Day Four

DIVERSITY

It’s In Every One Of Us!

Why Diversity

- Inclusion is the right thing to do
- Our differences makes us stronger
- Respond to changing demographics
- Need to respect one another’s difference
- One way to demonstrate that we value others is to recognize it, celebrate it, use it

Types Of Diversity

- Human
- Cultural
- Organizational
# Human Diversity

**What we are:**
- Gender
- Race
- Age
- Appearance
- Health

**Who we are:**
- Education
- Marital/Parental status
- Occupation
- Geographic Location

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# Cultural Diversity

- Language
- Lifestyle
- Heritage
- Belief System
- