

# Introduction to LGBTQ Equality and Belonging

**Keshet**  
קשת

For LGBTQ  
equality in  
Jewish life

# Keshet works for the full equality

of all LGBTQ Jews and our families in Jewish life. We strengthen Jewish communities. We equip Jewish organizations with the skills and knowledge to build LGBTQ-affirming communities, create spaces in which all queer Jewish youth feel seen and valued, and advance LGBTQ rights nationwide.




# Goals

By the end of this training, you will be able to:


- Identify and understand the core terms and concepts related to LGBTQ identities.
- Begin to place the work for LGBTQ equality in a broader DEI framework.
- Make connections between LGBTQ equality and Jewish values.
- Identify a framework for building towards LGBTQ equality and belonging in your community.

# Kavvanot - Intentions

- Growth and Learning Mindset
  - Take Space/Make Space
  - Take Lessons, Leave Stories
  - Trust Intent, Tend Impact
  - Prepare for Non-closure
  - Stay present (as much as possible!)
  - Have Fun!
- 

# The “Why”





## **B'tzelem Elohim: In God's Image**

The Torah tells us that we are all created “b'Tzelem Elohim” (Bereshit 1:26), in the image of God. This is a simple and profound idea that should guide our interactions with all people. If we see each person as created in the image of God, we can see humanity and dignity in all people. True inclusion is built upon this foundation.

בצלם אלוהים

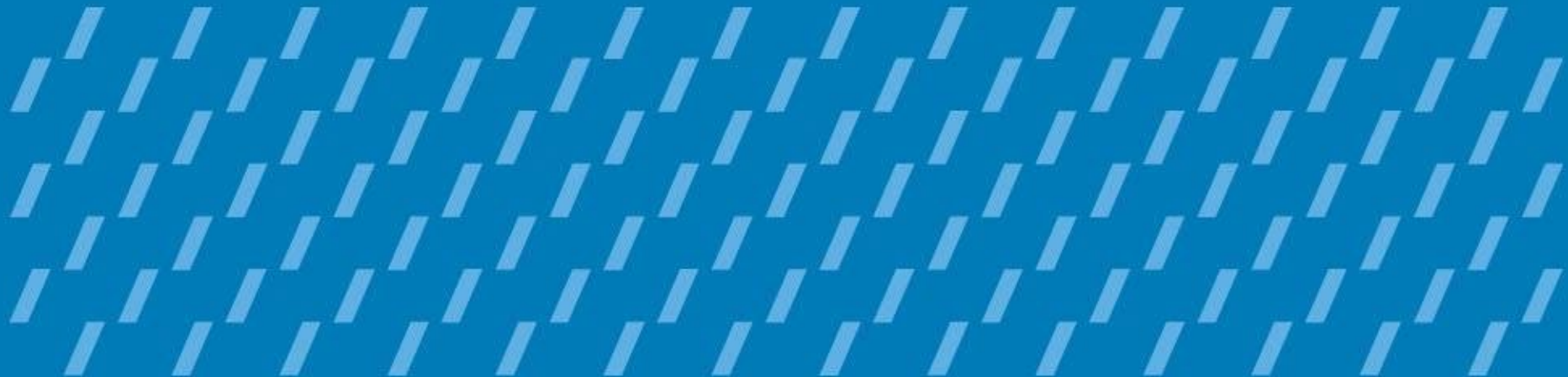
# Think / Pair / Share

Think of a moment when you were able to be in a communal setting as your full self, not having to check any part of your identity at the door.

- What did that feel like?
- How did you know you were able to bring your full self?
- Did you interact differently when you were able to be your full self?  
How? Why?

Share with a partner – you will each have three minutes.

# **LGBTQ Aleph-Bet: Terms and Concepts**





# Check-In:



# Binary?

“Opposite”

