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

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
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)


Rabbi Micah Buck-Yael
WHAT IS A BINARY?

Two and only two

“Opposites”

Mutually Exclusive

Culturally Constructed
BINARIES IMPACT REALITY

Access
Expectations
Bias
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

Rabbi Micah Buck-Yael