

Disability Accommodations program summary

For my program, I would have participants break out into individual groups of about 10-12 people. Group leaders would set up individual obstacle courses for the members of their group, the group leaders would then hand out a card with a set of ranging circumstances to each participant. Participants cards will contain one or more circumstances such as, (but not limited to) being blindfolded, going backwards, crawling through, having to spin around until the participant becomes dizzy, and starting at different times. While some participants cards will contain no circumstances that make the course difficult or hinder their ability in anyway. After the first round of going through, participants would get to make changes to the course that they feel would be beneficial to them with their set of circumstances, for example, they could clear a path, or grab something to help them feel their way through. After the second run through with the updated courses, there will be a discussion about the importance of accommodations and how to support those with disabilities.

The purpose of the course is to learn that accommodations even the playing field, and that they are very important to give them to the people who need them. The accommodations that people need to succeed vary and there are lots of preconceptions about giving these accommodations to those that ask. Many people that do speak up for themselves are often denied what they are asking for due to the fact someone thinks that they are gaining an unfair advantage over everyone else, when in fact they are just trying to succeed. This program will highlight that other people getting what they need to succeed will not impact your life, but it will greatly impact theirs.

The discussion at the end of the program will be to go over what we learned and put it into perspective. During this discussion we will talk about what happened during the first and second run through of the course and what changed, by doing this we can move the conversation into talking about ways that we can be proactive, as opposed to reactive. When it comes to making accommodations available, There are some steps that NFTY MAR has already made to be proactive such as, the quiet room, putting subtitles on slides during services and zoom calls, and using a microphone when speaking to large groups of members during in person events. During the discussion, we will think of ways that we can continue to help those that need accommodations.