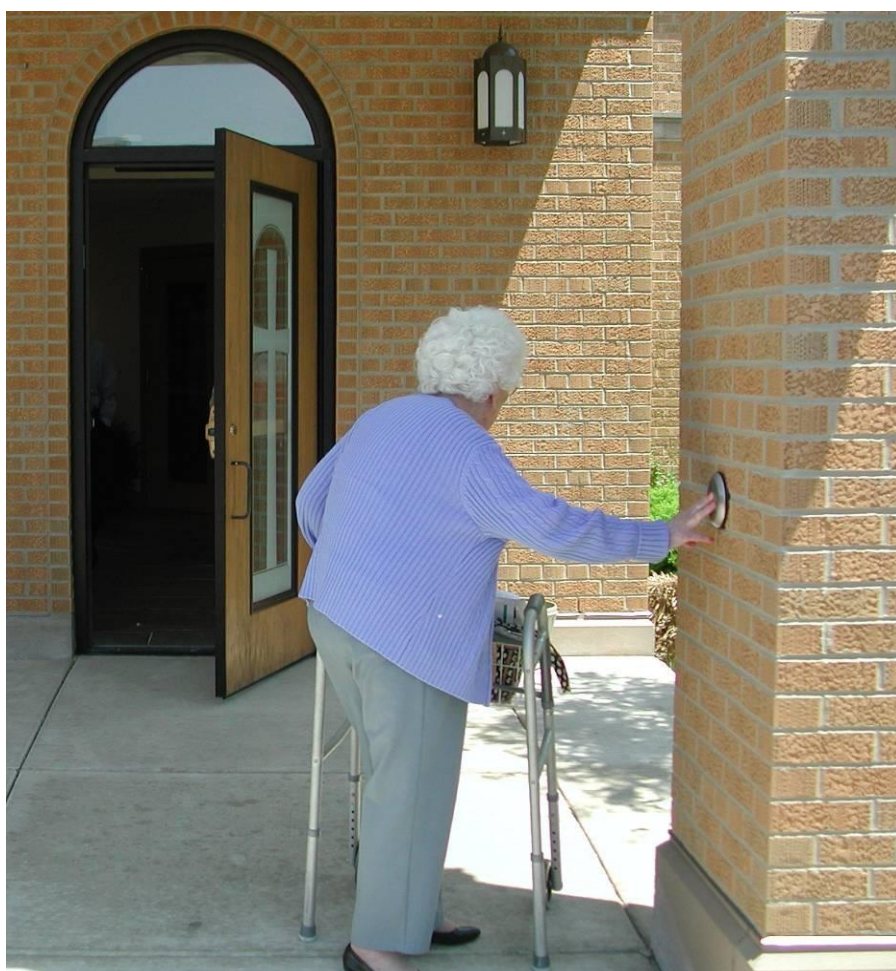


INCLUSION AWARENESS DAY WORKBOOK

*Creating Access and Inclusion in Worship
Every Day of the Year*

Protestant Edition



LOOK INSIDE FOR

- Planning Materials • Children's Activities
- Accessibility Survey

A LETTER FROM PATHWAYS.ORG



Dear Religious Leader:

Since we inaugurated the *TEAM Belong* ministry in 1996, many congregations are providing accommodations so that worshippers of all abilities can participate.

An integral part of the Pathways.org TEAM Belong ministry is the annual celebration of Inclusion Awareness Day. On Inclusion Awareness Day we invite congregations of all denominations to reflect on how well they intentionally include people of all abilities. Please join us in renewing your commitment to welcoming worshippers of all abilities in worship, ministry, fellowship and leadership roles.

Pathways.org has provided the Inclusion Awareness Day Workbooks at www.teambelong.org to assist with your participation. We invite congregations of all denominations to celebrate Inclusion Awareness Day in their houses of faith on the second weekend in October. If your congregation is unable to participate then, please set aside another weekend to reflect on your progress on this important issue.

Thank you for intentionally including worshippers of all abilities not only on Inclusion Awareness Day, but every day of the year.

Sincerely,

A handwritten signature in black ink that reads "Shirley W. Ryan".

Shirley W. Ryan

Chairman

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On the Cover: Including youth of all ability levels in ministries, a family enjoys the "I Am Thumbbody Activity, p.22, pew cutout for wheelchair users.

COUNTDOWN TO INCLUSION AWARENESS DAY

Begin planning now for Inclusion Awareness Day! Use the checklist below to get started. Information about the underlined items is available for downloading at Pathways.org.

- **Select a date and mark your congregation's calendar for your celebration of Inclusion Awareness Day.**
- **Recruit an inclusion committee to raise awareness to the need for access and inclusion. Introduce committee members to the congregation on Inclusion Awareness Day. Use [tips on starting an inclusion committee](#) at Pathways.org.**
- **Plan a series of bulletin articles and special events for Inclusion Awareness Day. Use this workbook and workbooks on Pathways.org for suggestions.**
- **Survey your congregation to find out the needs of your members or use the facilities survey in this workbook to determine how accessible you are. Announce access plans on Inclusion Awareness Day.**
- **Nominate your house of faith for an Open Hearts or a children's Junior Open Hearts Award grant of up to \$1,000 to help fund specific access projects. Deadline is August 1 each year. Nomination forms are available at www.pathways.org.**
- **Invite members of your congregation who happen to have disabilities to participate on Inclusion Awareness Day. Provide accommodations and continue their participation throughout the year.**
- **Invite members of your congregation who happen to have disabilities to speak on Inclusion Awareness Day about what inclusion means to them.**

INCLUSION IDEAS FOR EVERY DAY OF THE YEAR

- **Ask your pastor if you can start an inclusion committee to meet the needs of congregants.**
- **Find out who uses a wheelchair in your congregation and make sure they can get into church, direct them to accessible seating and ask them if they would like the usher to bring them communion.**
- **Does your congregation include children with intellectual challenges in religious education programs and sacramental preparation with the necessary supports? Find out what you can do to help.**
- **Does your congregation give people with physical, intellectual or sensory challenges the opportunity to minister or volunteer? A personal invitation and providing accommodations can make participation a reality.**
- **Find out whether anyone in your congregation needs transportation to church. Then make arrangements for their transport. People who live in group homes or supported living arrangements and people with vision loss often do not have transportation on weekends.**
- **Does your congregation have greeters who make a special point to invite people with challenges to worship and then greet them when they come in? Why not volunteer to be a greeter?**
- **Is there a need for a sign language interpreter for those who communicate with sign language? Explore how you can make this happen. People in your congregation who use sign language would know where to find an interpreter.**

INCLUSION AWARENESS DAY WORSHIP SERVICE

INTRODUCTION

(To be announced prior to worship service)

Today we join other congregations in celebrating Inclusion Awareness Day. We actively and intentionally include people of all abilities in worship and ministries because we are all members of the Body of Christ. When we open our hearts and our community to the gifts each person brings we are all strengthened.

SUGGESTED HYMNS FOR INCLUSION AWARENESS DAY

***Open Doors* by Sandy Martin** (Sheet music and recording available for downloading at Pathways.org)

PRAYER FOR AN OPEN HEART

Gracious God, you have fashioned each one of us according to your image and embraced each of us with your generous love, may we in turn open our hearts wide and welcome each other. Because you value and accept each one of us, may we also come to accept and value all those you have created. We ask this through Christ, our Lord. Amen.

PRAYER FOR AWARENESS

God, Creator of all, help us to recognize that each of us has abilities and each of us has limitations. And yet we all have a part to play in bringing about Your Kingdom. You love each of us profoundly. In the spirit of gratitude and solidarity, we ask you to increase our awareness of both the gifts and the needs of those around us. Open our hearts, minds and doors to the gifts of every person. Help us to become truly welcoming communities where everyone can find a place at Your Table. We ask this in Your name, Amen.

BLESSING THE ASSEMBLY ON INCLUSION AWARENESS DAY

Ask the assembly to please be seated.

