



# **Inclusion and Resource Guide:**

## **How to create Welcoming Spaces**

# Justice Network Tarrant County Inclusion and Resource Guide: How to create Welcoming Spaces

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## **INTRODUCTION**

This guide is for you, me, your congregation, institution or organizational community. While one can find plenty of resources scattered across the Internet, we have tried to assemble materials to help you and your community on your journey toward inclusion and welcoming, wherever you are in the process.

As we strive toward creating more welcoming spaces in our religious and communal life, we know that matters of inclusion and equity for LGBTQ+ individuals are not always obvious. This guide serves to make this easier, offering suggestions on avoiding pitfalls and accepting yourselves and your community where you are. Of course, the Justice Network encourages every effort to include LGBTQ+ voices in this work.

Many acronyms describe people with gender and sexual identities who face marginalization in our society. In this guide, we use LGBTQ+, which stands for lesbian, gay, bisexual, transgender, queer/questioning with the + holding space for the expanding and new understanding of different parts of the very diverse gender and sexual identities. Acronyms for other marginalized identities include "I" for intersex, "2" or "2S" for two-spirit, and "A" for asexual. This [article](#) from the Princeton Gender Sexuality Resource Center discusses choices of which acronyms to use.

We have also compiled a comprehensive list of legal, healthcare, educational, community and faith-based resources for the LGBTQ+ community.

We hope you will find this guide useful and encourage you to share it widely!

Cantor Sheri Allen, Chair, LGBTQ+ Equality Action Team, Justice Network Tarrant County

## Language and Inclusion

Naming is crucial to communication, yet language around gender and sexual orientation can be confusing. These resources focus specifically on vocabulary and language concerns:

### **Vocabulary:**

[Gender Unicorn](#) - A useful graphic that helpfully explains basic terms,

[LGBTQ+ Terminology - Keshet](#) - A more complete listing of widely used important terms

[PRONOUNS: A RESOURCE](#): An excellent brief guide from GLSEN, set up in a FAQs format

[LGBTQ+ Vocabulary Glossary of Terms » The Safe Zone Project](#)

### **Inclusion Checklists:**

[An Inclusive Church Checklist | Queer Theology](#)

[A Quick Guide for LGBTQ+ Belonging - Keshet](#): Although some tips are specific for Jewish spaces, this guide has many suggestions that can be used for all welcoming communities.

### **Bathrooms**

[REFUGE Restrooms](#): Find safe restroom access for trans/ intersex/gender nonconforming individuals.

[Unisex Bathroom ADA Signs](#): Bathrooms Signs from Americans with Disabilities Act (ADA)

(NOTE: If your facility only has gendered bathrooms you can post a sign or otherwise communicate a policy stating: "You are welcome to use the bathroom that best aligns with your gender identity .")

## Educational Resources

material for schools, institutions, congregations & individuals

**Our Whole Lives (OWL):** [Our Whole Lives: Lifespan Sexuality Education | UUA.org](#)

Age-Appropriate, Lifespan, Comprehensive Sexuality Education:

**The Safe Zone Project privilege activity:** [Privilege for Sale](#)

This is a resource for a class or workshop focused on growing lgbtq+ allies.

**Trans Ally Guide:** [Being an Effective Trans Ally](#): offered by The 519 Space for Change.

### **Books**

- ***With Bi/Pan Representation***
  - [The Library of the Unwritten](#), by A.J Hackwith
  - [Little & Lion](#), by Brandy Cobert
  - [The Sound of Stars](#), by Alechia Dow
  - [The Stars and the Blackness Between them](#), by Junauda Petrus
- ***With Ace (asexual) Representation***
  - [Elatsoe](#), by Darcy Little Bear

- Full Disclosure, by Cameryn Garrett
- Let's Talk About Love, by Claire Kann
- Sawskill Girls, by Claire Legrand
- Dare Mighty Things, by Heather Kaczynski
- ***With Intersex Representation***
  - Double Exposure, by Bridget Birdsall
  - None of the Above, by I. W. Gregoria
  - An Unkindness of Ghosts, by Rivers Solomon
- ***With Trans and Nonbinary Representation***
  - Cemetery Boys, by Aiden Thomas
  - The Death of Vivek Oji, by Akwaeke Emezi
  - Euphoria Kids, by AlisonEvans
  - Gender Queer by Maia Kobabe
  - Little Fish, by Casey Plett
  - Nevada, by Imogen Binnie
- ***With 2S (Two Spirit) Representation***
  - Johnny Appleseed, by Joshua Whitehead
  - A Two Spirit Journey, by Ma-Nee Chacaby
  - 47,000 Beads, by Angel Adeyoha and Koja Adeyoha
- ***About Bodies***
  - Bodies Are Cool, by Tyler Feder
- ***LGBTQ+ & Religion***
  - Heterosexism in Contemporary World Religion: Problem and Prospect,
  - Queer Religiosities: An Introduction to Queer and Transgender Studies in Religion by Melissa Wilcox.
  - Meaningful Flesh: Reflections on Religion and Nature for a Queer Planet ed. Whitney A. Bauman. Essays focusing on religion, nature, and queer theory.
- ***Other***
  - The LGBTQ+ History Book Published in the US by DK Publishing, Division of Penguin Random House LLC., 2023
  - The Book of Pride - LGBTQ Heroes Who Changed The World, by Mason Funk, HarperCollins Publishers, 2019

## **Health Care Resources**

### **Local:**

[AIDS Outreach Center](#) : Providing a continuum of services from testing and prevention efforts through linkage to health care and maintenance of viral suppression.

[CAN Community Health](#): Services, education and support for people affected by HIV, Hepatitis C, and other sexually transmitted diseases.

[53 Christopher Counseling & Psychology](#) : compassionate mental healthcare specifically designed for LGBTQ+ individuals and their allies.

[HELP Center for LGBT Health & Wellness](#): Arlington and Fort Worth Locations. Community-based health and education services, aimed at preventing AIDS/HIV/STIs Available to anyone, whether or not you have insurance, AT NO CHARGE.

[HEALTH PROVIDERS | LGBTQ SAVES](#): DFW LGBTQ+ Friendly Health Resources

[Logos Counseling](#): Sarah Hissin (MSW, LMSW)

[Open-Minded Counseling](#): Kaity Stone, LCSW, MA

[Prism Health North Texas](#): Providing Gender Affirming care

[Trans Wellness Service](#): HRT access (local)

### **National**

[Folx](#): Gender affirming care (national including Texas)

[GLMA: Health Professionals Advancing LGBTQ Equality](#) The oldest and largest association of LGBTQ+ and allied health professionals:

[LGBTQ+ Healthcare Directory](#): Find LGBTQ+ friendly healthcare near you

[Plume](#): Gender affirming care (national including Texas)

[Queer Health Pod](#): Bringing LGBTQ health questions to the queer experts who can answer them.

[Trans-Cendence International](#) Advocates for and assists transgender and gender-nonconforming individuals through outreach and collaborative support.

[Trans Lifeline](#): a peer support phone service run by trans people for our trans and questioning peers.

[The Trevor Project](#): the leading suicide prevention and crisis intervention nonprofit organization for LGBTQ+ young people

## **Legal Resources**

- [American Civil Liberties Union](#) (ACLU)
- [Advocates for Trans Equality](#) (A4TE)    [Trans Legal Survival Guide](#)
- [GLAD Law](#) : GLBTQ Legal Advocates and Defenders
- [Human Rights Campaign](#): nation's largest civil rights organization working to achieve LGBTQ+ equality
- [Lambda Legal](#): Dallas: 3500 Oak Lawn Ave UNIT 500, Dallas, TX 75219. (214)219-8585  
- [Defending and expanding nonbinary and transgender rights](#)       - [Help Desk Link](#)
- [LGBTQIA+ Rights & Safety Card | Reconciling Works](#)

- [Transgender Law Center](#): Largest national trans-led organization advocating self-determination for all people. [Legal Information Help Desk Link](#)
- [Trans Legal Aid Clinic TX](#)

## Legislative Updates

ACLU: [Mapping Attacks on LGBTQ Rights in U.S. State Legislatures in 2025](#)

Equality Texas: [2025 Legislative Bill Tracker](#)

Justice Network [LGBTQ+ Comprehensive Legislation Guide](#)

### **Trans Specific:**

[Erin In The Morning](#): news and discussion on trans legislation and life

[Transgender Rights Digest](#): Policy Hub for Trans Rights (updated daily)

