

3/2/21

**THE JEWISH COMMUNITY COMES TOGETHER IN AN EFFORT TO BE MORE INCLUSIVE,
IN SYNAGOGUES, MIKVAHS AND OTHER JEWISH ORGANISATIONS; JOINING MORE THAN 200 CITIES AROUND THE
WORLD IN SHABBATTOGETHER**

The Jewish community of Australia will take an important step in incorporating inclusion of individuals with disabilities in the synagogue and throughout Jewish life. Throughout Australia, Synagogues and community organisations are participating in ShabbaTTogether on 5-6 March 2021— an initiative designed to spark conversations about disability inclusion and mental health awareness and how the community can do more to increase access and participation in the services.

Under normal circumstances, people with disabilities have less access to healthcare, education, employment, and community participation. The pandemic has made matters worse. This cannot go unchallenged, especially when inclusion and equality lies at the core of our Jewish identity.

To demonstrate our ongoing commitment to this cause, we have designed the following undertaking that openly and visibly embodies the values of authentic inclusion.

We would like to see every organisation review its policies and procedures as well as its culture. We are willing to support you to be more inclusive and welcoming and fully embrace the unique contributions of our diverse members

On this date _____ at _____

_____ declares its commitment to promote equality and inclusion for people with disabilities and to challenge prejudice and discrimination.

We will actively promote a culture of **equality** and inclusion for people with disabilities within our organisations in the following ways:

1. Create a more inclusive organisational culture, structures and processes that promote equality of opportunity through **improved membership engagement**.
2. Advocate, plan and implement a programme of work to embed the principles of equality and inclusion for people with disabilities in our current organisational policies, practices and behaviours and **enhance equality in our activities**
3. Ensure our procedures and practices for appointments to Boards and Committees are open and accessible to all and that all members are encouraged to **participate fully in the work of the organisation**.
4. Ensure there is **no discrimination in our practices or service provision**.

5. Ensure that we take full account of equality, diversity and inclusion in our **publications, policies, codes of practice, regulations and procedures.**
6. Ensure that the organisations' **services are fully accessible** to members, other stakeholders and the public (as appropriate)
7. Resources and training - Develop a training strategy for **equality** and inclusion for people with disabilities that ensure staff and communities receive appropriate training.
8. Participate in initiatives supporting diversity & inclusion.
9. Take care that respectful and inclusive **language** is used, so that it does not discriminate against anyone.
10. Encourage the **donor community** to allocate **extra-budgetary resources** for disability-specific and disability mainstreaming programmes and projects.
11. Accordingly, we, the participants, call upon the Jewish community to use their energies and abilities to:
 - Help change mindsets and attitudes by **raising public awareness** of the need for a more inclusive and human rights oriented approach to disability issues;
 - Design and implement **specific programmes targeted at people with disabilities;**
 - Recognise the need to **utilise advice and experience from people with disabilities** in the design and production of mainstream services, incorporating this requirement from the outset rather than adding it as an afterthought;
 - Fill data gaps by improving **the quality of data collection** and analysis to inform practice for effective solutions for persons with disabilities;
 - Make **accessibility** for persons with disabilities a required part of every procedure.

Supported by:

