OK.....Not OK

Maybe we should _____

- 18. Create a unique Club/Affiliate inclusion program and inform others.

Are we OK.....Not OK

Maybe we should _____

- 19. Create inclusionary practices for religious activities.

Are we OK.....Not OK

Maybe we should _____

- 20. Create inclusionary practices for non-religious activities.

Are we OK.....Not OK

Maybe we should _____

- 21. Invite an outside inspirational Rabbi, who has personal or aligned experience with any of the identified communities or an author/speaker to address the issues of our identified underserved communities; provide access to other Men’s Clubs, Women’s League Affiliates and synagogues via an international Zoom broadcast arranged for this purpose.

Are we OK.....Not OK

Maybe we should _____

- 22. Encourage ourselves to conduct, at our synagogues, special Shabbatot addressing each of our identified underserved communities; for instance, identify a weekend and have a congregant speak Friday night, the Rabbi on Saturday morning, and a support group at *Havdalah*.

Are we OK.....Not OK

Maybe we should _____

- 23. Integrate Jewish Disability Awareness, Acceptance and Inclusion Month (JDAIM; February), Juneteenth, Pride Month; add meaningful volunteer programs on MLK Day and other recognition events onto your calendars and run appropriate programs celebrating these events.

Are we OK.....Not OK

Maybe we should _____

24. Meet with clergy, lay and educational leaders and synagogue staff for the purpose of designing specific strategies that have a strong likelihood of success for members of our identified underserved communities.

Are we OK.....Not OK

Maybe we should _____

25. Involve USY Chapters in inclusion activities.

Are we OK.....Not OK

Maybe we should _____

26. Ensure that Brotherhood and Women' League Shabbatot create the opportunity to teach about welcoming and embracing underserved communities.

Are we OK.....Not OK

Maybe we should _____

27. Establish programs to create dialog with underserved communities.

Are we OK.....Not OK

Maybe we should _____

Keep in Mind

Our goal is to change the culture of our organizations to create an environment that makes all of us, no matter our unique identities and needs, feel welcomed and embraced in our Jewish Community.