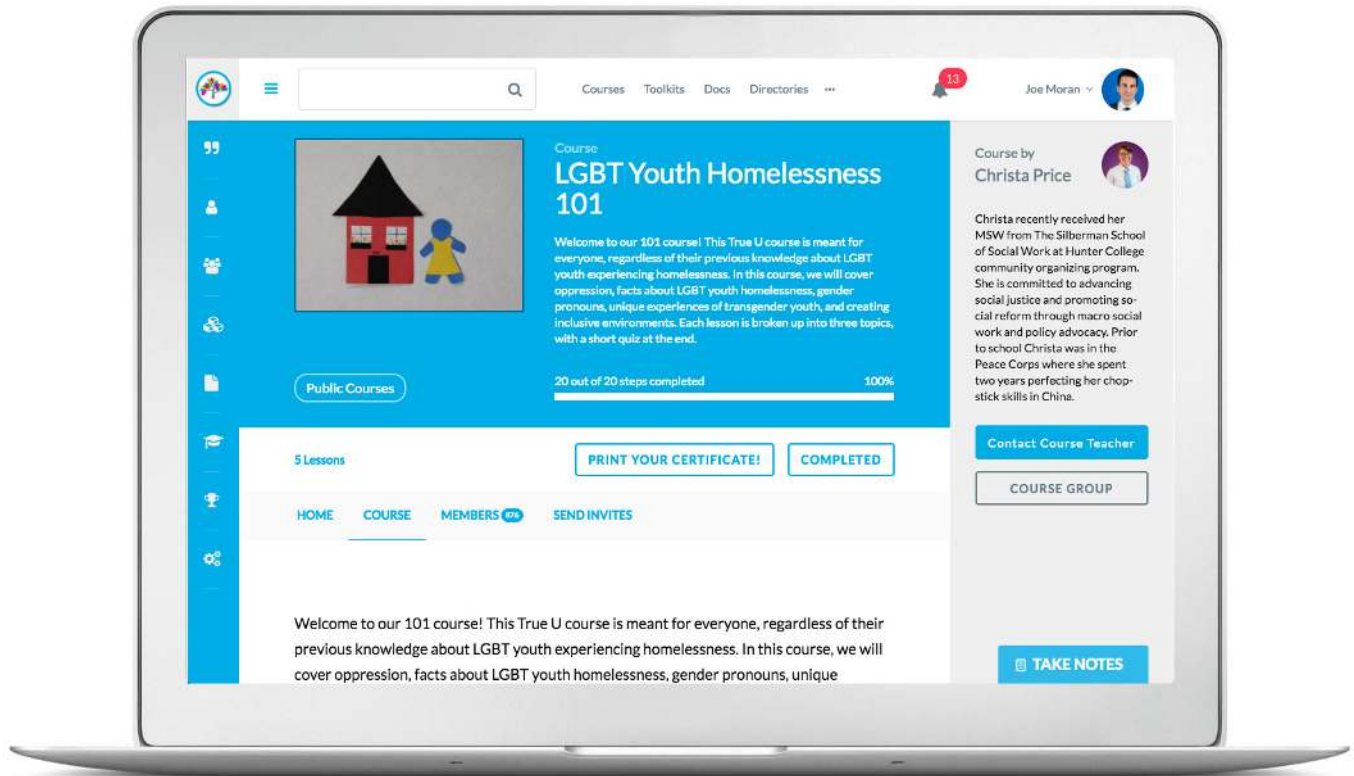


TRUE U CHALLENGE MANUAL



An introduction to True U

The **True U Online Training Platform** is designed to guide people toward cultural inclusivity in an interactive way – and at their own pace. Through short-form videos, articles, podcasts, and quizzes, True U helps individuals working with youth to better serve lesbian, gay, bisexual, and transgender (LGBT) young people experiencing homelessness. True U provides organizations with simple ways to create inclusive policies and procedures, while giving a baseline for LGBT issues and terminology so that everyone is on the same page.

Best of all – it's free!



Take the True U Challenge

Providing LGBT youth with inclusive and affirming services often requires a cultural shift at an organization. It's crucial that all staff have a common understanding of LGBT inclusivity. From front line workers to facilities staff to administrators, every team member has the ability to make a positive impact on a young person's life. In order for that to happen, every staff member needs to be prepared to fully support any young person who walks through the door. A True U Challenge is an initiative to train a set number of people in a set amount of time to meet this exact goal. It's a fun, engaging way to get your staff motivated and create change at your organization quickly and efficiently. It's important to note that a True U Challenge can be implemented within a single organization or amongst a network of organizations.





True U curriculum

True U courses are broken down into lessons that consist of short multimedia presentations and a quiz. These quizzes help measure the learning objectives for each individual staff member.

Common Ground

Language and Terminology

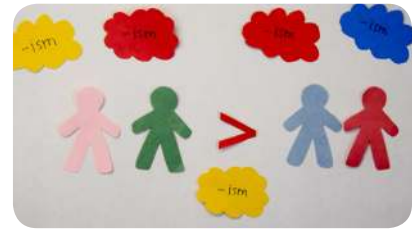
This lesson sets the stage for what's ahead and gives participants an overview of the True U Learning Platform. It also gets everyone on the same page as far as language and terminology is concerned.



LGBT Youth Homelessness 101

Lesson 1: Understanding Oppression

Before we can dive in, we need to understand oppression and the role it plays in perpetuating the cycle of homelessness. This lesson deconstructs oppression and examines how the “-isms” impact LGBT young people.



Lesson 2: Overview of LGBT Youth Homelessness

This lesson examines how and why LGBT youth experience homelessness at disproportionate rates, and identifies their unique needs.



Lesson 3: Gender Pronouns

Small words can make a big difference. This lesson provides an overview of why gender pronouns are important and offers guidance around how to respectfully ask folks what pronouns they use.



Lesson 4: Transgender Youth Experiences

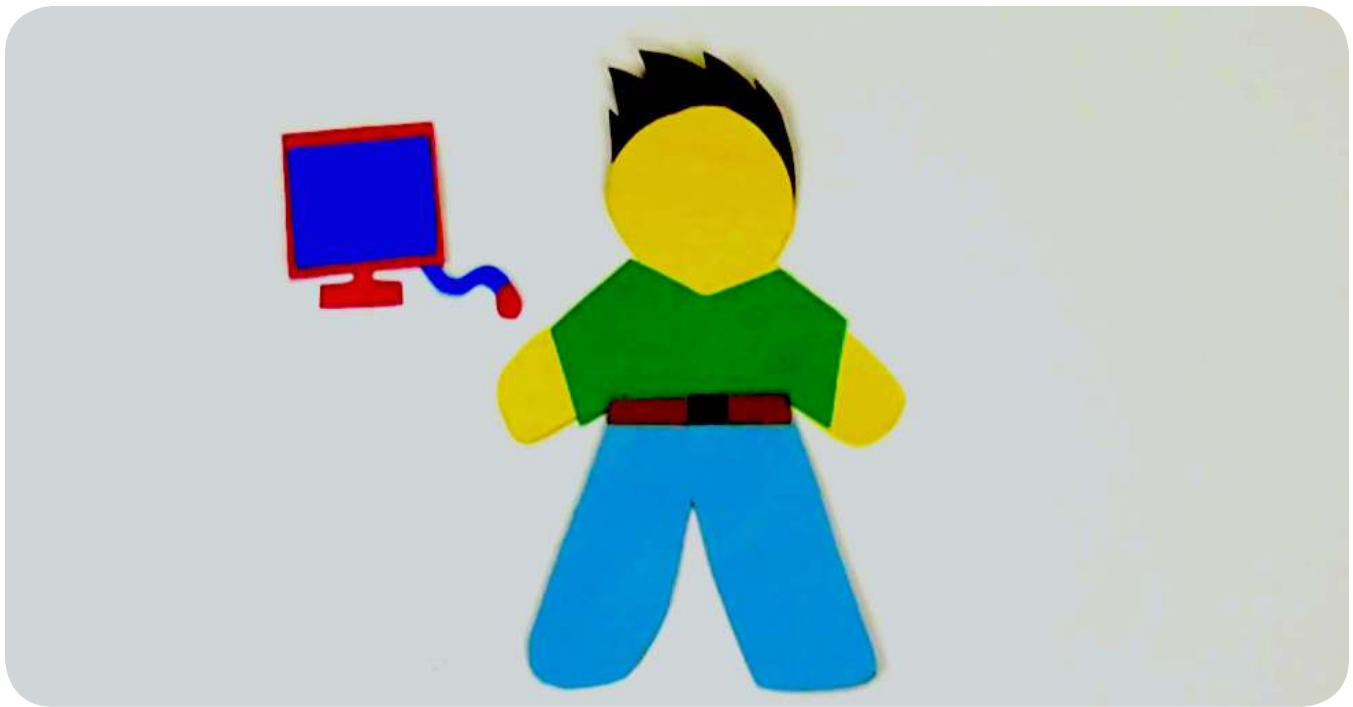
This lesson explores the relationship between policies and the oppressive systems that impact the unique needs of transgender and gender expansive young people experiencing homelessness.



Lesson 5: Creating Inclusive Environments

Everyone deserves to feel safe and affirmed, regardless of their gender or sexual identity. This lesson explores some ways to create safe and inclusive environments for LGBT young people.





Considerations

Here are some things to consider if you're thinking about implementing a True U Challenge at your organization:

- ▶ It's best to have all staff participate in a True U Challenge. From administration to facilities to direct services, it's important that all staff have a basic understanding of the issues that impact LGBT youth experiencing homelessness.
- ▶ The True U online learning platform was designed for individualized learning and provides a self-paced experience for learners to complete the training at their own pace.
- ▶ The True U Challenge works best with a set timeline. It'll take each participant approximately 1-2 hours to complete the course. We recommend setting a timeline of 2-4 weeks for all staff to complete the training.
- ▶ If possible, it's always great to provide incentives to individuals and organizations who have reached their goals. This helps motivate staff and employees.
- ▶ You'll need a point person at your organization(s) to act as a liaison with True Colors Fund staff. This person will be a key player in holding people accountable and rallying support from within the organization.



Outcomes

Embarking on a True U Challenge provides your team with:

- ▶ An online hub where participants can access lessons, connect with one another, and engage in discussions.
- ▶ Customized reporting, including enrollment rates, pass/fail metrics, and quiz scores to track the organization's progress.
- ▶ Public relations support to get the word out about the important and impactful work you are doing to create inclusive and affirming environments for youth.
- ▶ A certificate of completion for each participant that passes the course.
- ▶ A True U Continuing Education Guide, which provides supplemental group activities and discussion questions to continue the work after the challenge is over.



BE AWESOME.



TRUECOLORSFUND

www.truecolorsfund.org