

# Fostering Trans Belonging at your Hillel

In this time of dizzying and harmful attacks on the transgender and nonbinary communities, it is more important than ever that Jewish communities take clear and meaningful action to reaffirm their commitment to the dignity of transgender and nonbinary people.

**This exercise is designed to encourage perspective-taking and a line of reflective questioning that will support your Hillel in identifying areas of strength as well as areas for growth in your journey to being a safe and affirming environment for your trans and nonbinary students.**

**Gather with relevant stakeholders (your professional team, students, etc.) and explore the following questions:**

- When someone first experiences our website and/or communications (such as email, social media, etc.), what indicates that our community is one in which trans and nonbinary people belong?
  - Consider: Is the language in our communications gender neutral? Are there clear statements of affirmation of the LGBTQ+, and especially trans and nonbinary, members of your community?
- When someone enters the building, what indicates that our community is one in which trans and nonbinary people belong?
  - Consider: How is someone welcomed into the building? What security protocols are in place, and how might those protocols impact the extent to which trans and nonbinary students feel affirmed? Are gender neutral facilities, like bathrooms, available and is that clearly communicated?
- When someone participates in a program, what indicates that our community is one in which trans and nonbinary people belong?
  - Consider: How do staff and student leaders proactively model being trans-affirming? How does the content of programming represent and celebrate the full diversity of the Jewish community, including trans and nonbinary Jews?

**Take note of areas of strength.** What aspects of your approach to fostering trans belonging do you feel confident in? Where have you observed positive impact? What are you proud of?

**Take note of areas for growth.** What do you wish you felt more confident about? What signifiers of positive impact do you wish you were observing more often?

Use this [institutional audit tool](#) to deepen your assessment of your Hillel's practices and policies.

**You are not alone in this work.**

We are here to provide thought partnership, perspective, and resources. Contact Keshet for more support: [education@keshetonline.org](mailto:education@keshetonline.org).