Presider: Loving God, in your wisdom you created your people to have a variety of talents and skills, needs and desires. Help us to receive both our skills and our limitations as part of your divine plan. And give us a heart that recognizes your likeness in everyone we meet.

Extend your hand over the people:

Presider: I call upon God to bless the unique blend of talents and skills and abilities that each of you brings to your family, your work, your neighborhood, your church community. May you always use these talents for the honor and glory of God. May they never separate you from God's ways, but help you to find true happiness in this life and joy in the life hereafter.

Continue extending your hand over the people:

Presider: I call upon God to bless your limitations and help you to find the lessons therein.

Presider: Heavenly Father, when your son, Jesus, walked this earth he empowered all those who believed. May we gain strength from his example and use both our talents and our limitations to help bring about your Reign. We ask this in confidence because we know you are at our side forever.

Response: Amen

THE VULNERABLE JOURNEY By Father Henri Nouwen

Father Henri Nouwen laid the theological framework for the Inclusion in Worship Ministry with his keynote address, “The Vulnerable Journey.” In this address at the 1996 Inclusion in Worship Conference sponsored by Pathways.org, Father Nouwen challenges us to place the most vulnerable in the center of church life.



“Whether our disabilities are visible or not, we all have them.”

Henri Nouwen
The Vulnerable Journey DVD

Father Nouwen also shares his expertise in the *Open Hearts, Open Minds, Open Doors* DVD when he explains practical ways we can welcome individuals with disabilities into our faith communities.

“You only know you have a gift to give when there is someone to say, ‘Thank you.’”

Henri Nouwen
Open Hearts, Open Minds,
Open Doors DVD

The Vulnerable Journey by Father Henri Nouwen and Open Hearts, Open Minds, Open Doors, both published by Pathways.org, are available in DVD (\$20.00) and CD (\$4.00) format. Call 1-800-955-2445 or order online at www.teambelong.org.

USING YOUR BULLETIN TO INTENTIONALLY INCLUDE

Your bulletin or worship aide can be a tool to intentionally include worshippers of all abilities. Including hospitality information every week makes everyone feel welcome. The following example may give you ideas for a permanent hospitality section for your bulletin or worship aid. Adapt it with your congregation's access features.

Please make yourself at home. For your comfort and convenience, we would like you to know:

- **The rest rooms are located on the lower level of the church, at the foot of the north stairwell, in the foyer of the church hall, and at the west side of the hall. The hall may be reached via the north stairwell or the elevator in the north tower only. The balcony can be accessed by using either the north or south stairwell.**
- **In consideration for all, please put all cell phones and beepers on silent mode as we begin Mass.**
- **If you have difficulty approaching the altar for Holy Communion, please tell an usher, and Communion will be brought to you.**
- **If you need a large print worship aid, please ask an usher.**
- **If you need an assistive listening device, they are available. Please ask an usher.**
- **If there is any way we can be of better service, please let us know.**

INCLUSION AWARENESS DAY BULLETIN ARTICLES

Meeting the Challenge

On Inclusion Awareness Day we are challenged. Assumptions about our faith community being a place where “all are welcome” are challenged. How will we get to the point where inclusion is the work of the entire congregation? How do we sustain this challenge throughout the year so we don’t wait until the next Inclusion Awareness Day to make changes? This is hard work. It is everybody’s work. We need to be challenged continually and be grateful to those who have the courage to speak the truth even when it makes us uncomfortable. First, we need to listen, with open minds and hearts. Second we need to act.

Already as a faith community, we are working to take steps toward being more inclusive. However, this is not something we as a staff can do alone. We need help. It is the responsibility of the entire congregation to make inclusion of all people a reality. While we all work through what it means to be an inclusive faith community and our attitudes begin to change, everyone must contribute to our mission of being a place where all are truly welcome.

Opening Hearts

Inclusion Awareness Day reminds us to open our hearts to others and to recognize the gifts of every person. When we affirm one another’s gifts and talents we enrich our faith community. We can reach out to make worshipers of all abilities feel welcome to participate in worship, ministry and fellowship. Today we reflect on the contributions fellow members who happen to have disabilities make to our faith community. We also celebrate the progress we have made toward making full participation in our church possible, as we renew our commitment to becoming a fully accessible faith community.

HOW YOU CAN MAKE A DIFFERENCE

There are many things that you, as an individual, can do to help people with disabilities feel welcome in your house of faith.

1. I will treat ALL people as PEOPLE FIRST – as I would like to be treated.
2. I will SPEAK DIRECTLY to the person with a disability, not only to the nearby family member, companion, interpreter, or the canine companion.
3. I will offer to SHAKE HANDS when introduced to a person with a disability. (Persons with limited hand use or who wear an artificial limb may shake hands. Shaking the left hand is okay, too.)
4. I will place myself at EYE LEVEL, in front, for easy conversation with a person in a wheelchair, with crutches, or with a walking frame.
5. I will OFFER ASSISTANCE AND WAIT until the offer is accepted. I will wait and then ask for instructions.
6. I will be PATIENT AND WAIT for the person with difficulty speaking, rather than speaking for the person. I may help by asking short questions that require short answers, a nod, or a shake of the head.
7. I will see the WHOLENESS OF SPIRIT beneath the surface of someone with a disability and overcome the tendency to turn away or ignore the person.
8. I will TREAT ADULTS with developmental disabilities AS ADULTS, not as children. I will use first names only when using the same familiarity for all persons.
9. I will get the attention of someone who is hearing-impaired by LIGHTLY TAPPING their elbow or shoulder, or by WAVING MY HAND. I will look directly at the person and speak clearly, slowly, and expressively to establish if the person can read my lips.
10. I will guide a person with visual impairments by GIVING VERBAL CLUES to steps, curbs, escalators or doors.

GUIDELINES FOR USHERS AND LAY LEADERS

GENERAL INFORMATION

1. What do you say when you meet a person with a disability?
How about “Hello?”
2. Because each person has gifts and abilities, ask a person with a disability to usher, to read, etc.
3. Speak directly to the person with a disability or difference, not only to the family member, companion, interpreter, or canine companion.
4. Ask the person with the disability if you can help. Respect any refusal.
5. Be sensitive to where a person wishes to receive Holy Communion – modify according to needs.
6. A warm smile and friendly conversation are very welcoming.
7. Feel comfortable using words like see, walk, and listen with persons with disabilities.
8. Use people-first language such as “people with disabilities” NOT “the disabled.”
9. Offer large-print prayer books, bulletins, or assistive listening devices.
10. Use the accessibility logo. Include the words “All Are Welcome.”



**ALL ARE
WELCOME**

WELCOMING PARISHIONERS WITH BLINDNESS OR VISION LOSS

1. Identify yourself when you greet the person. Tell the person when you are about to leave.
2. Talk normally, using your customary voice and typical expressions like “See you later.”
3. Offer your arm when assisting; the same way an usher does at a wedding.
4. Give verbal cues such as “We are going through a doorway.” Explain the traffic pattern with clear, calm instructions such as “Go up the center aisle.”

WELCOMING PARISHIONERS WITH MOBILITY DIFFERENCES

1. Speak directly to the person.
2. Offer assistance, but accept a “No, thank you.”
3. Sit down so that you are at eye-level if the conversation will last more than a few minutes.
4. Shake hands or lightly touch a shoulder in the same way you would with others.
5. Keep a person’s wheelchair or walker near the person. A person who uses a chair may be able to walk but still needs the chair.

WELCOMING PARISHIONERS WITH DEAFNESS OR HEARING LOSS

1. Face the person. He/she will appreciate seeing your facial expression and may read your lips. Your face, gestures, and body movements help in understanding.
2. Move closer rather than shout.
3. Speak clearly and slowly. Writing may be necessary.

WELCOMING PARISHIONERS WITH SPEECH DIFFERENCES

1. Be patient. Let a person talk at his/her own pace.
2. Remember a person may have communication means other than speech, such as writing.
3. Ask questions that require short answers or a shake of the head. If you cannot understand, rephrase the question.
4. Repeat or paraphrase what was said in order to confirm that you understand.

