



# Embracing and Engaging LGBTQ+ Jewish Community Members and Allies



# Presenters



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Keshet

# About Keshet



**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.



# About JQ

JQ celebrates the lives of LGBTQ+ Jews and their allies by **transforming Jewish communities, and ensuring inclusion through community building, educational programs, and support and wellness services.** JQ envisions a world where all LGBTQ+ Jews feel a strong sense of self, pride, and community - a place where LGBTQ+ Jews and their allies are supported by communities that embrace their identities and celebrate their unique gifts.

# Learning Objectives

- Make connections between LGBTQ+ equality and Jewish values
- Understand risk and protective factors that impact LGBTQ+ wellbeing
- Identify & understand the core terms and concepts related to LGBTQ+ identities
- Build a framework to identify concrete actions to increase equality and belonging for LGBTQ+ people in your communities
- Learn how to utilize JQ's Community Care Plan method for identifying & connecting community members to resources



# Kavvanot-Intentions

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- 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!

# Agenda

01

## Why This Matters

Jewish Values &  
LGBTQ+ Wellbeing

02

## LGBTQ+ Aleph-Bet

Terms, Concepts,  
and Diversity

03

## Pronouns

Being Mindful of  
Language

04

## Community Care Plan

Affirming Support  
and Resources

01

## Why This Matters

Jewish Values & LGBTQ+ Wellbeing



## Saving a Life

“Saving a human life is more important than any mitzvot.” We can understand all acts that promote inclusivity and belonging as life-saving behaviors that mitigate the impact of discrimination and oppression on marginalized communities.



**Pikuach  
nefesh**  
**פיקוח נפש**

# Reflection on Belonging

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?

# LGBTQ+ Mental Health

LGBTQ+ youth who **wanted mental health care in the past year & were not able to get it**

2022

60%

LGBTQ+ youth reported that they have been **physically threatened or harmed** due to either their sexual orientation or gender identity

36%

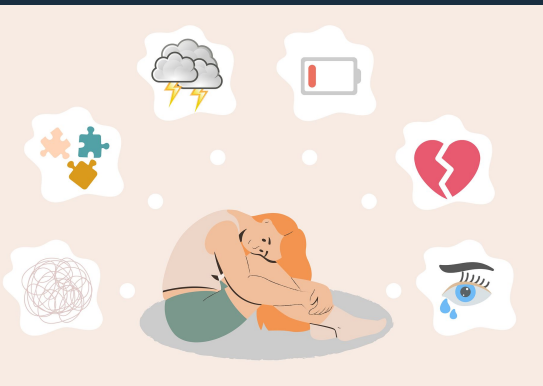
LGBTQ+ youth reported that they have experienced **discrimination** based on their sexual orientation or gender identity at least once in their lifetime.

73%

LGBTQ+ youth reported living in a **community that is somewhat or very unaccepting** of LGBTQ+ people.

39%

# LGBTQ+ Mental Health



LGBTQ+ youth [and adults] “**are not inherently prone** to mental health challenges and suicide risk because of their sexual orientation or gender identity,” Dr. DeChants says. “Rather, they are **often placed at higher risk** because of how they are mistreated and stigmatized in society.”

EVERYDAY  HEALTH



By Robert DiGiacomo

Medically Reviewed by Adam Lake, MD

Reviewed: July 25, 2022

# LGBTQ+ Mental Health

## Suicide Risk LGBTQ+ Youth 2022

45% seriously considered

### Reduces Risk

- High social support from family
- Affirming community and school

# LGBTQ+ Mental Health

## Suicide Risk LGBTQ+ Adults

- LGBTQ: 2x risk of attempts compared to other adults
- Transgender: 40% lifetime prevalence for attempts