[Transgender Education Network of Texas Legislation Bill Tracker](#) (local)

[Trans Legislation Tracker](#) (national)

## Texas Community Support Resources

[Black Tie Dinner](#): Nation's Largest LGBTQ+ Fundraising Dinner

[Coalition for Aging LGBT](#): Improves/protects the quality of life of older LGBT adults in North Texas

[Dallas Voice](#) The Premier Media Source for LGBT North Texas

[Equality Texas](#): Works to secure full equality for lesbian, gay, bisexual, transgender, and queer Texans. [Community Resources](#)

[Finn's Place](#): A community center in Fort Worth for trans and gender-diverse people

- List of trans-owned or inclusive organizations and companies, including including health resources, support groups, social resources, services and crisis help: [General 2 — Finn's Place](#)

[GLAAD](#): Works through entertainment, news, and digital media to share stories from the LGBTQ community that accelerate acceptance. community calendar: [LGBTQ Community Calendar](#)

[HRC Texas](#) : America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer people.

[Justice Network Tarrant County LGBTQ+ Rights Action Team](#): advocating for the LGBTQ+ community in FW and Tarrant County

[Inclusive Faith Coalition](#): Welcoming faith-based congregations in Tarrant County:

[LGBTQ SAVES](#): Provides safe spaces for social and personal development of LGBTQ youth.

[MPact DFW](#): Provides safe spaces for gay and bi-sexual men of color.

[North Texas LGBT Chamber of Commerce](#) : Find LGBTQ friendly businesses, shops, medical professionals, legal support, restaurants, lodging, and much more!

[North Texas Pride](#): Advocates unity, equality and community integration for LGBTQ and allies through forums and events that promote pride, self-acceptance, education, awareness, social interaction.

[North Texas TRANSportation Network](#): (NTTN) provides travel grants to North Texas Families seeking out-of-state health care for trans and gender-diverse minors.

[Out Youth](#): Programs/services to help young people develop into happy, healthy, successful adults.

[Parents of Trans Youth](#): provides learning, support, and community to parents and caregivers of transgender, nonbinary, and gender diverse kids.

[PFLAG – Fort Worth](#): Promotes the health and well-being of lesbian, gay, bisexual and transgender persons, their families and friends:

- ***PFLAG Publications:***
  - [Be not afraid - PFLAG](#)
  - [Faith In Our Families - PFLAG](#)
  - [Supporting Your LGBTQ+ Grandchild - PFLAG](#)

[QueerQuest](#): Dungeons & Dragons gaming community prioritizing LGBTQ+ and neurodiverse players. Games for 16+yrs,, 13-15 yrs, and 10-12 yrs. Hosted by Galileo Church.

[Texas Freedom Network](#): Advocacy organization fighting for LGBTQ rights

[TEXAS HOUSE LGBTQ CAUCUS](#): A forum for Texas Legislators to discuss issues that affect LGBTQ Texans.

[Texas Trans Kids](#): Resources for Transgender Youth in Texas

[Transgender Education Network of Texas](#) (TENT): Texas' only trans-led and trans-focused policy, education, and advocacy organization working to achieve a Texas where trans and gender expansive people can not only survive, but thrive.

[Trinity Pride Fest](#) : a nonprofit organization that celebrates and supports the LGBTQ community.

## **Denominational/Movement Specific Resources**

### **Buddhist**

#### ***Books and other media:***

*My Buddha is Pink: Buddhism from an LGBTQI Perspective* by Richard Harrold. (2019)

*Radical Dharma: Talking Race, Love, and Liberation*, by Rev. angel Kyodo williams and Lama Rod Owens, with Jasmine Syedullah, PhD

## **Christian Organizations**

**Cathedral of Hope:** [secular and religious resources](#) [supporting transgender communities.](#)

**Soulforce:** “Works to end the religious and political oppression of LGBTQI people.” [resource library.](#)

**The Rainbow Well:** [An Affirming 2SLGBTQIA+ Resource Hub on Faith, Gender, & Sexuality](#)

**Trinity Presbyterian support groups:** [Open Hearts \(LGBTQ+ Family and Friends\)](#)

**Universal Fellowship of Metropolitan Community Churches (MCC):** has a presence in over 20 countries and has helped fuel an international movement for LGBTQ rights and equality.