WELCOMING PARISHIONERS WITH COGNITIVE DIFFERENCES

1. Greet the person and interact normally.
2. Keep things simple and uncomplicated.
3. Treat people equally regardless of their participation level. For example, if a Sunday bulletin is distributed, give to all.

Please duplicate and share with others.

USING APPROPRIATE LANGUAGE

Words, whether spoken or written, are the basic means by which people communicate. Words are powerful tools that can affirm and empower. At the same time, the misuse of words can belittle and demean. Language used to describe people with disabilities often focuses on lack of ability rather than on competency. Don't reinforce common myths about people with disabilities.

When writing or speaking about people with disabilities, words should be chosen with care in order to promote dignity and a positive image. The following suggestions, adapted from guidelines developed by The Research and Training Center on Independent Living, may assist in this process:

- Make reference to the person first, then the disability. Say “a person with a disability” rather than “a disabled person.”
- If the disability isn't germane to the story or conversation, don't mention it.
- A person is not a condition; therefore, avoid describing a person in such a manner. Don't present someone as an “epileptic.” Rather say “a person with epilepsy.”
- Do not portray successful people with disabilities as superhuman, as this raises expectations that all people with disabilities should reach this level.
- Do not sensationalize a disability by use of such terms as “afflicted with,” “victim of,” “suffers from.”
- Do not use generic labels such as “the disabled.”
- Emphasize abilities, not limitations. Use “walks with crutches” rather than “crippled”.
- Do not use condescending euphemisms. Terms like “handy-capable” and “physically inconvenienced” are considered condescending.
- Do not imply disease. People with disabilities should never be referred to as patients.
- Speak of people with disabilities as active participants in society. They are!

BEATITUDES OF ACCEPTANCE

Blessed are you...

**who take time to listen to difficult speech,
for you help me to know that if I persevere I can be understood.**

Blessed are you...

**who never bid me to “hurry up” or take my tasks and do them for me,
for often I need time rather than help.**

Blessed are you...

**who stand beside me as I enter new and untried ventures, for my
failures will be outweighed by the times I surprise myself and you.**

Blessed are you...

**who ask for my help,
for my greatest need is to be needed.**

Blessed are you...

**who understand that, sometimes, it is difficult for me to put my
thoughts into words.**

Blessed are you...

who with a smile encourage me to try once more.

Blessed are you...

who never remind me that today I asked the same question twice.

Blessed are you...

**who RESPECT ME and LOVE ME “JUST AS I AM”,
and not as you wish I were.**

CREATING AN ACCESSIBLE FACILITY

Nothing says welcome like an accessible facility: from the parking lot, to the entrance doors, to the worship space, to the washrooms. A walk-through of your property using the following facilities survey can give you an idea of how accessible you are.

Gather a group of interested individuals, including at least one person who uses a wheelchair, and your facilities manager. Photocopy the following Facilities Survey for each group member and place on clipboards. Using a tape measure for accuracy, walk through your campus, answering the questions as you proceed. “NO” answers indicate areas which need to be addressed. Afterwards review your findings and draw up a plan to address any access needs. To save time, divide your committee into groups, assign each group different areas to survey and then have groups report back on findings.

FACILITIES SURVEY

A walk-through of your property using the following facilities survey can give you an idea of how accessible you are.

<u>Parking</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are 10% of all parking spaces designated accessible spaces?</u> <u>If no, actual number:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are car spaces at least 8' wide in the accessible spaces?</u> <u>If no, actual width:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there an adjacent access aisle at least 5' wide, minimum?</u> <u>Two spaces can share access aisles.</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are the reserved spaces and access aisles paved, even if the rest of the parking lot is not paved?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there at least one van-accessible space? One van accessible space for every six accessible spaces is recommended.</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is the van-accessible space 8' wide, minimum with an 8' wide access aisle?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are reserved spaces clearly marked with access symbol signage, 60" to bottom of sign, minimum?</u> <u>If no, actual height of signage:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is the van-accessible space clearly marked "Van Accessible"?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are reserved spaces on a level surface?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there a 3' wide curb cut between the parking lot and sidewalk, with a slope of 1":12"?</u> <u>Actual width of curb cut:</u> <u>Actual slope of curb cut:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are reserved spaces close to an accessible entrance and on an accessible route with walkways at least 54 inches wide?</u>

