



JUSTICE ISSUE ENHANCEMENT GUIDE

LGBTQ RIGHTS AND EQUALITY

FOR CHANGEMAKERS90

Created in partnership with

Keshet
קשת



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INTRODUCTION

This Justice Issue Enhancement Guide is designed to accompany Honeycomb's (formerly Jewish Teen Funders Network) Changemakers90: A Youth Giving Circle in 90 Minutes.

As part of this educational model, Honeycomb has identified 22 Justice Issues that reflect the needs and challenges of the world we live in. While we recognize there are more than 22 issues that need to be addressed in the world today, by providing this standard, we can introduce new opportunities for participants to engage with and understand the power of philanthropy through a specific issue area.

In order to help create a deeply meaningful and focused experience, this guide will provide additional framework to enhance the session. By adding these questions and activities, participants will be able to make their giving decisions through a lens focusing on Judaism and **LGBTQ Rights and Equality**.



Throughout Changemakers90 there are  icons to mark the instances in the session that can be added to—or replaced with—content from this guide.

A NOTE ABOUT TERMINOLOGY

We live in a world where we are constantly growing in our understanding of identity, specifically gender and sexuality. Even at a time when, as a world, we are making advances for LGBTQ rights, we also recognize that there is still much more work to do and that part of our work must include centering the voices and experiences of LGBTQ people, and supporting the work led by LGBTQ people.

There is a link to a larger terminology section at the end of this enhancement guide, but here are some terms that might be helpful as you move forward with the program:

- **LGBTQ**: An acronym for lesbian, gay, bisexual, transgender, and queer.
- **TRANSGENDER or TRANS (adj)**: An umbrella term for anyone who knows themselves to be a gender that is different from the gender they were assigned at birth. Some trans



people may have a gender identity that is neither man nor woman, and for some people their gender identity may vary at different points in their lives. Transgender has its origin in the Latin-derived prefix trans, meaning “across” or “beyond.” Transgender is generally preferred over the antiquated “transsexual” to shift focus from body parts to internal sense of self. Some (often older) people self-identify as transsexual.

- **INTERSECTIONALITY:** a term coined by Kimberlé Crenshaw in 1989 to explain how different identities and forms of oppression intersect and interact with each other.
- **CISGENDER:** Someone who knows themselves to be the gender they were assigned at birth.
- **CISNORMATIVITY:** A system of oppression that promotes cisgender people as the “normal” or “default” gender, leading to the marginalization of transgender people.
- **HETERONORMATIVITY:** A system of oppression that promotes heterosexuality as the “normal” and “default” sexual identity, leading to the marginalization of LGBTQ people.
- **ALLY/ALLYSHIP:** A person who leverages their own privilege and power in society to empower those whose voices and experiences have traditionally been excluded or marginalized because of inequities in our society.

» SETTING OUT › ESTABLISH THE GROUP › ENTERING THE “SPACE” (Page 5)

1. Invite participants to rename their “virtual nametag” and include their pronouns if they feel comfortable. Sharing, asking, and using correct pronouns helps create an environment where everyone can be comfortable and safe. As the facilitator, sharing your pronouns first indicates that you’re open to hearing others’ pronouns and are taking steps to ensure the inclusion of all gender identities in the space.
2. To help frame the conversation, ask participants 1 of these 3 prompts and invite participants to share their answer in the chatbox:
 - Describe a space or a time when you felt you could fully be yourself. What was in that space that made you feel that way?
 - What do you think of when you hear the words inclusion, equality, and justice? What do you think are the differences between these three words?
 - What do you think of when you hear the words ‘homophobia’ and ‘transphobia’?
3. Spotlight a few answers by reading through the chatbox and invite 1–2 people to elaborate on what they typed.



