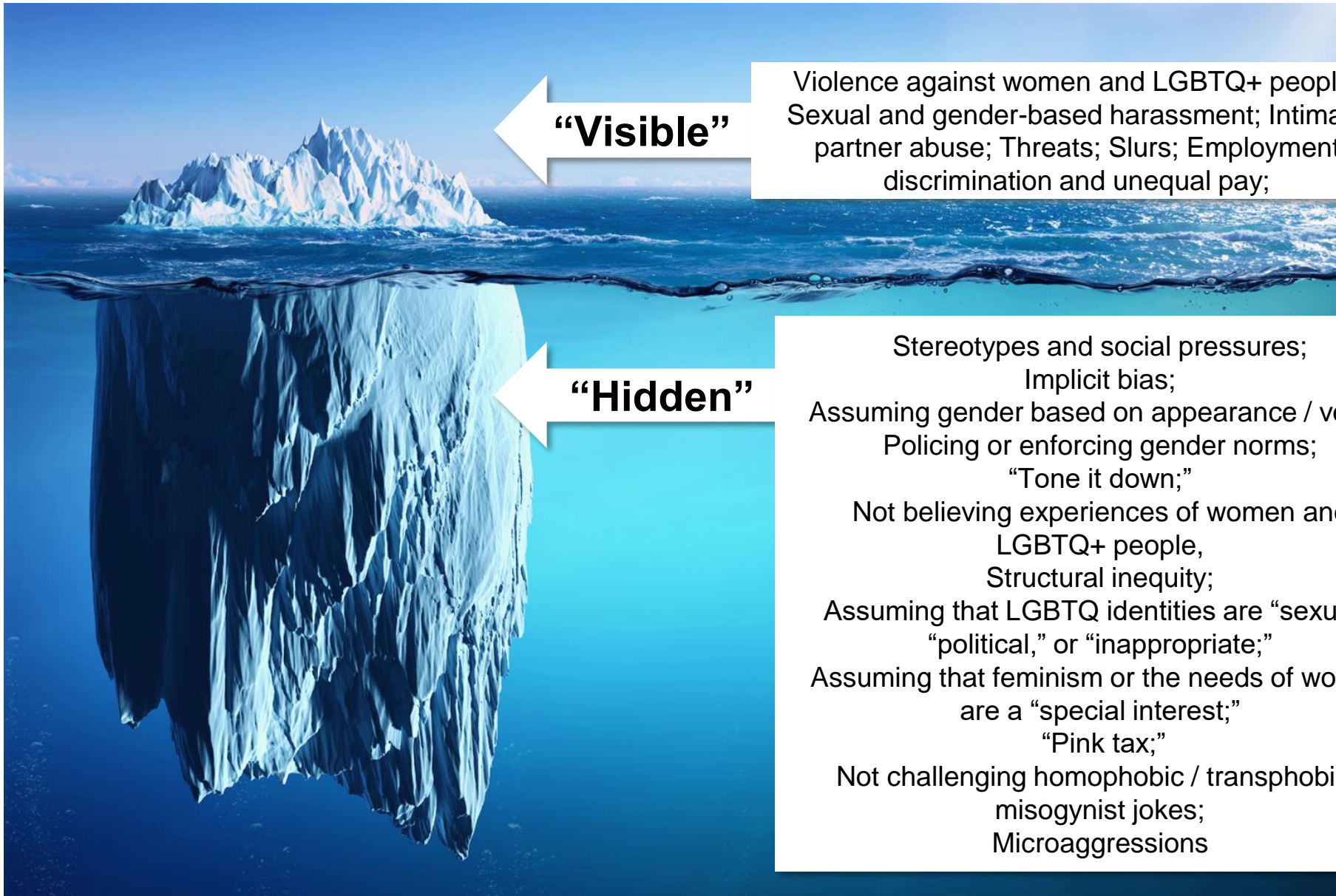


Rabbi Micah Buck-Yael

Director of Education & Training, Keshet

Rabbi Micah Buck-Yael (he/him or they/them) is Keshet's Director of Education & Training, where he supports organizations across the spectrum of Jewish life to build communities in which LGBTQ+ Jews and our families can thrive. Prior to his work with Keshet, Micah served as Coordinator of Community Chaplaincy with the JFS of St. Louis. Micah has a BA in Jewish, Islamic, and Near Eastern Studies from Washington University and an MA in Talmud and Rabbinic ordination from the Jewish Theological Seminary.





“Visible”

Violence against women and LGBTQ+ people;
Sexual and gender-based harassment; Intimate partner abuse; Threats; Slurs; Employment discrimination and unequal pay;

“Hidden”

Stereotypes and social pressures;
Implicit bias;
Assuming gender based on appearance / voice;
Policing or enforcing gender norms;
“Tone it down;”
Not believing experiences of women and LGBTQ+ people,
Structural inequity;
Assuming that LGBTQ identities are “sexual,”
“political,” or “inappropriate;”
Assuming that feminism or the needs of women are a “special interest;”
“Pink tax;”
Not challenging homophobic / transphobic / misogynist jokes;
Microaggressions



THE ROLE OF POWER

Sexual assault and violence, sexual and gender-based harassment, and misogyny/homophobia/transphobia exist together as a mutually-reinforcing system

POWER IS PRIMARY

- Asserting or maintaining power-over
- Policing the boundaries of the system of gender-and-power
- “Desire” or “gratification” as marginal to the dynamic
- “Justified” by explicit or implicit beliefs about groups of people

DIVIDE AND CONQUER

- Attempts to divide or pit LGBTQ+ and feminist work on this against one another
- Attempts to minimize or hide the impacts of harassment and bias
- Stigma, blame, and shame

The Four I's of Oppression

Adapted from Cheyenne E. Batiste, “Does Your Content Perpetuate Inequity?”

Oppression Is...

Ideological

Systems of beliefs or ideas that convey, explicitly or implicitly, that some groups are better / more deserving than others.

Institutional

Systems, policies, or “ways things are done” that reinforce or create inequality between groups of people.

Interpersonal

Individual interactions, mistreatment, or expressions of bias.

Internal

Conscious and unconscious impact of encountering ideological, institutional, and interpersonal messages about groups/ oneself.



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UNIQUE EXPERIENCES OF LGBTQ+ INDIVIDUALS

LGBTQ+ people are often uniquely targeted by sexual and gender-based harassment, and often find additional barriers to seeking safety

IMPACTS

- 78% of trans and nonbinary students K-12 reported sexual or gender-based harassment at school
- 40% of LGBTQ+ employees (including 90% of transgender employees) have experienced sexual harassment in the workplace
 - 66% of these did not report to an employer out of concern of being outed at work
- LGBTQ+ survivors often disbelieved about their experiences
- Specific manifestations of harassment against LGBTQ+ people are often erased or minimized (i.e. refusing to use correct names or pronouns, threats to out someone, etc)

National Sexual Violence Resource Center, <https://www.nsvrc.org/blogs/fact-sheet-injustice-lgbtq-community>



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WHAT IS A BINARY?

Two and only two

“Opposites”

Mutually Exclusive

Culturally Constructed



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BINARIES IMPACT REALITY

Access

Expectations

Bias



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WORKING BROADLY FOR GENDER JUSTICE

TOGETHER

- We can envision - and build - a world free of sexual and gender-based harassment, violence, and domination
- This world requires all of us
- This world requires careful attention to power, coalition-building, and listening
- This world requires work at the ideological, institutional, interpersonal, and internal levels



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