

NJHSA-Keshet Leadership Project

Informational webinar

When: Tuesday, May 21st, 2019. 9:00am-3:30pm EST

Where: JFS of Columbus, OH

Who: Teams of 3-5 senior level leaders

Why: Create an achievable action plan that Keshet staff will support you in completing over the course of a year

Cost: \$180/organization (we are grateful for the support of the Jim Joseph Foundation)

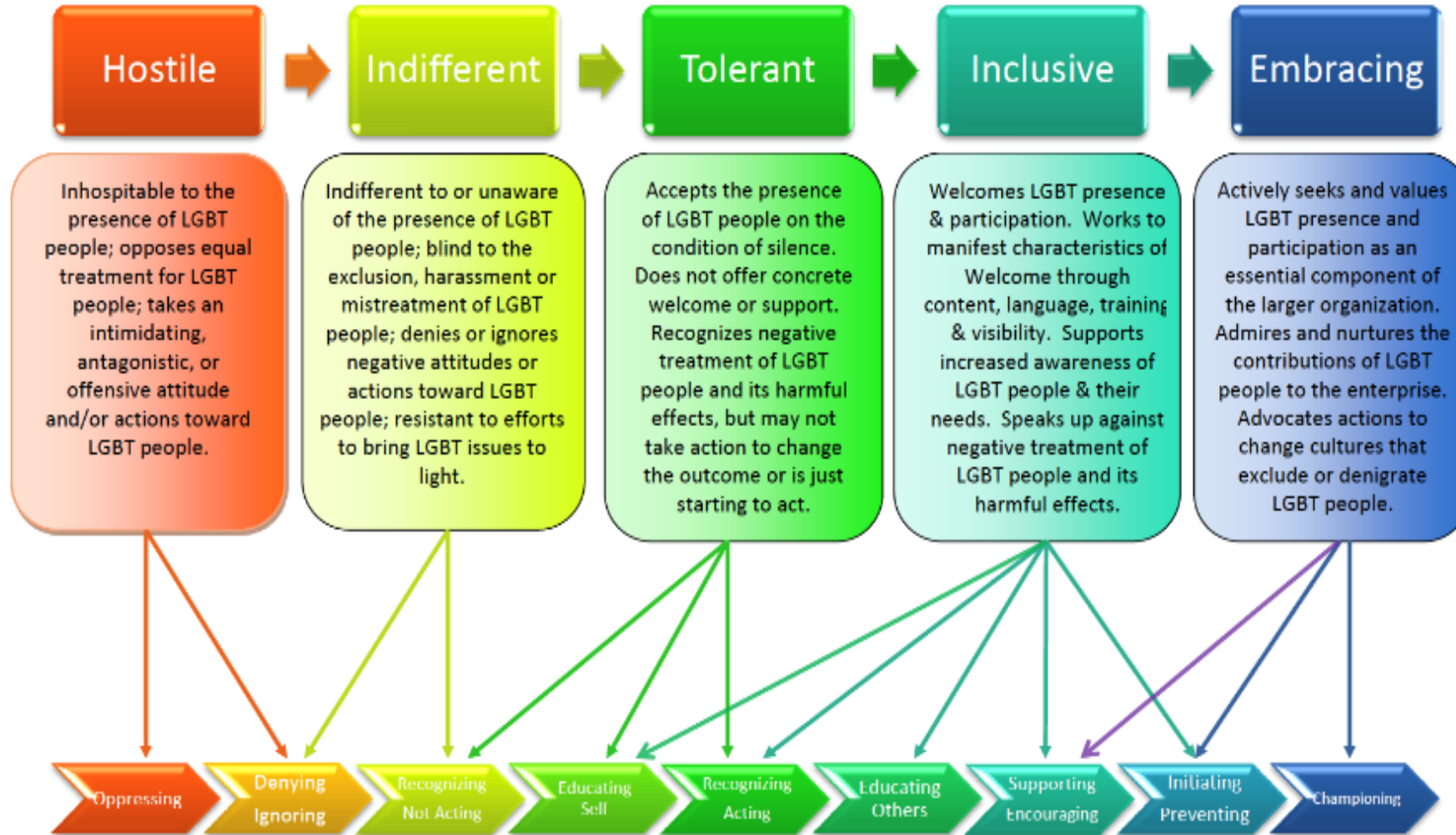


Goals of the Kick Off Summit

- Explore a framework for understanding the core concepts of sex, gender identity, and sexual orientation.
- Understand the challenges for welcoming and affirming LGBTQ members of your community and develop new opportunities to do so.
- Create an achievable action plan for making your community more LGBTQ inclusive within one year- THIS WILL HAPPEN BEFORE YOU LEAVE THE ROOM! (find a way to frame this throughout the process) - creating an action plan is what allows us to save the process, support the institution etc...
- Walk away from the room feeling energized and inspired-- ready to take the next steps and excited to implement them in their community.

Organizational Climate / Individual Actions

Lesbian, Gay, Bisexual & Transgender Welcoming



Action Responses adapted from *Teaching for Diversity & Social Justice* edited by Adams, Bell, & Griffin (2007)

The Action Plan

PROGRAMMING STRATEGIES

Educational programming is inclusive and celebratory of LGBTQ Jews and allies.

Training for Front-Line Staff

Our educators, program staff, and youth workers have been trained to ensure that regular classroom content, community programming, and informal education reflects a recognition and affirmation of LGBTQ Jewish families, youth, and community members.

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

Regular Programming on LGBTQ Themes

We have Community Conversations on LGBTQ Jewish themes, such as film showings, panel discussions, and programs for families, as well as annual programming for LGBTQ holidays such as: National Coming Out Day, No Name Calling Day, Transgender Day of Remembrance, Gay Pride, other.

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

LGBTQ Affirmative Group

We have an ongoing LGBTQ and ally group such as a GSA, or an LGBTQ Inclusion Task Force. These groups would create opportunities for ongoing connection around greater LGBTQ inclusion.

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

The Action Plan

[Save my progress and resume later](#) | [Resume a previously saved form](#)

POLICY STRATEGIES

Our [organizational policy](#) is inclusive and reflects our commitment to LGBTQ staff and community members.

Training for Leadership Team

Our whole organizational leadership team (including: Rabbi; Executive Director; Board Members; and Directors of Programs, Education, Development, Communications, etc.) has been trained on how to strengthen LGBTQ-inclusive program, policy, and culture.

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

Inclusive Non-Discrimination, Harassment, and Anti-Bullying Policies

We have written and widely disseminated non-discrimination policy and anti-bullying policies that includes sexual orientation and gender identity and expression.

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

Inclusive Accommodations Policies

People of all gender identities and expressions and sexual orientations can safely and comfortably access facilities such as bathrooms, locker rooms, bunking, and overnight housing.

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

The Action Plan

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CULTURE STRATEGIES

Our organizational culture is characterized by LGBTQ visibility and affirmation.

LGBTQ-Inclusive Marketing and Outreach

Our institution's publications, outreach materials, and website includes images of and information about LGBTQ people, and we actively reach out to the LGBTQ community (i.e. advertising in LGBTQ publications, partnering with organization for LGBTQ themed events, creating LGBTQ-specific marketing materials).

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

Inclusive Administrative Forms

All forms and surveys (i.e. registration, membership, admissions, etc.) are inclusive of LGBTQ identities and families. For example, this means offering a space to write in "gender" and identifying "Parent 1" and "Parent 2" instead of "Mother" and "Father."

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

LGBTQ Visibility and Resources

LGBTQ-inclusive images and information, such as Keshet stickers, posters, brochures, and other LGBTQ resources are publicly displayed in our physical space, and our library has LGBTQ resources.

Does this strategy already exist at your institution? *

- Yes
- No
- Not Sure

Is this a strategy you would like to include in your institution's Action Plan? *

- Yes
- No

Resources and Coaching

- 6 sessions over the course of the year. Starting with 1 prior to the Summit
- Start off with Pre-Summit Institutional Assessment
- Your coach will then check in with you up to 5 more times over the course of the year
- Our work has a proven track record with nearly all organizations working with our model completing or making progress on at least 80% of their action plan
- Your coach is...

Emily Saltzman, (she/her) LGBTQ Inclusion Specialist

- Been at Keshet for over a year.
- Supports all institutions through the Leadership Project
- Works remotely from the Twin Cities, MN
- Emily , MSW, LGSW has worked as an organizer, trainer, and social worker for over a decade. Prior to her time at Keshet, served as the Community Services Director at Jewish Family and Children's Service of Minneapolis.
- Meet her at the NJHSA conference in Atlanta, she will have a booth and present!



Registration is now open!

[Register here!](#)

Questions? Daniel@keshetonline.org