» WHAT IS JEWISH ABOUT PHILANTHROPY? » WHAT DOES JEWISH TEXT SAY? » PLAY GIVE10! (Pages 7–8)

1. Follow step 1 instructions on page 7 of Changemakers90.
2. Participants write down (or type in an individual document) 10 items in their room or house that represent their identity (this could be representative of family, friends, hobbies, gender expression, places, Jewish affiliation, etc).
3. Ask participants to select ONE identity item that they would like to share with someone else (literal or metaphorical) AND that would help lift up others.
4. Each participant will then explain the item they chose to share (If the group does not know one another, have each participant also introduce themselves at the beginning of their turn by sharing their name and where they are from).
5. At the end of this activity wrap up by saying:

In this exercise you shared 10% of your items (1 thing) with someone else but are still left with 9 items. Even when giving something away whether it be tangible items or in giving money, we are still left with an abundance and we have provided support, fulfilled a mitzvah (commandment) and made an impact on the world. By acknowledging our own identity, examining our own lived experience, and understanding our intrinsic worth, we can harness that understanding in order to lift others.

Acknowledging that our lived experience may not be the same as someone else's is a vital step. Even if it isn't OUR experience, we can still take on the responsibility and be an "ally". Allyship isn't an identity; it's a set of actions based on building relationships that are founded on trust and accountability. There is even different lived experience within the LGBTQ community as an LGBTQ person to other members of the community; you can still be an ally. Allyship involves leveraging the tools, skills, and resources we have to empower others around us who might not have the same access that we do to power and resources and asking: How can I use the access to resources that I have to help make the world a more just place? Even though progress has been made in United States and many countries around the world, LGBTQ people are still stigmatized and face discrimination in our communities, and also have to overcome the historic and, structural barriers that have stood in the way of their full equality.

Philanthropy, and *tzedakah*, are important specifically because they can help us take action. Lifting up others through philanthropy also empowers us, making the Jewish community a more vibrant, equitable place for people of all genders and sexual identities.





» PERSONAL VALUES EXPLORATION (Pages 8–10)

Jewish youth philanthropy begins with an exploration of big ideas or Core Values that can impact the way we interpret and find meaning in our lives. Honeycomb has identified 7 Core Values that we believe underlie the whole process of Jewish philanthropy.


VALUES AND TEXT STUDY

1. Say to participants:

We are going to explore 7 Jewish values (Core Values) that will help guide us throughout this process. These 7 values are: Responsibility, Service, Lovingkindness, Human Dignity, Preservation, Hope, and Justice.

In addition to the values we will look at traditional and modern texts. These texts will help us explore key themes of LGBTQ Rights and Equality both in the modern era and within Jewish tradition.

In this next exercise we will explore the correlation between these texts and the 7 values.

2.  Share 7 Core Values explanations [[Enhancement Guide Facilitator slide deck, slides #2 and #3](#)] and ask participants to read through to themselves for 2-3 minutes.
3. Choose one of the following pairs of texts to share with the group and select the accompanying slide. [[Enhancement Guide Facilitator slide deck, slides #4-#6](#)]



PAIR 1:

- “Hillel said: Do not separate yourself from the community...and do not judge your comrade until you have reached their place. Do not say something that cannot be understood and trust that, in the end, it will be understood.” —Mishnah Avot 2:4
- “I don’t believe in LGBTQ tolerance. Tolerance is for lactose, and nuts. Not people. People we celebrate!” —Abby Stein



PAIR 2:

- *"In each and every generation, a person must view themselves as though they personally exited from Egypt, as it is said: "And you shall instruct your child on that day, saying, 'It because of this which G-d did for me when I went forth from Egypt'" [Exodus 13:8]. Therefore, it is upon us to thank, praise, glorify, extol, exalt, bless, revere, and laud the One who performed all of these miracles for our ancestors: G-d took us out of slavery toward freedom; from despair to joy; from mourning to a celebration; from darkness to great light, and we say: Hallelujah!" —Mishnah Pesachim 10:5. quoted in the Haggadah*
- *"To be a Jew is to have a history and to be queer is to have yet another history, just as to be a woman is to have yet another history. And yes, there is much suffering and oppression in all those histories but respect to these stories of oppression and resistance is best paid when we refuse to separate them out of the full human story of resistance..." —Joan Nestle, "How a 'Liberationist' Fem Understands Being a Queer Jew." In Queer Jews, eds. Caryn Aviv and David Shneer, 2002.*

