

# AIM. (Accessibility and Inclusion Ministry) Annual Report 2020-21

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AIM mission is to: maintain and enhance a comprehensive and sustainable program that provides guidance, resources, education, and other events that address this congregation's needs in all matters related to disability

This year has been very low-key for AIM. We had a few Zoom meetings in the fall and an online get-together to thank Meredith Ley for her years of service and to wish her well in her new location.

We look to resume our meetings as the congregation begins to meet again to ensure people with all sorts of abilities and disabilities can fully participate in our spiritual community.

These will include:

- Shifting the congregation's mindset from thinking that changes made in physical accessibility are being done, with considerable cost, time, and energy, for just a few people to when everyone is included in the planning of physical structures, activities, and services, everyone benefits.
- Increasing the number of accessible exits from the sanctuary and social hall
- Working with the IT team to improve the ability of those with hearing loss to hear in the sanctuary and social hall
- Providing an ample number of chairs with arms and cushions, so people can sit and stand comfortably
- Encouraging the use of microphones in meetings so those with hearing loss can fully participate
- Fostering an atmosphere of inclusivity by making social and spiritual gestures of welcome through working with staff to model inclusive behaviors and attitudes
- Co-creating workshops and webinars to educate congregants and encourage and welcome those with disabilities to join the AIM team