



## True Colors Inclusion Assessment

We believe that everyone has a role in addressing lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) youth homelessness, and that we are all always learning and improving. The Inclusion Assessment process was developed with those beliefs in mind. It enables service providers to assess their current level of LGBTQ-inclusive and affirming practices and policies. The process was developed based on existing tools being utilized in the child welfare system, as well as qualitative feedback from our own site visits and conference presentations. Our tools were reviewed by both our advisory board and LGBTQ young people with experiences of homelessness. The True Colors Inclusion Assessment process consists of 3 separate steps:

### 1. Organizational Overview

The first step of the True Colors Inclusion Assessment is a 22-question survey, providing us with an overview of your organization policies and practices supporting and affirming LGBTQ youth. On average, the survey takes approximately **15-30 minutes** to complete. The organization overview can be completed by one person.

It is up to each organization to determine the most appropriate method for completing the survey. Some organizations designate one person to complete the organizational overview. Others assemble a team of 3-5 people who meet, discuss, and complete the survey. It is up to you!

### 2. All Staff Survey

Next is a 19-question anonymous survey that gauges the knowledge and comfort-level of all agency staff when interacting with LGBTQ youth. The tool is intended for all agency staff and all answers will be anonymous.

The answers from the survey will be used to determine what types of resources may be the most beneficial for your organization to ensure all staff are knowledgeable and comfortable when interacting with LGBTQ youth.

### 3. Client Survey

The third step of the True Colors Inclusion Assessment is a 14-question survey for clients who access services at your organization. The survey is **anonymous**. We are happy to work with you to determine the most appropriate method for making the survey available to the clients at your organization.