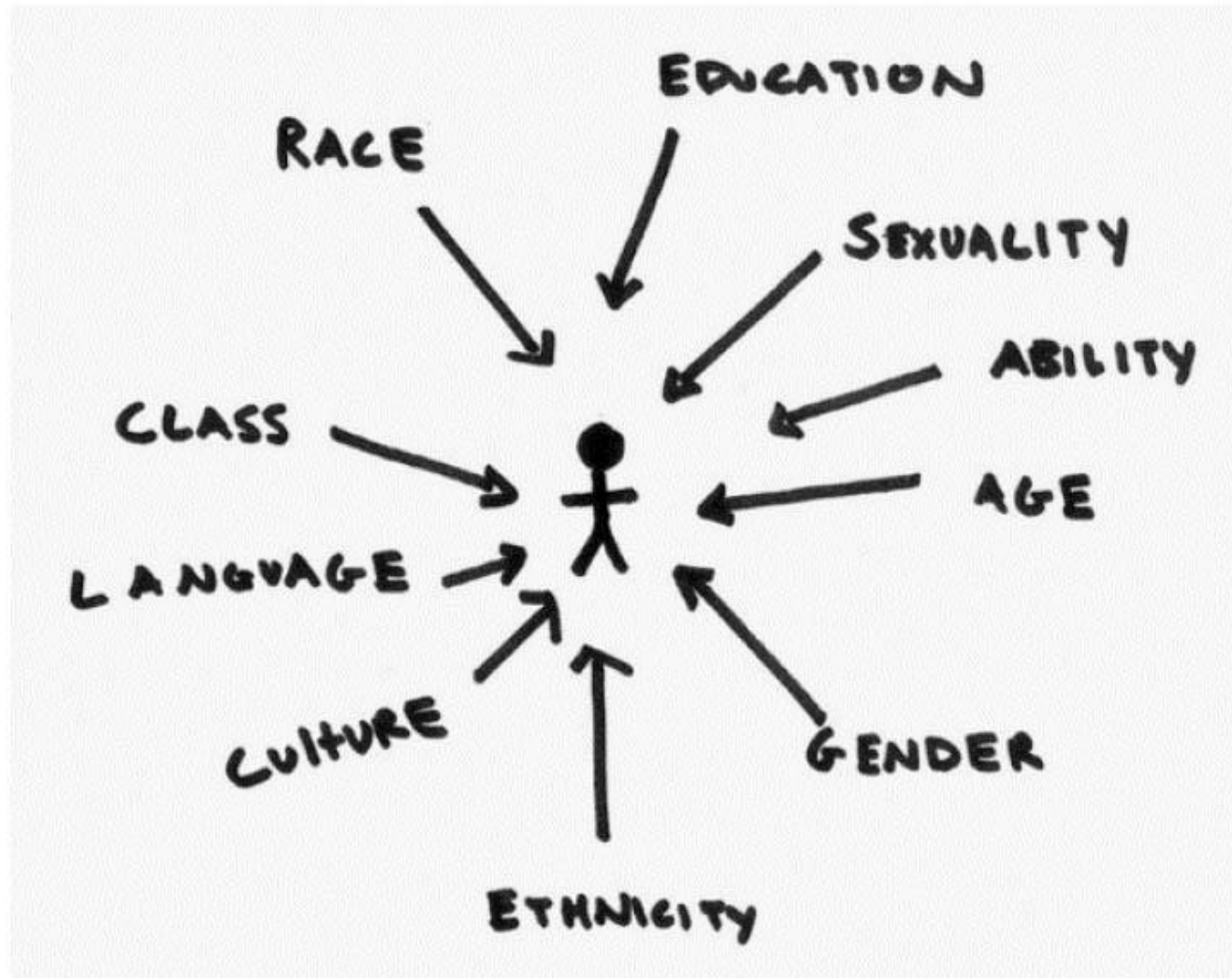


“Mutually Exclusive”

“Two and only two”

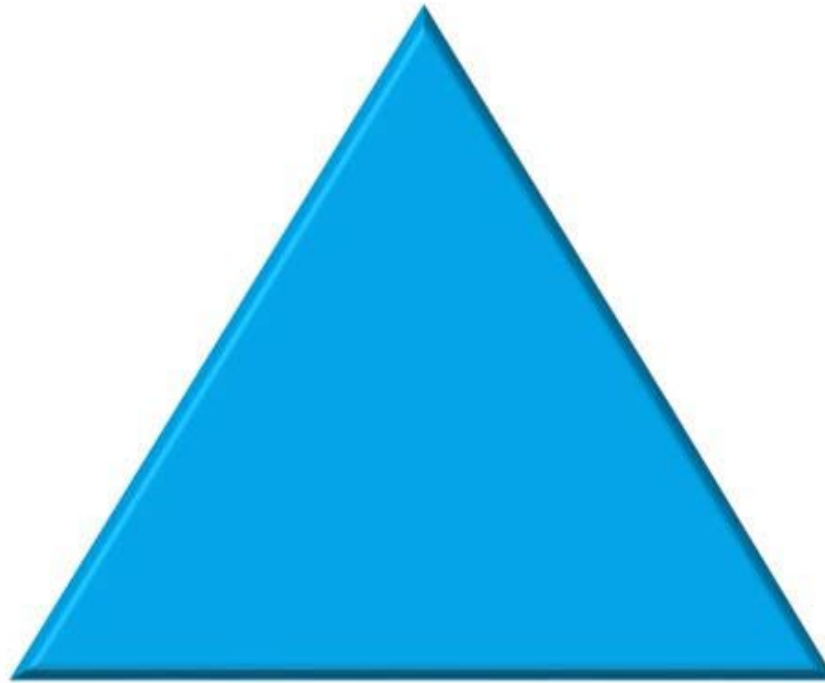
Image Credit: Lalupa, [2 Doors in Kilkenny](#)