PAIR 3:

- *"Educate a child according to their way" —Proverbs 22:6*
- *"All young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential" —Harvey Milk*

4. Explain the context for the chosen pair of texts:

For pair 1 say:	For pair 2 say:	For pair 3 say:
Mishnah is the first major written collection of the Jewish oral traditions. Abby Stein is an American transgender author, activist, model, speaker, and rabbi.	The Haggadah is a Jewish text that sets the order of the Passover Seder. Joan Nestle is a Jewish, award-winning writer and editor and a founder of the Lesbian Herstory Archives.	Proverbs (<i>Ketuvim</i>) is a book in the third section of the Hebrew Bible (<i>Tanach</i>). Harvey Milk was an American politician and the first openly gay elected official in the history of California, who was assassinated in 1978.





5. Discuss and answer some or all of the following prompts/questions with the group:

- What words stand out to you in each text?
- Are there any words you have a question about?
- Are there any words you find challenging or confusing?
- How would you describe each text as a 6-word headline?
- What are the key themes of the text?
- What is similar about the two texts?
- What is different about the two texts?
- What do the texts make you think about?



6. Give the link to the chosen Quote Board to the participants by typing in the chatbox. On the board there will be the chosen pair of texts. The board also has the 7 Core Values on cards that are moveable:

- [Link for Pair 1 Quote Board](#)
- [Link for Pair 2 Quote Board](#)
- [Link for Pair 3 Quote Board](#)

7. Say to participants:

Now that we have explored the pair of texts, one traditional and one modern, take a look at the 7 Core Values. Select 3 value cards that you feel are most representative of the two texts and move the cards into the values bubble. Keep in mind this is subjective and there is NO right or wrong answer. While there can be multiple answers, please make sure to select just 3 values.



8. Reconvene the group after a few minutes. Select 1 or 2 participants to share the chosen values and why.



9. Say to participants:

It is important to note how many different possibilities there are when making these connections between Core Values and texts. [Reiterate some examples from the group.] As you can see there are so many possibilities and combinations of how these themes of LGBTQ Rights and Equality can be addressed using Jewish values as our guide.



IDENTIFYING PERSONAL VALUES

1. Say to participants:

Now that you have a better understanding of how our values can be used as a lens to explore themes of LGBTQ Rights and Equality, you are prepared to make a decision about your personal values. By understanding this connection, you can identify the values that can help guide you to make change in the world. Think about the themes in the texts that resonate with you the most and how it connected to each value. Consider the 3 values you selected to link to the texts in the last activity and select 1 personal value. Type your chosen value into the chatbox.



2. Select 1-2 people to share why they made their selection.



» CLOSING AND REFLECTIONS (Page 19)

As participants reflect on their experience in the session, replace step #2 by asking one of the following questions:

- What are concrete actions you can take as an ally or member of the LGBTQ community moving forward?
- What are some of the ways you or your community can move from tolerance to acceptance?
- What are the ways you can understand your privilege or power and use this as a responsibility to give moving forward?

» APPENDIX I—FACILITATOR CHECKLIST > PRIOR TO THE SESSION (Page 20)

When selecting 8 potential recipient organizations for the participants to consider and filling out the organization information template for each selected organization, consider exploring and adding to the “Other Information” box:

- Who is represented in the leadership of the organization?
- Does the leadership represent a wide range of LGBTQ identified people?
- Who does the organization serve? How does it serve its population effectively?
- Does the organization have an intersectional lens in its work?





