



## **Jewish Abilities Atlanta Accessible Grant-Making Guide**

## Introduction

Jewish Abilities Atlanta Accessible Grant-Making Guide, is a valuable resource for establishing fair grant-making processes. It aims to promote inclusivity, fairness, and accessibility in the grant awarding process.

## Why do you want your grants inclusive?

“Inclusion is key to tackling inequality.” Darren Walker President, Ford Foundation. Grantmakers lead by example when they embrace diversity in their values and in their practice. What are your values? View the Disability and Philanthropy Forum Values video [here](#).

## Disability is part of diversity and part of the human experience

“Being disabled is the one group that you don’t have to be born into – you can become disabled at any time. So, my fight for equality and disability justice should be your fight, because you may very well become a person with a disability one day.”— Ola Ojewumi

Disability is part of diversity because it represents a range of human differences. Recognizing and valuing diversity, including disability, is crucial for creating inclusive societies. People with disabilities contribute unique perspectives and talents, and they should be included without discrimination. Acknowledging disability in the diversity of conversation helps break down barriers, creates accessible environments, and fosters inclusive cultures. Embracing diversity, including disability, leads to a more vibrant and compassionate community that values human differences.

## Understanding Disability

In line with the Americans with Disabilities Act (ADA), disability is defined as a limitation in physical or mental abilities. The guide highlights the diverse nature of disabilities, encompassing visible or invisible conditions, and emphasizes the inclusive Umbrella of Disability concept from Jewish Abilities Atlanta training.

## Americans with Disabilities Act (ADA)

Enacted in 1990, the Americans with Disabilities Act prevents discrimination against individuals with disabilities in public life. Understanding the ADA's significance is encouraged such as watching "Crip Camp" on Netflix for additional insights.

## Models of Disability

Explore different disability models, including the Social Model, Medical Model, and Charity Model:

- **Social Model:** Focuses on societal barriers and discrimination, advocating for inclusive environments and societal change.
- **Medical Model:** Views disability as a medical condition, concentrating on diagnosis and treatment to conform to societal norms.

- **Charity Model:** Portrays individuals with disabilities as objects of charity, often resulting in a paternalistic approach.

### **Prioritizing the Social Model in Philanthropy**

Jewish Abilities Atlanta prioritizes the Social Model in philanthropy by educating awareness to unlearn ableism, adopting participatory grantmaking practices, providing flexible funding tips to include disability organizations or organizations with disabled leaders, and demonstrating accountability. Jewish Abilities Atlanta aligns with the Social Model, to promote an accessible and inclusive future where disability is not a barrier.

### **Ongoing Training in Philanthropy**

Emphasizing continuous disability training in philanthropy, to foster inclusivity, understand the needs of Jewish Atlanta, and provide equitable opportunities for individuals with disabilities.

### **Inclusive Grantmaking**

To actively fund projects benefiting individuals with disabilities, unlearning ableism, ensuring representation in decision-making, and committing to long-term disability-focused initiatives.

### **Centering Disability in Philanthropy Work**

Strategies include inclusive grantmaking, representation, accessibility standards, nothing about us without us, supporting capacity-building initiatives, funding advocacy, investing in research, and fostering collaboration with disability-focused organizations.

### **Accessible Grant Application Process**

Jewish Abilities Atlanta recommends a clear, inclusive grant application process with concise instructions, user-friendly platforms, diverse communication for getting assistance, training, support, flexible formats, and transparency in evaluation.

### **Disability-Focused Projects in the Application**

The importance of allocating additional funding for disability-focused projects to dismantle ableism, educate others, and contribute to the self-determination of the disability community.

### **Evolution of Disability Understanding**

Recognizing the evolving understanding of disability and moving away from harmful beliefs and stereotypes is crucial for creating a fair and just philanthropic landscape.

### **Moving Ahead**

Consider a philanthropic model shift, actively supporting changes led by disabled individuals across various parts of Jewish Atlanta to ensure fair treatment and justice for people with disabilities.

**Questions:**

Please call the JAA office to receive guidance or training on disability inclusion and accessibility topics for ideas on your proposal.

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