# Context Matters



# Three Axes of Identity

Sex Assigned at Birth



Gender Identity

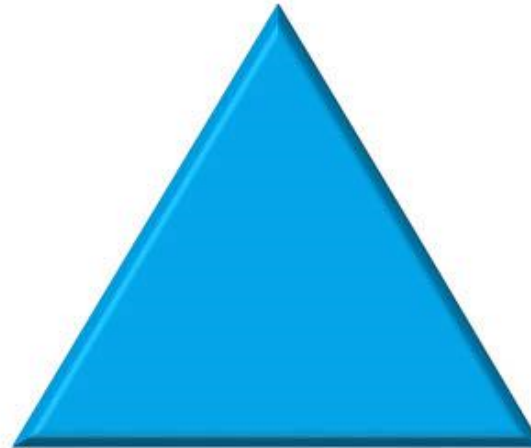
Sexual Orientation

Female

Male

Intersex

Sex Assigned at Birth

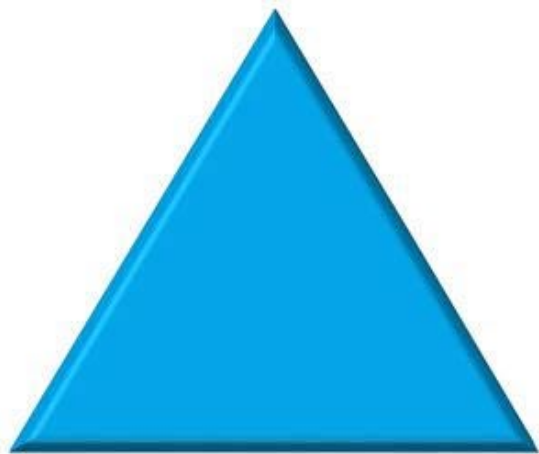


Gender Identity

Sexual Orientation

...And more!

Female  
Male Intersex  
Sex Assigned at Birth



Gender Identity

Sexual Orientation

Woman  
Genderqueer  
Genderfluid  
Nonbinary  
Man

...And more!

