Faith Community Learning Collaborative for Faith Leaders

An Inclusive Faith Support Ambassador Program
sponsored by the Maryland Center for Developmental Disabilities at Kennedy Krieger Institute

Inclusive Faith Support Resources

Maryland Center for Developmental Disabilities
at Kennedy Krieger Institute

Building Partnerships. Changing Lives.

Philosophy

The Maryland Center for Developmental Disabilities (MCDD) at Kennedy Krieger Institute is committed to working with Maryland faith community leaders in a respectful and collaborative partnership to foster inclusive faith support for people with intellectual, developmental and other disabilities and their families in their faith communities. This Faith Community Learning Collaborative (FCLC) is centered on leveraging the collective individual and community strengths, assets and resources in order to achieve a shared community vision and values. For more information, visit https://www.KennedyKrieger.org/faith

Vision

To promote a sense of belonging and inclusive faith support in Maryland faith communities for the health and well-being of people with disabilities and their families.

Acknowledgment

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Guide Development and Disclaimer

The resources included in this document is for information and convenience of the public, and does not constitute endorsement, recommendation, or favoring by the Maryland Center for Developmental Disabilities at Kennedy Krieger Institute. Faith communities using these resources should review and apply its recommendations according to their specific inclusive faith support practice needs and goals.

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Six P's to Inclusive Practice: Micro Level (Person and Practice) Resources

Person

❖ **<u>Inclusion in a Faith Community</u>** – tips and resources for religious and spiritual leaders.

❖ **<u>Inclusion in a Faith Community: Tips and resources for individuals and families</u>** – highlights barriers to participation and what faith leaders can do for individuals with disabilities and their families.

❖ **<u>10 Ways Your Church Can Include People with Disabilities</u>** – provides a list of tips for faith members to be inclusive and supportive of people and families with disabilities.

❖ **<u>Reducing Stigma</u>** – provides a description of three levels of stigma and how you can combat stigma seen in daily life. This resource has a focus on stigma surrounding mental illness specifically.

❖ **<u>Disability In: Resource Library</u>** – Shares trainings, fact sheets, accessibility tips and additional disability justice resources to improve workplace inclusion for individuals with disabilities.

- ❖ **National Conference for Community and Justice: Ableism** – Shares a variety of important information related to ableism, including a historical timeline, videos with first-hand accounts from individuals with disabilities, and reflection questions about ableism.

Media Resources:

- ❖ **Overcoming Cultural and Societal Barriers that Impact Those with Disabilities** – explains cultural and societal barriers within faith communities that impact the way in which people with disabilities are treated.
- ❖ **Embracing Differences: Starting a cultural conversation around disabilities** – video that explains one woman's story of sharing her cultural background and stigmas she experienced when raising her son with autism.
- ❖ **What's Disability to Me?** – this video provides an overview and perspective from a man with a disability and the stigma he experiences within his daily life.
- ❖ **Disability & Philanthropy Forum: Resource Library** – Offers resources on how to promote disability justice and mental health acceptance within philanthropy spaces. Offers a variety of podcasts, videos and factsheets.

Practice

- ❖ **American Psychiatric Association: Mental Health: A Guide for Faith Leaders** – this resource guide gives

background on mental disorders and varying supports to offer to people with intellectual disabilities in an interfaith community setting.

❖ **<u>Becoming Anti-Ableist: A Disability Justice Informed Approach to Supporting the Disability Community</u>** – a resource guide on anti-ableism practices to become inclusive.

❖ **<u>Breaking down Barriers</u>** – this resource guide provides an in-depth description of tips for working towards increased accessibility.

❖ **<u>Building inclusive ministries</u>** – provides descriptions and videos to explain barriers and how to create an inclusive ministry.

❖ **<u>Communicating With and About People with Disabilities</u>** – provides a chart for using person-first language when engaging with people with disabilities.

❖ **<u>Faith Inclusion and Belonging</u>** – provides resource guides and toolkits for various religions and problem areas regarding inclusivity of people with disabilities within faith organizations.

❖ **<u>Interfaith Network on Mental Illness</u>** – an interfaith toolkit guiding faith leaders on available worship resources, other interfaith ministries supporting mental disorder advocacy and inclusion, as well as resources for the congregation as a whole.

❖ **Our Doors are Open: A guide to accessible congregations** – this resource guide provides detail on what accessibility and inclusion means with regard to faith communities and tips on how to create inclusive practice in your community.

❖ **Welcoming People with Developmental Disabilities and Their Families: A Practical Guide for Congregations** – a resource guide for faith leaders to create welcoming and inclusive environments.

❖ **How to Include People with Disabilities** – provides an overview on tips to make a person feel welcome and included within their faith community space.

❖ **Animal-assisted Interventions Resource Guide** – a resource on animal-assisted interventions that provides definitions, frequently asked questions and additional resources on how to engage an individual with a service animal.

❖ **For Community and Faith Leaders: Creating Community Connections for Mental Health** – offers advice to faith leaders on how to create an accepting environment for individuals struggling with mental health.

Media Resources:

❖ **Creating a Culture of Inclusion** – a YouTube video source that shares different case study examples and reflection

questions on how to adapt the scenarios to be more inclusive.

❖ **Inclusion of people with disabilities** – a YouTube video that explains one scenario of exclusion of an individual with disabilities in our society and the long-term effects. It also explains what we can do to become inclusive of individuals with disabilities.

❖ **Person-First Language** – this video provides an overview on how to change your language to be more inclusive of people with disabilities.

❖ **Disability Sensitivity Training Video** – this video provides first-person perspective on how to interact with an individual with disabilities and overall disability etiquette.