## Reduces Risk

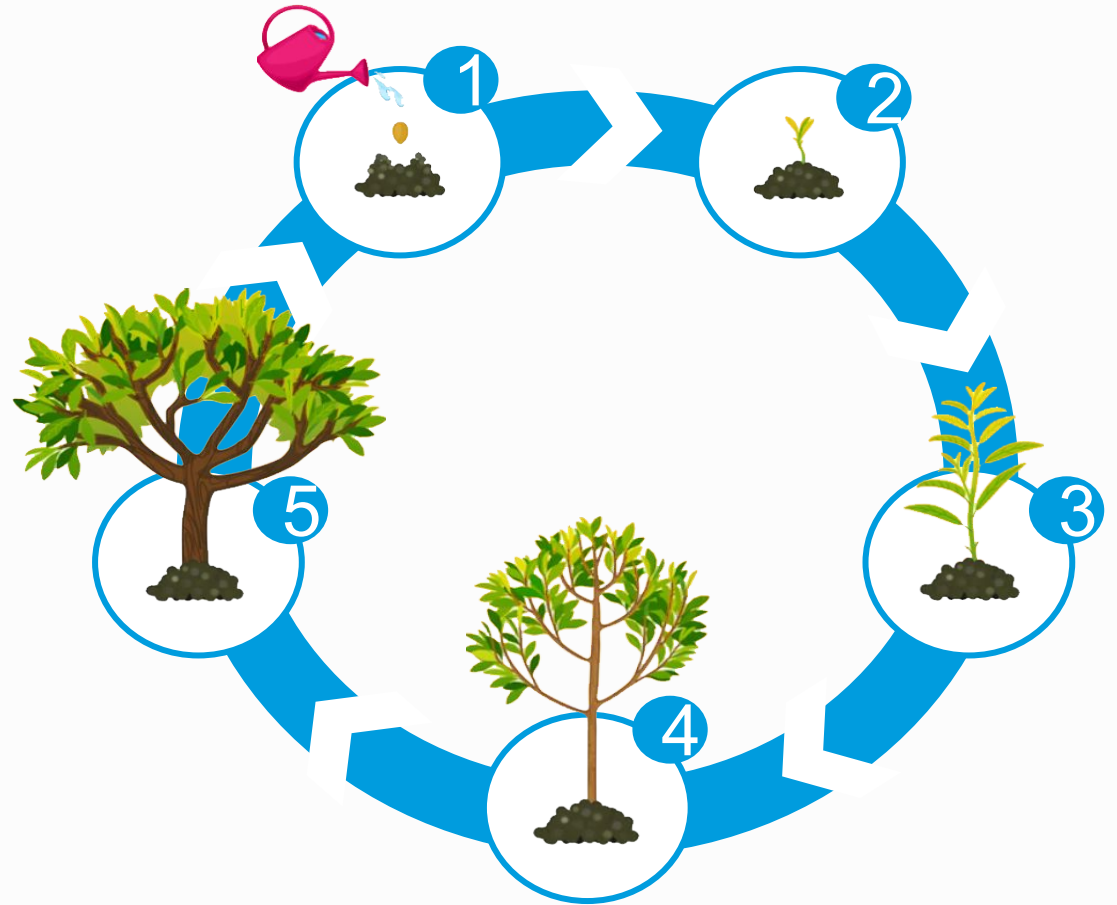
- Family Acceptance
- Supportive 'family of choice'
- Access to & use of LGBTQ inclusive medical and mental health services

02

# **A Brief Introduction to LGBTQ+ Aleph-Bet**

Terms, Concepts, and Diversity

# Check In





# Binary?

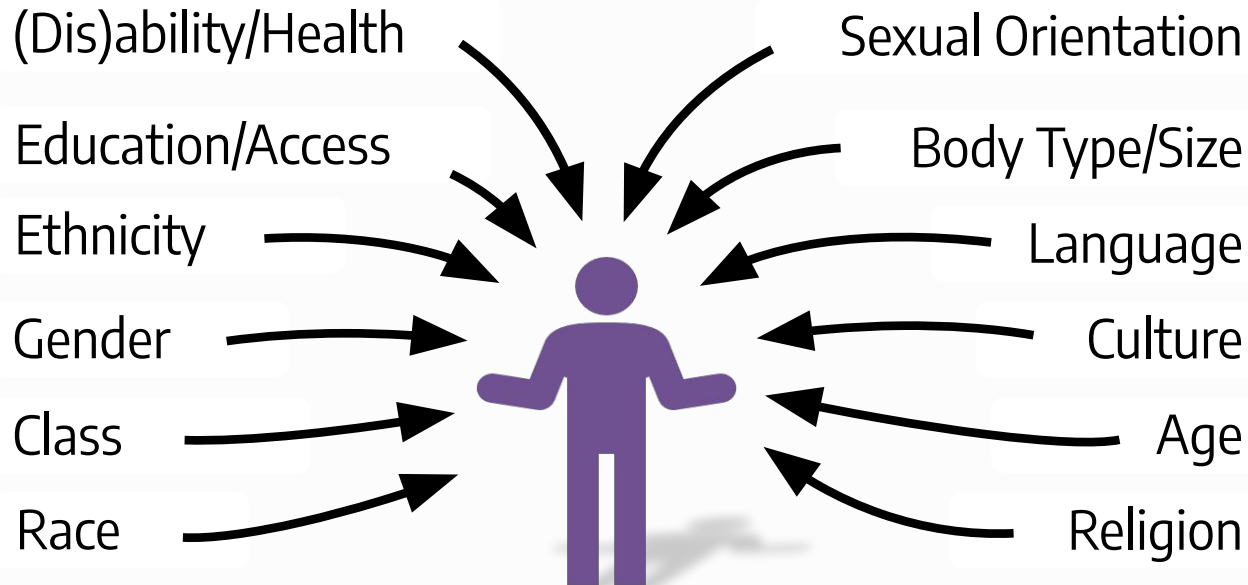
“Opposite”

