

Community Life Training Menu

Part of the KeshetUK Community Life Programme



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Introduction to the Community Life Programme

The KeshetUK Community Life Programme launched in 2022. KeshetUK's Head of Community Life is working with Jewish communities to create and enhance spaces for Jewish LGBT+ people and their families in the UK.

The Community Life Programme will grow and strengthen KeshetUK's offer to Jewish community organisations and synagogues by providing a wider variety of training and offer more in-depth support.

KeshetUK Community Life Training Menu

Jewish communities are diverse and there is no single approach that will work for everyone. KeshetUK previously ran a three-hour standard session with bespoke elements for community organisations and synagogues. As the need from those we work with has grown, we have developed a modular training menu. This will allow you to have the training or conversations that you want to have in a more specific way.

The Training Menu is organised into tiers of training, with Tier 1 representing the fundamental, basic building blocks that will allow for the more complex conversations in Tier 2 and Tier 3. While we understand many of you will feel prepared to have the more complex discussions early on, we recommend that organisations progress from Tier 1, to ensure that all your members are on the same page, although this will not be compulsory.

At the same time, we recognise that you and your community may have immediate needs to discuss certain topics. Our intention is that the modular nature of this menu will allow enough flexibility to feel tailored to your community's needs. The content has been divided into modules that do accommodate a more mix-and-match approach.

Each module is designed to run for one hour and can be scheduled in combination with other modules. On average, we recommend about three hours for a session that can cover enough content for the basics. To book a training session, please contact us, and we will have an initial conversation and then send you will be provided with a booking form to fill out, which will help us understand what you want to gain from the session.

What to expect at a KeshetUK session

At KeshetUK we work to create sessions that are educational. This means we aim to create spaces that are non-judgemental, and we presume good will. We presume you are at our sessions because you want to learn, support, or understand the LGBT+ community more and you may have questions you'd like to ask. We presume that you are coming from a good place and so we answer that with presumption in mind.

At KeshetUK we work on creating brave spaces, where questions can be asked and will be respectfully listened to and honestly addressed; when we disagree, we do so respectfully. We work on calling people in, rather than calling people out. We want to encourage trust with those we work with and that can mean having difficult conversations and we respond with confidentiality, kindness and patience.

Training Menu Contents

Tier 1

Understanding Sex, Gender, and Sexual Orientation

- In this session we will give participants a primer on key terms to help understand LGBT+ identities and how to be more supportive of LGBT+ colleagues, family, and friends. This is also an opportunity for participants to ask questions in a space free of judgement.
- Material covered:
 - Basic terminology around sex, sexual orientation, and gender identity. We will talk through broader LGBT+ terminology and give you hints and tips on how to not feel overwhelmed by terminology but supported.
 - Scenarios to help you practice and understand what to do in a real situation.
 - A general Q&A session where you can ask questions.

First Thought, Second Thought: Questioning Our Assumptions

- So often, we rely on our gut instincts to navigate a complicated world. Our brains frequently use shortcuts and make assumptions to help simplify our lives. However, when we begin to apply these assumptions to whole groups of people, we can unintentionally cause harm. This module aims to give you the tools to follow up on your first thoughts with second thoughts that challenge these assumptions about people.
- Material covered:
 - Why our brain is wired to make generalisations, assumptions, and mental shortcuts, and how these can be harmful when applied to marginalised groups.
 - Techniques for questioning our first thoughts and techniques to follow up with additional thoughts in line with your values.

An Introduction to Trans Inclusion

- Many people want to begin making the spaces they work in more inclusive of transgender people, but are unsure how to do so, and worry about ‘getting it wrong.’ In this training session, we will provide a non-judgemental space for people to ask questions, to learn about trans identities, and how to best support trans people in their workplaces and lives.
- Material covered:
 - Basic terminology for understanding trans and nonbinary identities.
 - Simple ways to improve the wellbeing of trans and nonbinary people in your community.
 - Scenarios to help you practice and understand what to do in real situations you may encounter.

Please see the next page for information on Tier 2 modules.

Tier 2

Bystander Intervention

- There are often moments in our lives where we witness something happening and feel unsure how to respond. This training module aims to give participants an understanding of what the Bystander Effect is and how it impacts LGBT+ people, as well as to give participants the tools to overcome the Bystander Effect.
- Material covered:
 - The Bystander Effect: You will learn about the Bystander Effect, how it impacts all of us, and why it is important to learn techniques to overcome it.
 - How to recognise when a situation requires intervention.
 - Learn methods on how to overcome Bystander Effect and creative ways to implement them.

LGBT+ Allyship

- At KeshetUK, one of our ground rules is presuming goodwill: we choose to believe that everyone attending our trainings wants to do well by the (Jewish) LGBT+ community – including their LGBT+ friends, colleagues, and community members. This training module is designed to provide you with a deeper understanding of what is involved in being an ally to LGBT+ people, what behaviours are associated with allyship, and how you can implement these behaviours in your everyday life.
- Material covered:
 - What is allyship and what are the behaviours that allies engage in.
 - The five ally archetypes.
 - Helping you identify what your allyship skills are.
 - Scenarios on what you could do in certain moments.

Tier 3 to be announced!

We are currently creating this tier. However, please do consider modules from Tier 1 and 2 before requesting more in depth and challenging conversations. The earlier modules often create the shared understanding and space to be able to hold the more sensitive conversations.

Contact Us

The cost for the session is currently £100-150 per hour. However, we fundraise to ensure that cost is never a barrier to access, and so please do get in touch and we can discuss further.

If you have any questions about the training menu, please contact Alex Foley at alex@keshetuk.org.