❖ **Effective Interaction with Individuals with Disabilities** – a video that provides tips on how to best engage a person with disabilities.

Program:

- ❖ **American Association on Intellectual and Developmental Disabilities (AIDD)** – "When Hospitality & Belonging Become Hard: Faith Community Strategies for Responding to Adults with Varying Needs," 2022 Webinar series providing interfaith communities with guidance on how best to support people with I/DD.

- ❖ **Autism Interfaith Inclusion Network: creating a faith community where everyone belongs** – resource guide providing suggestions from families with a member with intellectual disabilities on how interfaith communities can become more accessible and engaging.

- ❖ **Centers for Disease Control and Prevention: Including People with Disabilities in Public Health Programs and Activities** – article promoting different approaches and programs, giving insights to the benefits of including people with disabilities in varied activities.

- ❖ **Catholic Diocese of Arlington: Ten Tips for Teaching Children with Disabilities in Religious Education** – tips for teaching religious education to students with disabilities.

- **Inclusion in a Faith Community** – tips and resources for congregational care committees.
- **Kids Included Together** – offers free inclusion resource library for children with intellectual disabilities**.**
- **10 Modifications for Learners w ith Sensory Issues** – provides an overview on how to adapt teaching styles to accommodate children who have sensory differences while in religious education programs.
- **Disability and Faith Forum** – Provides an overview of what an inclusive ministry is, common barriers to inclusivity, and short video clips.
- **Jewish and Faith Inclusion** – Provides toolkits and other resources on faith-related topics and disability inclusion and implementing inclusion programs within your community.
- **Substance Abuse and Mental Health Services Administration: Faith-Based and Community Initiatives** – offers guidance on how faith leaders and spaces can support mental health services, and an explanation of faith-based grant programs.
- **Federal Plain Language Guidelines** – this resource guide provides an explanation of plain language guidelines that should be implemented for increased accessibility through effective communication
- **Collaborative on Faith & Disabilities** – provides a list of organizations that have disability inclusion programs.

Media Resources:

❖ **<u>Inclusion</u>** – this video is geared towards religious education leaders to explain what inclusion is and how to make adaptations within the classroom setting to provide a better learning environment for children with differing abilities.

❖ **<u>That Every Ability May Belong: Video Training</u>** – a video training program to gives faith communities the tools to move beyond inclusion to belonging for individuals of all abilities.

Place

❖ **<u>Disabilities Inclusion Learning Center</u>** – recognizes exemplar congregations that other interfaith communities may follow in its lead.

❖ **<u>Helpful Tips for Making Your Church More Physically Accessible</u>** – tips on how to physically accommodate individuals with disabilities in your faith community.

❖ **<u>Autism and Faith Communities: Welcoming and supporting individuals and families</u>** – this resource guide provides information on how to create a sensory-friendly community as well as tips on how to best support families.

❖ **<u>Church Campus Accessibility Checklist</u>** – provides descriptions on physical accessibility to determine if your faith community is inclusive.

- ❖ **Church Accessibility Audit** – provides an opportunity to assess the components of your faith community and determine areas that need modifications.

- ❖ **ADA Sign Requirements** – provides a list of different sign requirements for individuals with vision impairments.

- ❖ [**What You Are Saying When You Say "I Do Not Need a Mic**"](#) – provides the perspective of different messages that are projected to individuals with hearing disabilities when you don't make auditory accommodations.

- ❖ **What is the Americans with Disabilities Act?** – This resource provides an overview of accommodations that must be made for individuals with disabilities, and how to increase physical accessibility.

- ❖ **Healthcare and Face Coverings: Reducing Communication Barriers for Deaf and Hard of Hearing Patients** – provides tips for creating effective communication and engagement with deaf and hard of hearing community members.

Media Resources:

- ❖ **Faith Communities and Disabilities** – this video describes how unwelcoming and inaccessible faith community spaces can be. This video calls attention to accommodations that could be made to increase inclusion.

❖ **Rooted in Rights: #AccessThat** – provides tutorials on tools to make digital media accessible to viewers with disabilities.

Six P's to Inclusive Practice: Macro Level (Policy and Philosophy) Resources

Policy

❖ **Disability Inclusion Toolkit** – resource guide for policy and actions to foster inclusion.

❖ **Guiding with Intentionality** – this resource provides details with regard to policies, forms, and planning to work towards inclusive practice.

❖ **ADA Pledge for Religious Communities** – describes the willingness to commit to your community to provide the necessary accommodations within community policies for inclusion.

❖ **Putting Faith to Work** – offers a supportive model to faith communities on how to support individuals with disabilities searching for jobs.

❖ **Congregational Audit of Disability Inclusion & Accessibility** – this resource guide provides guidelines to refer to when assessing the accessibility of your community.

❖ **Parks for Inclusion: Guidelines for Developing an Inclusion Policy** – this resource guide explains key

components to consider and the process for developing an inclusion policy.

Philosophy

- ❖ **American Association on Intellectual and Developmental Disabilities: Position Statement on Spirituality** – provides general public with information on the spiritual, inclusive policies the organization advocates and aims to support.

- ❖ **Interfaith Disability Advocacy Coalition: Statement on police, disabilities and racism** – offers IDAC's stance with regard to acts of police violence based on disabilities and racism taking root in the community, and stresses the need for further education on law enforcement when it comes to dealing with persons with disabilities.

- ❖ **What is a Welcoming and Inclusive Community?** – provides a list of key concepts to consider when working towards inclusive practice, along with key stakeholders to think about and utilize.

- ❖ **The Philosophy, Practice, and Community of Inclusion** – this resource provides an overview of an inclusive philosophy and checklist to inclusion.