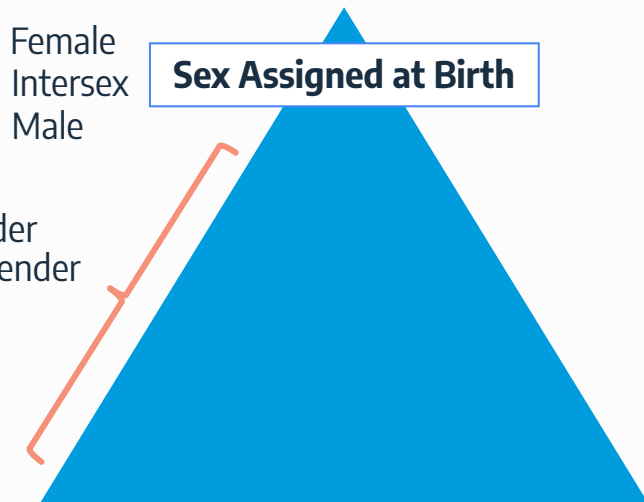
“Mutually  
exclusive”

“Two and  
only two”



# Context Matters





**Sex Assigned at Birth**

Female  
Intersex  
Male

Cisgender  
Transgender

**Gender Identity**

Agender  
Genderfluid  
Genderqueer

Man  
Nonbinary  
Woman

**Sexual Orientation**

Asexual  
Bisexual  
Gay

Lesbian  
Pansexual  
Queer

Straight

# Three Axes

Terms in alphabetical order

And more...

# More Gender Terms

## Gender Identity

A person's inner self-knowledge and understanding of the gender(s) with which they identify.

## Gender Expression

The manner in which one outwardly expresses, signals, or performs their gender. Can encompass appearance (clothing, haircut, makeup, etc), behavior, mannerisms, etc.

# More Gender Terms

## Gender Roles and Stereotypes

The culturally-specific expectations, pressures, and assumptions related to gender that are imposed on people in that culture.

## Gender Attribution

A process by which one person perceives another and uses their own assumptions, past experiences, and cultural context to “guess” which gender that person holds. Attributions made in this way cannot be assumed to be accurate.

## Gender Roles/ Stereotypes



## Gender Expression



## Gender Identity



## Gender Attribution



# **Diversity within the Trans Community**

There isn't one "correct" way to transition. The things folks do to affirm their gender identity varies over time and is individual per the person.

There isn't a "correct" way to look, act, or be queer and/or trans.



Some folks don't use the term "transition" because it implies that they are moving from point A to point B on a set course when instead they are simply taking steps to affirm the gender they've been all along.

Both are valid ways of expressing one's experience.

## **Transition vs Gender Affirming Steps**



# Types of Transitions & Gender Affirming Steps

## **Medically Transition/Affirm**

Hormone Replacement Therapy

Gender Affirmation Surgery

Hormone Blockers

## **Socially Transition/Affirm**

Choosing a name that affirms one's identity

Choosing pronouns that affirm one's identity

## **Legally Transition/Affirm**

Changing one's name on legal documents

Changing the gender marker on legal documents  
(select states)



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

03

## Pronouns

Being Mindful of Language

# Language

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

- Proverbs 18:21

# Be Mindful of Language

Avoid:

ladies gentlemen ma'am girls sir 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.

# Why Share Pronouns?

- It allows others to **refer to you correctly**.
- **It challenges the assumption** that we can or should “guess” people’s pronouns.
- If you are a person whose pronouns are regularly respected by others, sharing your pronouns **takes the burden off** of those whose pronouns are regularly disrespected to be the first / only ones sharing.

