

Institutional LGBTQ Inclusion Audit Workshop

What kinds of messages does the public face of your institution send to LGBTQ members or prospective members? What kinds of pictures are used on your website? What language is used in your listserv posts or newsletters? Often communities engage in the work of exploring the spiritual, ideological and halachic aspects of being or becoming LGBTQ inclusive but don't revise their public "face" to reflect new positions or perspectives. This session will give you some guidelines for helping institutions and organizations understand the multi-faceted process of bringing the ideological and spiritual practice of inclusion into alignment with the material and cultural "face" of the institution. We will use a comprehensive lens to explore everything from signage to membership forms, from marketing materials to where to place program ads and how we define target audiences for programs. Join us to examine best practices and explore often overlooked ways to make our institutions more LGBTQ inclusive.

Workshop Outline

- Introduction – What is safe space? –What is the inclusive tent? Share findings of Welcoming Synagogue Survey report.
- Empathy-building/Building the LGBT inclusion lens - Straight/Cisgender privilege in the Jewish community
- Bringing a Critical eye to existing materials
 - Examine the materials from organizations with the framing questions:
 - How is the target audience defined?
 - Do LGBTQ Jews and partners fit in the outreach and program vision/plan?
 - How easy or hard it is for "consumers" to find messages that are explicitly inclusive of LGBTQ people?
 - Share models of best practices from different types of institutions/agencies.
- Visioning- What needs to be in place to create welcoming program? Group brainstorm to explore where there are opportunities for growth.
- (20) Wrap-up and handout resource

**Handout Institutional Self-assessment Tool – take away to use with their program partners.
(link to our self-assessment tool)**