Female  
Male Intersex  
Sex Assigned at Birth

Cisgender  
Transgender

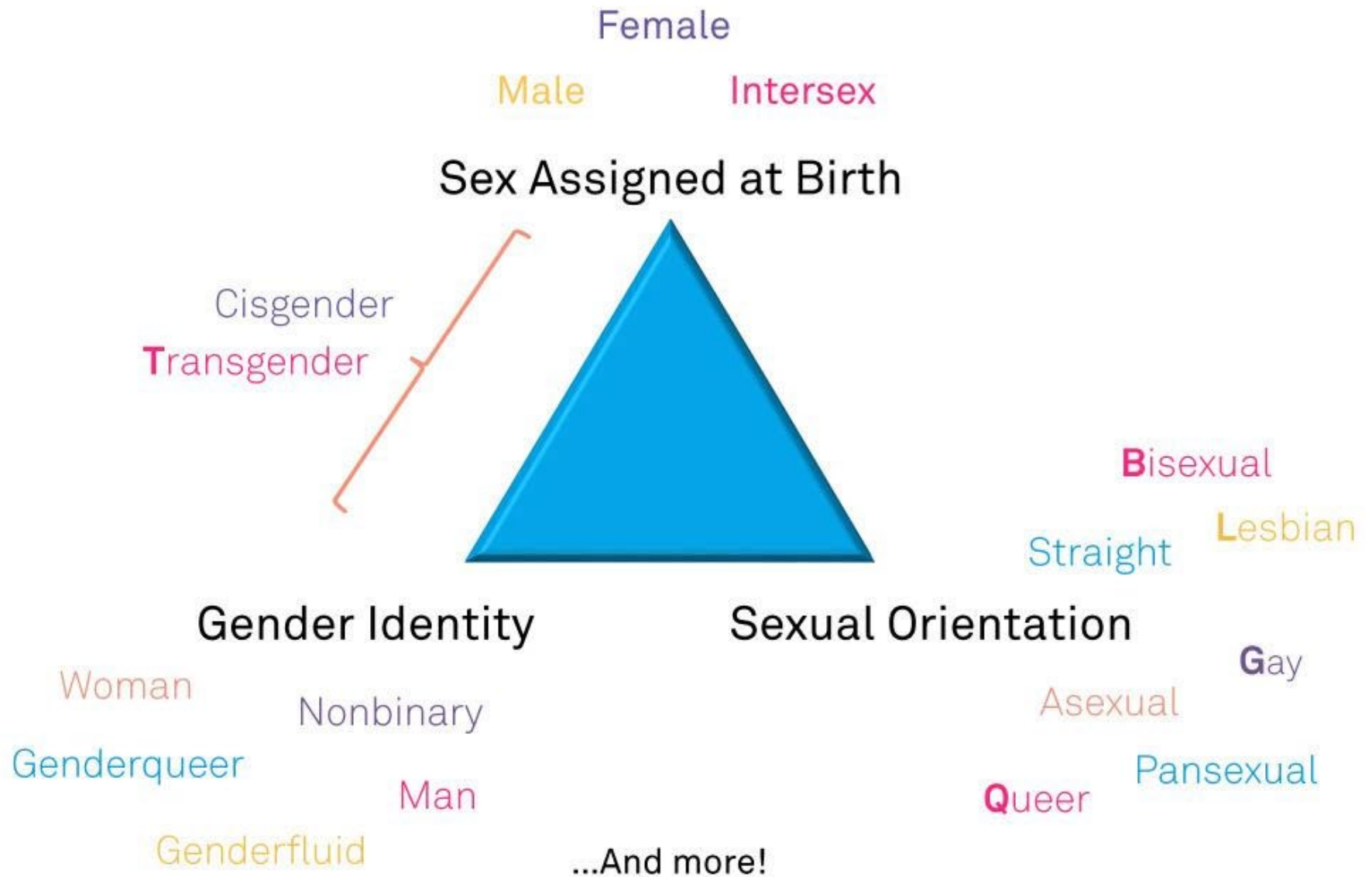


Gender Identity

Sexual Orientation

Woman  
Genderqueer  
Genderfluid  
Nonbinary  
Man

...And more!





# Some More Gender Terms

## Gender Identity



## Gender Expression



## Gender Roles and Stereotypes



## Gender Attribution



**Hold on to these terms  
lightly ... there is a vast  
galaxy of identity out there!**



# One More Check-In:



# Putting it Into Practice:

**The Sages said: Study is greater [than action, but only] because study leads to action.**

**- Talmud Kiddushin 40b**

# Unspoken Norms and Systems

“Every time you go through something, and it’s easy for you, look around and say, “Who is it not easy for? And what can I do to dismantle that system?”

-Ijeoma Oluo, *Let’s Talk About Race*

# Unspoken Norms and Systems

**Cisnormativity**



**Systems that benefit  
cisgender people and  
disadvantage transgender  
people**



**Cisnormativity**

**Heteronormativity**



**Systems that benefit  
straight people and  
disadvantage LGBTQ  
people**



**Heteronormativity**

# Examples

# Examining Programming, Policy, and Culture





# Programming: What We Do

- Regular Programs on LGBTQ Themes
- LGBTQ Speakers and Presenters
- Active LGBTQ Group

# Policy: How We (Say We) Do It

- Training
- Responsibility and Capacity
- Nondiscrimination, Anti-Harassment, and Anti-Bullying Policies
- Equitable Access to Programming and Facilities

# Culture: The Environment We Build

- Representation
- Participation
- Outreach
- Resources
- **Language and Communications**
- Civil Rights

# Language



# The Power of Language

“Death and life are in the power of the tongue.”

- Proverbs 18:21

# When greeting others

Avoid:

**ladies** **gentlemen** **ma'am** **sir** **girls** **guys** etc.

Consider using instead:

“Thanks, **friends**.  
Have a great  
night.”

“Good morning,  
**folks!**”

“Hi, **everyone!**”

“And for **you?**”

“Can I get  
you **all**  
something?”