# Pronoun Chart

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

# Pronouns in Action



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

Idit is a national leader for social life. Since 2001, she has served as the life. Idit built Keshet from a local with an annual budget of over \$3 rabbis, educators, and other Jewish imperative. Idit also spearheaded and mobilized Jewish communities marriage and pass two transgender

Producer of Keshet's documentary film, "Hineini: Coming Out"

Prior to leading Keshet, Idit worked in Jerusalem for Israeli-P leader in the Israeli LGBTQ rights movement. A magna cum la

**Hannah "Hensch" Henschel**  
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keshetonline.org  
Keshet is nationwide. I'm based in Washington, DC.



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

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

**I'm Sorry** or/and **Thank You**

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

04

## Community Care Plan

Affirming Support and Resources

# Community Care Plan (CCP)

Helping LGBTQ+ Jews and their families connect with  
**affirming** resources in your community

What does it mean to be affirming?

# Components of CCP

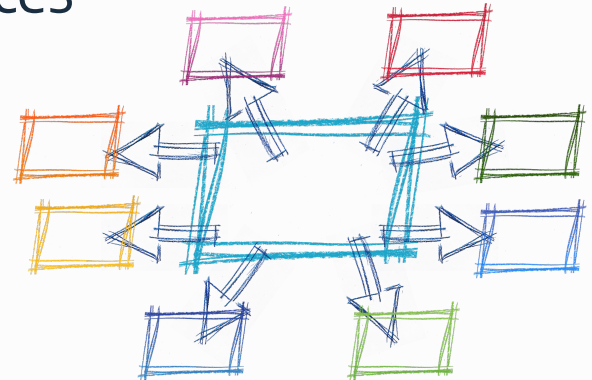
Affirming Adults

Friends and Social Networks

Organizations and Community

LGBTQ+ Inclusive Medical and  
Mental Health Resources

Crisis Support





## JQ Community Care Plan

### Family of Origin

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### Affirming Adults

1. \_\_\_\_\_
2. | \_\_\_\_\_
3. \_\_\_\_\_

### Friends and Social Networks

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### Organizations and Community

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_



## JQ Community Care Plan

### LGBTQ+ Inclusive Medical and Mental Health Resources

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### Crisis Support

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### Signs to Reach out for Support

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

### For Additional Support and Resources

JQ Helpline: 855.574.4577 and [helpline@jqinternational.org](mailto:helpline@jqinternational.org)

JQ Helpline Community Resource Manual: <https://jqinternational.org/resources/>

# Questions to Consider for CCP

## Support

Who, What and Why

## Access

When and How

## Change

What needs to change to increase support in these categories?



# Practice

1.

## **Fill in your community care plan.**

You can choose to fill it out for yourself or your community.

2.

## **Ask the person sitting next to you the questions to consider about their CCP.**

Questions on the next slide.

3.

## **Bring this back to your agency.**

Ensure that you are aware of resources in each category for the LGBTQ+ Jewish community.

# Practice!

## Within the Community Care Plan Categories:

1. **Who** can you go to for support?
2. **What** type of support?
3. **Why** that type of support?
4. What needs to **change** in order for you to receive more or different support?
5. How do you know it is **time** to access this support?
6. How can the resources **help you in accessing** the support?



# JQ Resources



## JQ Helpline:

855-574-4577

helpline@jqinternational.org

## JQ Support Groups:

<https://jqinternational.org/supportgroups/>

## JQ Community Resources:

<https://jqinternational.org/resources/>

whoever

you are,

whatever

you need,

we are

here for you.

The JQ Helpline provides inclusive support and resources for LGBTQ+ Jews, their families, and allies.

Call or email the JQ Helpline today.

[Helpline@JQinternational.org](mailto:Helpline@JQinternational.org)

[JQinternational.org/Helpline](https://JQinternational.org/Helpline)



HELPLINE

**855.JQI.HLPS**

855.574.4577



# Keshet 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.

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



**SCAN ME!**

# Summary

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## Community Care Plan

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and Resources

# Q & A



**Thank you!**

## **Keshet Contact Information**

<https://www.keshetonline.org/>  
Hannah “Hensch” Henschel (they/them)  
**Hannah.Henschel@keshetonline.org**



## **JQ International Contact Information**

[JQInternational.org](http://JQInternational.org)  
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