

5786 HHD Accessibility Memo

This memo will be updated on an ongoing basis.

As a justice-seeking organization, we value listening to people who are impacted by injustice, centering the most marginalized, and leaving no one behind.

It follows, then, that we do whatever is possible to accommodate disabilities. Sometimes accommodations are impossible for structural reasons. Sometimes accommodations are inconvenient or uncomfortable for non-disabled people, and in that case we choose equity over convenience and comfort.

When it comes to the High Holy Days, the most marginalized communities are:

- D/deaf and hard-of-hearing people
- People who cannot breathe in masks for a variety of health reasons
- People who, while highly COVID-cautious and/or immunocompromised, gather indoors when possible

The following masking plan is intended to reconcile the access needs of those who are COVID-cautious with those who cannot mask for health reasons. It was vetted by a number of people who would not be able to come to services if masks were optional, as well as people who would not be able to come to services if masks were mandatory. Both groups would come if their access needs could be accommodated.

ACCESSIBILITY PLAN

- Cornerstone Baptist Church is ADA accessible. Parking spots are available free of charge for people with mobility issues, and Avodah volunteers will be available to assist.
- For the hearing-impaired, we offer designated seating in the main sanctuary's ground floor to ensure the best possible experience.
- All food offerings at the High Holy Days are vegetarian potluck, with vegan and gluten-free options encouraged.

COVID ACCESSIBILITY

- Masking is mandatory inside the sanctuary, with the exception of people who cannot mask for health reasons.
- For people who cannot mask for health reasons, we will reserve a section in the sanctuary. Their masked friends and family may join them in that section. As an act of community care, we ask those who cannot mask to test before coming.

- We are exploring ways to designate a section for COVID-cautious people. Please refer back to this document in September for an update.
- Please help us by bringing your own KN95 or N95 mask.
- We do not have staff capacity to monitor mask-wearing. We operate on a trust-based system, and our trust is sacred, especially during the High Holy Days. This means we will assume people not wearing masks are doing so for health reasons. That said, anyone not wearing a mask will be asked to sit in the designated section, and there will be reminders to mask from the bimah.
- This policy will also be in effect for Youth and Family Services. Some children can't mask, and others struggle to mask. Our expectation is that parents do the best they can in assisting children three and older to wear masks.
- People who need to unmask to have conversations in the social spaces are encouraged to do so outside CBC.
- Masking will not be expected in any space where food is being served.
- As always, self-testing will be encouraged but not monitored, and those who feel unwell are asked to stay home.
- For people who will not or cannot gather in person at all, the services will be livestreamed.

We want to hear from attendees about other access needs they may have, if they would like to share them. Any access needs not met here should be addressed with Kolot's Interim Justice & Equity Organizer, Jen Abrams, at JenAbrams@kolotchayeinu.org.