**Why?**

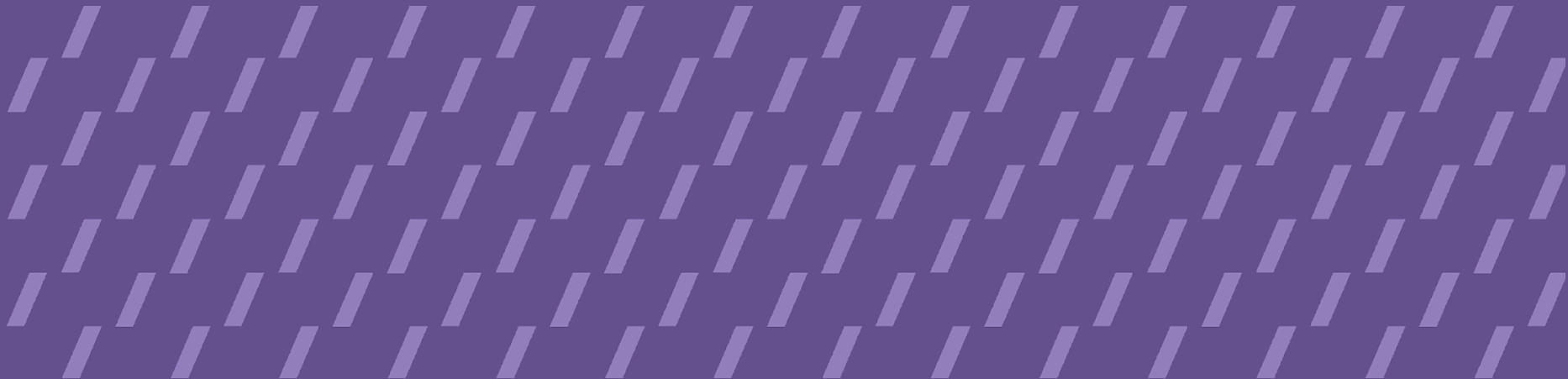
Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

## Be mindful of language

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	The challah is hers. She created the recipe herself. This loaf is for her.
They	Them	Theirs	Themselves <u>/Themselves</u>	This <u>babka</u> is theirs. They created the recipe <u>themselves</u> . This one is for them.
He	Him	His	Himself	The kibbeh is his. He created the recipe himself. This one is for him.
<u>Ze</u>	<u>Hir</u>	<u>Hirs</u>	<u>Hirself</u>	The <u>hamentaschen</u> are <u>hirs</u> . <u>Ze</u> created the recipe <u>hirself</u> . This one is for <u>hir</u> .
<u>Ze</u>	<u>Zir</u>	<u>Zirs</u>	<u>Zirself</u>	The <u>dafina</u> is <u>zirs</u> . <u>Ze</u> created the recipe <u>zirself</u> . This bowl is <u>zirs</u> .

# Pronouns

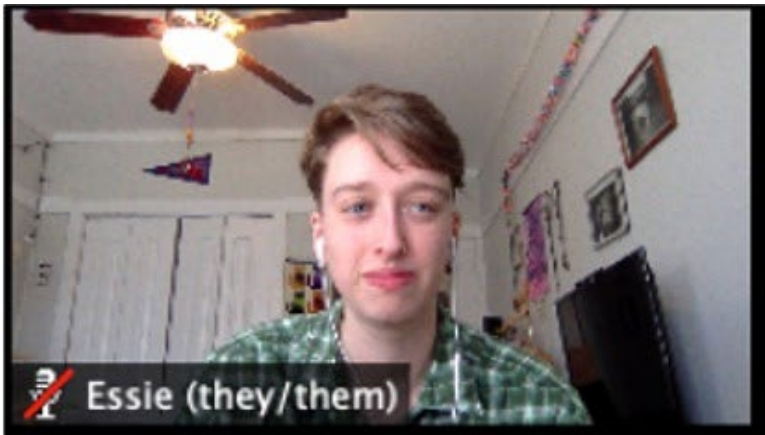
# Sharing Pronouns





# Why share your pronouns?

- On the most basic level, it is helpful to share so that people can correctly refer to you.
- It challenges the assumption that you can tell by looking.
- If you're someone who navigates the world being called the correct pronouns and you share your pronouns, it makes space for people who are often NOT called the right pronouns to share ours.