<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are wheel stops installed 18" from the curb to prevent car overhang onto sidewalk leading to the accessible entrance?</u>
<u>Walkways</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do walkways have non-slip, paved surfaces?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are walkways the recommended 36" wide with 60" x 60" passing spots every 200' to allow for passing? If no, actual width:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is the slope of the walkway a maximum of 1" rise in 20"?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are walkways of a continuing common surface, and not interrupted by steps?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are there any protruding objects, such as shrubs, in the walkway?</u> <u>List and create a plan for removal:</u>
<u>Ramps</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Has a sloped walkway rather than an exterior ramp been considered?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do ramps have a slope no greater than 1" rise in 12"?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do ramps have a width of no less than 36" between handrails?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do ramps have continuous side rails on both sides?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are side rails 34" to 38" above the surface of the ramp?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do side rails extend 1' beyond the top and bottom of the ramp?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do ramps have a non-slip surface?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do ramps have level 5' platforms at 30' intervals and whenever they turn (for purposes of rest and safety)?</u>

<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are exterior ramps covered with a canopy for weather protection to keep ramps free of snow, ice and rain?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>If exterior ramps are not covered is a 4" bottom rail in place rather than a curb to allow rain to drain off and snow to be pushed off?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are ramped entrances clearly designated with signage?</u>
<u>Entrance</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is at least one primary entrance to the building usable by people who use wheelchairs and walkers?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do doors have a clear opening of 32" or more? If no, actual width:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>If doors have a closer, is there a time-delay device?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>When closed, are doors that are in a series separated by at least 4' plus the width of any door swinging into the space? If no, actual distance:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are all thresholds level (less than 1/4 inch), or beveled, up to 1/2 inch high?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are door handles 48" high or less?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are door handles operable with a closed fist?</u>
<u>Wheelchair Lift</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is platform 42" x 48"? If no, actual dimension:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Can lift be operated by persons with disabilities without assistance?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is lift secured to prevent accidents or misuse?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there an accessible route on and off the lift, top and bottom?</u>

<u>Access to Worship</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are there one or two pews 32" apart for people who use crutches or walkers?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Have the ends of several pews been removed to allow people in wheelchairs to sit with family?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are there chairs with padded seats, some padded pews, or seat pads to distribute?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are there areas of adequate lighting to enable participation in worship?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there adequate lighting on speakers and interpreters, with no shadows on either?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are worship aides and hymnals available for people with vision loss in large print?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are worship aides and hymnals available for people with vision loss in Braille?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there an amplification system for persons who are hard of hearing? If yes, what type?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are there sign language interpreters for people who are deaf and hard of hearing?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>In lieu of interpreters, is there real-time captioning available?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is the sanctuary accessible so that people who use wheelchairs and walkers can serve as worship ministers?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Have ushers been trained to offer appropriate assistance?</u>
<u>Stairs</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do stairs have a non-slip surface?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are stairs well lit?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there a continuous and stable handrail along both sides of the stairs? If no, is there a handrail on one side?</u>

<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there textural or color change at the top and bottom of steps to alert persons with vision loss?</u>
<u>Restrooms</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there at least one accessible restroom provided on each floor?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do entranceways, doors, and vision screens allow 32" clearance?</u>
<u>Is there at least one toilet stall that:</u>		
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is 60" wide by 56" long for a wall mounted toilet or 60"x 59" for floor mounted toilet with the door NOT swinging into this area?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Has an out-swinging door that has a 32" clear opening?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Has grab bars 36" long on each side or on one side and rear wall, 33" to 36" above floor, fastened securely to the wall at the ends and center?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Has a commode with seat 17" to 19" from floor?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Has paper holder mounted to the side of the toilet 7"- 9" from the front of toilet, 14"- 19" from floor?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are sinks wall-mounted with rim no higher than 34" from floor?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do sinks have faucets operable with closed fist? (Single-lever type handles not requiring hand grip are preferred.)</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are exposed drain pipes and hot water pipes covered or insulated?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are some mirrors and shelves at a height with the bottom no higher than 40" above floor (or slanted to allow vision at that level)?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are some towel racks, and other dispensers and disposal units mounted no higher than 40" from the floor?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do restrooms for men have wall-mounted urinals with opening of the basin no higher than 17" from the floor, or have floor-mounted urinals that are level with the main floor?</u>