## **Publications**

-[Well Chosen Words](#) A brochure addressing gender-specific and gender-neutral pronouns

### **Books and other media:**

Family of Origin, Family of Choice, by Katie Hays & Susan Chiasson.

First-person stories of what can happen when a person comes out to their family of origin, and how they can find equilibrium over time. (2021)

For the Bible Tells Me So: the Biblical Theological Necessity of LGBTQ+ Inclusion in the Church, by Katie Hays (2020)

A short, easy-to-read summary of how the Bible speaks to questions of sexual orientation and gender identity.

New Directions for Holy Questions: Progressive Christian Theology for Families

by Claire Brown and Anita Peebles

This book for families centers around life’s big questions with each of its 19 chapters addressing one question.

Our Lives Matter: A Womanist Queer Theology by Pamela R. Lightsey (2015)

Dr. Lightsey uses a womanist approach to reflect upon Methodist doctrine and practice through the stories of Black LBTQ women.

Rainbow Theology: Bridging Race, Sexuality, and Spirit by Patrick S. Cheng (2013).

Cheng is an Episcopal priest who has systematically collected theological writings from diverse LGBTIQ people of color.

Samuel de Witt Proctor Conference Clergy Conversations (Pride edition)

<https://www.youtube.com/watch?app=desktop&v=rnDsSIQrs9s>

Where the Edge Gathers: Building a Community of Radical Inclusion by Yvette A. Flunder.

Bishop Flunder, a womanist theologian, is the founder of the City of Refuge UCC in San Francisco and Presiding Bishop of [The Fellowship of Affirming Ministries](#).

## **Jewish**

### **Organizations:**

[Keshet](#): National Organization working toward the full equality of LGBTQ+ Jews and their families

[Moving Traditions](#): Provides safe spaces and programming for LGBTQ+ Jews

[Religious Action Center of Reform Judaism](#): LGBTQ Equality Resources

[Sojourn](#): Southern Jewish Resource Network for Sexual and Gender Diversity:

**Guides:**

- [A Quick Guide for LGBTQ Inclusion - Keshet](#)
- [Making Jewish Ritual Spaces All-Gender Inclusive](#): Reconstructionist Rabbinical Association (RRA)

**Books and other media:**

[Becoming Eve: My Journey from Orthodox Rabbi To Transgender Woman](#), Abby Chava Stein (2019)

[Mishkan Ga'Avah: Where Pride Dwells: A Celebration on LGBTQ Jewish Life and Ritual](#), Edited by Denise L. Eger (2020)

[A Rainbow Thread: An Anthology of Queer Jewish Texts from the First Century to 1969](#), by Noam Sienna (2019)

[The Soul of the Stranger: Reading God and Torah from a Transgender Perspective](#), [Joy Ladin](#) (2018)

[Through The Door of Life: A Jewish Journey Between Genders](#), by [Joy Ladin](#) (2013)

[Torah Queeries: Weekly Commentaries on the Hebrew Bible](#), edited by Gregg Drinkwater, Joshua Lesser and David Shneer (2009)

[Trembling Before G-d](#) (Movie) Documentary about gay and lesbian Orthodox Jews reconciling their sexuality with their faith. (2001)

[Wrestling with God and Men: Homosexuality in the Jewish Tradition](#), Rabbi Steven Greenberg (2005)

**Sikh**

**Books and other media:**

["Policing the Bodies of Transgender & Queer Sikhs"](#) by [pradeep singh kehal](#).

**United Methodist**

**Reconciling Ministries Network** ([www.rmnetwork.org](http://www.rmnetwork.org)) is an organization seeking the inclusion of people of all sexual orientations and gender identities in the policy and practices of the United Methodist Church.

**Unitarian Universalist (UU)**

- [Guidelines and Action Steps for Welcoming Congregations | UUA.org](#)
- [Lesbian, Gay, Bisexual, Transgender, and Queer Justice | UUA.org](#)
- [Transgender / Nonbinary Monthly Gatherings - 4th Tuesdays @ 8pm ET / 5pm PT | UUA.org](#)
- [Resources of Support for Transgender and Non-Binary People | UUA.org](#)
- [Transforming Hearts Collective](#)

If you have suggestions regarding adapting or changing this document, please send them to: Cantor Sheri Allen: [cantorsheri@gmail.com](mailto:cantorsheri@gmail.com)