**Rachel Cort** | Chief Executive Officer  
she/her/hers ([what's this?](#))  
p: 773-893-0613



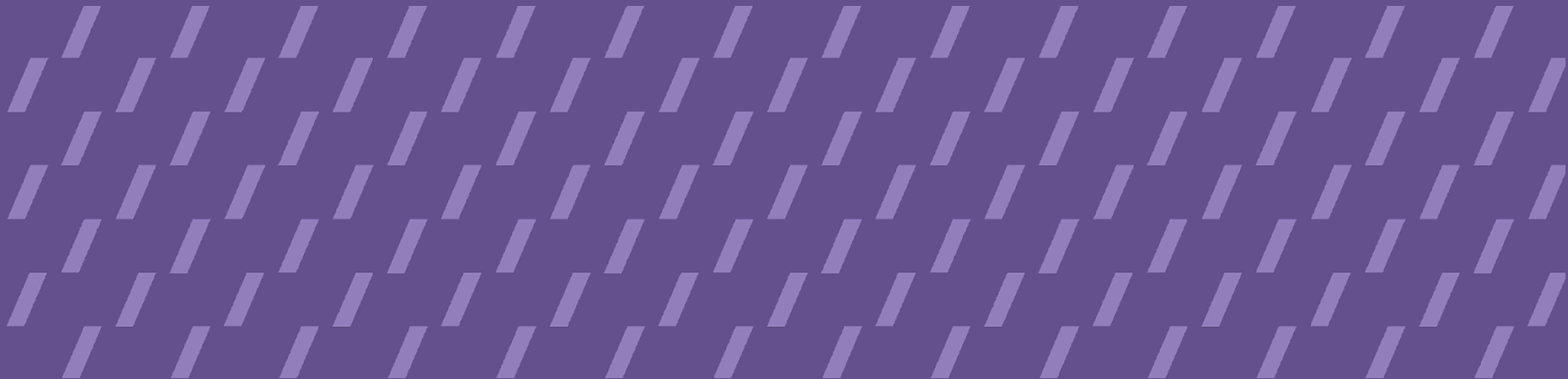
**Idit Klein**  
**President & CEO**  
**she/her/hers**

Idit is a national leader for social justice. Since 2001, she has served as the CEO of Keshet, a national Jewish LGBTQ+ organization. Idit built Keshet from a local organization with an annual budget of over \$3 million to a national organization with a budget of over \$10 million. Idit works with rabbis, educators, and other Jewish community leaders on an imperative. Idit also spearheaded the passage of the Marriage Equality Act and mobilized Jewish communities to support marriage equality and pass two transgender anti-discrimination bills.

Producer of Keshet's documentary film, "Hineini: Coming Out".  
Prior to leading Keshet, Idit worked in Jerusalem for Israeli-Palestinian peace. Idit is a leader in the Israeli LGBTQ rights movement. A magna cum laude graduate of the Hebrew University of Jerusalem.

**HELLO**  
my name is  
Morgan Anderson  
my pronouns are  
they/them

# Making Mistakes (and moving on from them)



# When Mistakes Happen (... and they will!)

Avoid explaining *how* or *why* the mistake happened. You can simply say

**I'm Sorry**

or

**Thank You**

... correct the pronoun, and continue the sentence.

# Working With vs Working For

“If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.”

— Lilla Watson

לא עליך המלאכה לגמור, ולא אתה  
בן חורין ליבטל ממנה.

*Lo aleikha ham'lakha ligmor, velo atah  
ben khorin lehibatel mimenah.*

**It is not upon you to  
complete the work, but you  
are not free to desist from  
it.**

**- Pirkei Avot 2:16**

# Further Resources

## Resource Library



### Community Inclusion Guides

Inclusion 101 guides for synagogues, day schools, summer camps, Hillels, and Jewish youth groups.



### Gender Identity

Resources and stories to support transgender and non-binary friends and family members.



### Holidays & Lifecycle Events

Resources for Jewish and LGBTQ holidays and days of importance as well as lifecycle events.



### Jewish Text and Tradition

How do Jewish text and tradition relate to LGBTQ identity and experience? Check out these resources.



### Printable Signs and Stickers

We offer these printable signs and stickers for you to print and use now!



### LGBTQ Jews of Color

Resources by and about Queer Jews of Color.

Stay in Touch!

Keshet's Education and Training Team:

[education@keshetonline.org](mailto:education@keshetonline.org)

[keshetonline.org/resources-and-events](http://keshetonline.org/resources-and-events)

[keshetonline.org/youth](http://keshetonline.org/youth)

**Keshet**  
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**Thank you for joining us!**

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