

Self-Assessment and Improvement Considerations

(This document is designed to provide you with a way in which to measure and assess where you are on the inclusion continuum. It is for YOUR use only.)

*Are we **OK** or **Not OK** or somewhere in between with respect to each of the 30 suggestions offered in the WLCJ/FJMC 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 Women's League Affiliate and Men's Club to expand inclusion opportunities in areas that we have identified as underserved community priorities.

Are we OK.....Not OK

Maybe we should _____

2. Seek clergy 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 Women's League Affiliates, Men's Clubs, 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 WLCJ and FJMC, along with the region leadership of both, about activities so new and better ideas can be distributed to local Affiliates/Clubs.

Are we OK.....Not OK

Maybe we should _____

7. Review written materials and bylaws, for example, of Women's League Affiliates, Men's Clubs, 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 Women's League Affiliates, Men's Clubs, 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 Women's League Affiliates, Men's Clubs, 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. Provide support on behalf of Women's League Affiliates and Men's Clubs, B'nai Mitzvah 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 (discussion groups for men) or query WLCJ listserv groups such as WLSisPrezNet, on topics of inclusion of one or more of the 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 Affiliate/Club 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 outside inspirational clergy, who have 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 Women’s League Affiliates, Men’s Clubs, 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 Sisterhood Affiliate and Brotherhood Shabbatot provide a welcoming atmosphere that makes all underserved communities feel embraced and included and that models the goals of inclusion.

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.