

# The Keshet Leadership Project: Living Our Values Institutional Self-Assessment

## Overview

Keshet works with organizations along a continuum of LGBTQ inclusion, from those who are just beginning to develop an awareness of their community's needs, to those who have deep and sustained initiatives in place and who strive to broaden their reach.

The following self-assessment is a tool for Jewish institutions to evaluate the degree to which their organization lives out the value of creating and sustaining an inclusive Jewish community.

Organizational change begins with an understanding of the starting point, and this form helps to facilitate the process of identifying initial steps to take towards greater LGBTQ inclusion.

**Please know that this form will take some effort and research, but it is an important part of the process.**

## Programming:

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

### Please check all that apply for your institution:

We provide training for our front-line staff members (educators, program staff, youth workers, intake providers).

Please Describe:

We have regular programming on LGBTQ themes: Community Conversations, film showings, panel discussions, and/or observances of LGBTQ holidays: National Coming Out Day, No Name Calling Day, Day of Silence, Transgender Day of Remembrance, Gay Pride, other.

Please Describe:

We have an LGBTQ Affirmative Group, such as an LGBTQ Inclusion Task Force, Gay/Straight Alliance, or Gender/Sexuality Alliance.

Please Describe:

Other

Please Describe

## Policy:

Our organizational policy is inclusive and reflects our commitment to LGBTQ staff and community members.

### Please check all that apply for your institution:

Our whole organizational leadership team has been trained on how to strengthen LGBTQ-inclusive program, policy, and culture.

Please Describe:

We have a written non-discrimination policy that includes sexual orientation and gender identity and expression.

Please Describe:

We have anti-bullying policies and/or materials that address anti-LGBTQ bullying and harassment.

Please Describe:

We have a bunking or overnight housing policy that ensures the safe and comfortable participation of transgender and gender non-conforming youth, as well as LGB youth.

Please Describe:

People of all gender identities and expressions can access a restroom at our institution.

Please Describe:

Other

Please Describe:

## **Culture:**

**Our organizational culture** is characterized by LGBTQ visibility and affirmation.

**Please check all that apply for your institution:**

**Our institution's publications, outreach materials, and/or website, and/or physical space include images of and information about LGBTQ people.**

Please Describe:

**We actively reach out to the LGBTQ community (i.e. advertising in LGBTQ publications, partnering with organization for LGBTQ themed events, creating LGBT-specific marketing materials).**

Please Describe:

**Our library has LGBTQ resources.**

Please Describe:

**Keshet stickers, posters, brochures and other LGBTQ resources are publicly displayed.**

Please Describe:

**All forms and surveys (registration, membership, admissions, etc) are inclusive of LGBTQ identities and families.**

Please Describe:

**Other**

Please Describe: