



Eight Guiding Principles on Inclusion

These eight guiding principles, together with the complementary series of forthcoming videos, will help JCC communities consider ways to enhance their inclusion efforts and incorporate best practices into their communities.

JCCs strive to be places where our whole selves are celebrated.

Shlemut | שלמות | Wholeness

People with disabilities are whole people who do not need to be cured or fixed. We view disability as a rich and essential part of human diversity.

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B'tselem Elohim | בצלם אלוהים | Inherent Worth

We respect the inherent dignity and autonomy of each person. We value people because of who they are, not because of how much they produce or accomplish. Each person has something to learn, something to teach, and something to contribute to community.

JCCs strive to be places where each individual is valued.

Arevut | ערבות | Interdependence

No one is entirely independent. Every person is dependent on others, in one way or another. Each person functions differently depending on context and environment.

JCCs strive to be communities that acknowledge and celebrate our interdependence.

Negeshut | נגישות | Accessibility

We are deliberate and mindful about the environment we shape. As our tradition teaches: "You shall not insult the deaf, or place a stumbling block before the blind." (Leviticus 19:15) Starting from where we are, we look at how we can shift our policies, communications, programs, processes, and facilities to increase and enhance accessibility to JCCs and their programs—and *ein sof* | אין סוף | we do not finish. We always strive to become more accessible.

JCCs actively seek to identify, remove, and prevent barriers to full participation and to become more accessible by learning about and practicing inclusive design.

Al Pi Darko | על פי דרכו | Inclusive Education

Building upon Proverbs 22:6—"Teach children according to their way,"—JCCs offer inclusive programs that meet the individual learning needs of children, families, and people of all ages.

JCCs strive to support and collaborate with program professionals, educators, and families to ensure educational programs are inclusive.

Kavanah | כוונה | Act With Intention

JCCs embrace the principle of "Nothing About Us Without Us" and include people with disabilities in all facets of planning and decision-making. We plan with accessibility in mind, so we do not create new barriers. When we are not intentionally inclusive, we may be unintentionally exclusive.

JCCs strive to be proactive and anticipate access needs.

Sivat Avodah Tovah | סביבת עבודה טובה | Positive Work Environment

JCCs plan for and accommodate staff access needs, from the initial recruitment process to the day-to-day work environment of employees.

JCCs strive to be accessible and supportive workplaces in which staff can learn, grow, and achieve.

Tzedek | צדק | Justice

We view inclusion as the work of *tzedek* | צדק | justice rather than *tzedakah* | צדקה | charity. Because ableism is intertwined with other systemic barriers, we draw on an intersectional approach in undertaking this work. Efforts to remove barriers to full participation are acts of *tikkun olam* | תיקון עולם | repair of the world, and we seek to center people with disabilities as contributors and leaders in these endeavors.

JCCs strive to be communities engaged in the work of justice for and with people with disabilities.