<u>Elevators</u>		
<u>YES</u>	<u>NO</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<u>If building is multi-story, is there an elevator?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are the hall call buttons centered at 42" maximum from floor?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are all of the interior controls 48" or less from the floor? If no, actual height:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Are the buttons labeled with raised or Braille letters beside them?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Do cab dimensions range from 51"x 80" to 60"x 60"? If no, actual dimension:</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there a handrail provided on at least one side, 32" from the floor?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is the door slow-closing, with a sensing device?</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u>Is there an audible signal at each floor?</u>

Measurements are based on Means ADA Compliance Pricing Guide 2nd Edition, Kingston, MA: Reed Construction Data, Inc., 2004. Specific requirements may vary by state.

Adapted from: Opening Doors, NCPD, Washington, D.C., www.ncpd.org

INVOLVING CHILDREN IN INCLUSION AWARENESS SUNDAY

I AM 'THUMB' BODY ACTIVITY

Materials:

Large table

Large pieces of banner paper

Stamp pads in various colors

Black Thin Tipped Felt

Markers

Disposable wipes to clean thumbs



Spread the large sheets of banner paper on the table. Write “I Am Thumb Body” in the center of each banner in large letters. Invite children and adults to coat their thumbs/fingers lightly on the stamp pads and press their prints onto the large banner paper to make a head and a body. Use the markers to draw eyes, nose, mouth, hair, arms, legs, clothes etc. on your thumbprint portrait. Sign your name below your portrait. Clean off thumbs with wipes. When each paper is covered with thumbprint people, display the banner for all to see.

STUDENT DISPLAY AND/OR JUNIOR OPEN HEARTS AWARD NOMINATION

Invite students 5 to 18 years old to prepare and display videos, artwork or essays with photos about how your parish welcomes parishioners of all abilities. The *Different Gifts, But the Same Spirit* lesson plans available at www.teambelong.org can be used to facilitate this activity. Choose the best work and submit with a completed nomination form to Pathways.org for a Junior Open Hearts Award grant of up to \$1,000 to help fund an inclusion project at your parish.

ABOUT PATHWAYS.ORG

The Inclusion Awareness Day Workbook is a publication of Pathways.org; a Chicago based non-profit organization dedicated to raising awareness about the benefit of early detection and early therapy for children with motor, communication, feeding and sensory concerns. TEAM Belong is a national, interreligious program that provides information and educational materials to congregations of all faith traditions about access and inclusion in worship. The program began in 1996 in partnership with the Roman Catholic Archdiocese of Chicago.

For more information about Pathways.org visit our websites at: www.Pathways.org and www.teambelong.org.

PATHWAYS.ORG EDUCATIONAL MATERIALS

Pathways.ORG publishes the following materials to assist congregations to welcome worshippers of all abilities:

- *Open Hearts, Open Minds* DVD set \$20
(The 25 min. Open Hearts, Open Minds DVD, the 50 min. Vulnerable Journey DVD by Father Henri Nouwen and the Idea Guide packaged in a vinyl album at a special price of \$20)
- *The Vulnerable Journey* DVD by Father Henri Nouwen \$20
- *Open Hearts, Open Minds Idea Guide* \$4
- *Open Hearts, Open Minds White Paper* \$3
- *The Vulnerable Journey* CD by Father Henri Nouwen \$4
- *Celebrating Inclusion in Worship: Seth's Bar Mitzvah* Video \$8

To order Call 1-800-955-2445 or visit www.teambelong.org