# Leadership

Congregational Worksheet on Accessibility

for greater inclusion for Disabled UU’s

Full participation in all aspects of congregational life for people with disabilities is the aspiration for UU congregations. This is a big undertaking and one that is ongoing. **Accessibility is only one part of this, but it is essential. Here, we cover one of the many areas within congregational accessibility.** As new technologies emerge, this list will change. Additionally, the brief accessibility checklist is not complete or specific to you. This checklist is meant to start the conversation. Your building, grounds, or policies are unique to your congregation. We encourage everyone to participate, either through a survey created for your congregation, or helping with or giving input, on accessibility projects.

Each worksheet has four sections and should be revisited for updates.

1. Links to EDUCATIONAL RESOURCESwith detailed information.
2. CHECKLIST:
   1. Check **Yes or No** as it applies at this moment even if you have plans to add this accessibility in the future.
   2. Mark **NA** if it does not nor ever will apply. For example, an elevator would never be installed in a single-story building with no basement.
   3. In the **Action** column, note what needs to happen next. Does another committee need to be involved? If so, what committee? Would this item be best handled by someone on the staff? Use the **Notes** for additional space.
3. SOME THINGS TO CONSIDER poses questions to start conversations on dismantling ableism in your congregation.
4. ADDITIONAL RESOURCES are articles, blog posts, activities, and other information that is current and will be revised every three months.

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| Educational Links: How To Include People with Disabilities <https://www.respectability.org/inclusive-philanthropy/how-to-include-people-with-disabilities/>  Anti-Oppression: Anti-Ableism <https://simmons.libguides.com/anti-oppression/anti-ableism>  Religious Entities Under the Americans With Disabilities Act <https://adata.org/factsheet/religious-entities-under-americans-disabilities-act> | | | | |
| Checklist | Yes | No | N/A | Action |
| 1. Has the congregation made a financial commitment to address accessibility-related expenses? |  |  |  |  |
| 1. Has there been broad participation, especially by leaders, in disability awareness training? |  |  |  |  |
| 1. Does leadership have an expectation that the minister and other staff are competent to address the needs of disabled people? |  |  |  |  |
| 1. Do we invite disabled people to be full participants in assessing our building and ministries for barriers to participation? |  |  |  |  |
| 1. Is our congregation committed to a ministry with disabled people, rather than ministry **to** disabled people? |  |  |  |  |
| 1. Does our congregation encourage disabled people to share their gifts and skills through the various ministries of our congregation and support their involvement in them? |  |  |  |  |
| 1. Do our personnel policies encourage employment of and reasonable accommodations for disabled people? |  |  |  |  |
| Notes: | | | | |
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Some things to consider:Have you or anyone you know ever said, “We do things this way, because we’ve always done it that way.” Why? Read [*How We’ve Always Done It.*](https://www.forbes.com/sites/andrewpulrang/2021/08/21/fighting-ableism-requires-us-to--challenge-some-of-our-most-cherished-values/?sh=18340b8341e2) As Unitarian Universalists, we are encouraged to explore the web of existence that connects us all. In doing so, what values come up for you? Are you holding any that you question? Read[*Fighting Ableism Requires Us To Challenge Some Of Our Most Cherished Values*](https://www.forbes.com/sites/andrewpulrang/2021/04/14/3-ways-disability-allyship-can-go-off-track/?sh=2247d9b27a81)*.* Encouraging people to use their gifts can be empowering. Watch Stella Young’s TED talk, [*I’m not your inspiration, thank you very much*](https://youtu.be/8K9Gg164Bsw), for her reaction to being honored for simply living.

## Additional Resources:

It’s time for business to fix the ‘disability inequality crisis’: Activist and entrepreneur <https://www.cnbc.com/2020/08/14/caroline-casey-its-time-to-fix-the-disability-inequality-crisis.html>

‘Disability Awareness’ Includes People with Invisible Disabilities Too <https://www.scarymommy.com/disability-awareness-includes-people-with-invisible-disabilities-too/>

Here’s Why Kindness Towards Disabled People Is More Complicated Than You Think <https://time.com/5881597/disability-kindness/>

New Study: Philanthropists and Nonprofits Exclude People With Disabilities <https://www.respectability.org/2019/04/new-study-philanthropists-and-nonprofits-exclude-people-with-disabilities>

We welcome your feedback and additions to this form: [aim@uua.org](mailto:aim@uua.org)