Year One Learnings

**OUR REACH**

**Participated in Gender Norms 101 Training**

- 10% Board Members
- 32% Frontline Staff
- 47% Management
- 85% Executive Leadership

94% of Grant Partners "Satisfied" or "Very Satisfied" with Training

88% of Grant Partners said Training "Increased Knowledge"

93% of Grant Partners said Training "Will be Useful in Our Work"

---

**Staff Involved in Additional Training**

- 11% Board Members
- 44% Frontline Staff
- 78% Management
- 67% Executive Leadership

40% of Participants Requested Additional Training

Grant partners see this as a good starting point and now want to dive deeper

---

**EMERGING STRANDS OF WORK**

- Gender Equity
- LGBTQ, Gender Nonconformity & Nonbinary
- Feminine & Masculine Norms
- Race, Gender & Intersectionality
SERVICES PROVIDED

Onsite & Online Staff Trainings
Model Small Group Curricula
Focus Groups & Confidential Surveys
Gender Audits

OUR COMMITMENT TO CHANGE

Knowledge  Culture  Practice  Policy
Embedding Gender Norms into Organizational DNA

CHANGES IN CULTURE, PRACTICE & POLICY

Being aware of terminology used to effectively, and with respect, identify groups.

The gender norms training is certainly informing our new program development.

We changed our bathroom signs from male/female to gender neutral.

We are updating our diversity statement.

INSIGHTS FROM GRANT PARTNERS

The online gender norms training helps our existing team respond with compassion and empathy to a vulnerable population experiencing homelessness, while providing a core component to use onboarding new staff.

Becky Landes, CEO
The Beacon

New materials TENT is developing with TrueChild will help transform people’s understanding of trans rights as a one-dimensional issue—when we integrate factors like race, class, or repro health, it makes our movement and our community stronger.

Emmett Schelling, Exec. Dir.
Transgender Education Network of Texas (TENT)

Increasing girls’ STEM participation means addressing feminine norms and how people think; we look forward to using TrueChild’s curriculum to help drive change, develop a culture of inclusion, and transform our approach to gender inclusion.

Tiphany Burrell, Program Manager
YWCA Houston