

Mount Zion Congregation Accessibility and Inclusion Working Group

Internal Working Group Guidelines

- Listen to each other without interrupting and judgment.
- Listen to emotions, disagreement and why things matter.
- Acknowledge fears and feelings about doing this work.
- Recognize that we do not all share the same experience.
- Be aware of our own perceptions and assumptions.
- Allow space for others to share their stories.
- Monitor our own level of participation.
- Respect others comfort level of sharing personal stories.
- Educate each other on related topics and ask questions.
- Refrain from offering personal advice unless requested.
- Respect organizational tension of what we want to and can do.

Our Values

- *Inclusion*: Removing barriers so those who want to participate can in the ritual, educational, leaderships and social aspects of temple life.
- *Panim el Panim*: connecting with others face-to-face to learn about their unique needs.
- *Audacious Hospitality*: reaching out to those we know and don't know to make them feel welcome and included.
- *Education and Training*: education and training of staff, madrichim, leadership, congregants, and vendors on areas that support inclusion.
- *Fiduciary Responsibility*: finding ways to meet needs of our congregants through thoughtful budgeting, partnering with other organizations, knowing community resources and identifying donors.
- *Global Partner*: recognition that the work we do impacts and benefits our synagogue, community, nation, and Israel. And the work that others do can impact and benefit us.