ORGANIZATION EVALUATION

Some questions to consider when looking through the information:

- What are the overall goals of the organization?
- Does their mission statement support diversity?
- What are the different ranges of programs offered?
- What needs do these programs address?
- Does it help a few people with a lot of impact, or many people on a less deep level?
- What group of people does this organization serve? Everyone? Families? Youth? Jewish community? Etc.
- Does the organization serve a particular segment of the community? Does it benefit an underserved population?
- How will the world be different because of this work?

Use these scores to spark conversation about which organization you would like to put through to the next round. You DO NOT have to choose the organization solely based on this score.

ORGANIZATION NAME	HOW WELL DOES THE MISSION OF THIS ORGANIZATION ALIGN WITH OUR GROUPS VALUES? 3 - aligns perfectly with values 2 - somewhat aligns with values 1 - aligns a little with values 0 - doesn't align with values	HOW WELL DO THE PROGRAMS AT THIS ORGANIZATION ALIGN WITH OUR GROUPS VALUES? 3 - aligns perfectly with values 2 - somewhat aligns with values 1 - aligns a little with values 0 - doesn't align with values	TOTAL VALUE SCORE
1.			
2.			

JUSTICE ISSUE: LGBTQ RIGHTS AND EQUALITY:

	HOW WELL DOES THE MISSION OF THIS ORGANIZATION ALIGN WITH THE JUSTICE ISSUE OF LGBTQ RIGHTS AND EQUALITY? 3 - aligns perfectly 2 - somewhat aligns 1 - aligns a little 0 - doesn't align	HOW WELL DO THE PROGRAMS AT THIS ORGANIZATION ALIGN WITH THE JUSTICE ISSUE OF LGBTQ RIGHTS AND EQUALITY? 3 - aligns perfectly 2 - somewhat aligns 1 - aligns a little 0 - doesn't align	TOTAL SCORE
1.			
2.			

ORGANIZATION 1:	ORGANIZATION 2:
Important facts about this organization: <ul style="list-style-type: none"> • Our three favorite things about this organization are: <ul style="list-style-type: none"> • Our questions/concerns are: <ul style="list-style-type: none"> • 	Important facts about this organization: <ul style="list-style-type: none"> • Our three favorite things about this organization are: <ul style="list-style-type: none"> • Our questions/concerns are: <ul style="list-style-type: none"> •

[Click here for an editable version of the Organization Evaluation Template](#)



RESOURCES

LINKS

This enhancement guide provides an experience for participants to explore philanthropy through the lens of LGBTQ Rights and Equality. To learn more on how to develop additional content or sessions, we recommend starting with some of the following resources:

- [Keshet](#)
- [LGBTQ Terminology](#)
- [Resources for building an inclusive Jewish youth group](#)
- [JQY](#)
- [Eshel](#)
- [The Trevor Project](#)

POSSIBLE EXTENSION QUESTIONS

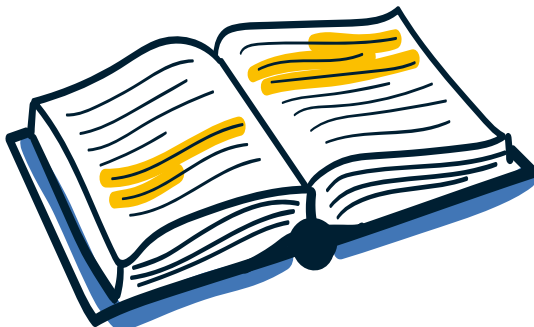
This program is designed as a 90-minute giving experience, however, you may want to set aside additional time before the main session to frame your discussion or after to dig deeper into the experience and reflect. Here are some additional questions you may consider adding before or after your session.

Pre-work:

- What are key moments in the history of LGBTQ rights or justice you are familiar with?
- What are current issues that are pressing for LGBTQ Jews in your city or community? Are there particular issues you've already heard about?

Post-work:

- What new things did you learn about LGBTQ justice from the organizations that you researched?
- What new challenges did you learn LGBTQ people might face in your community?



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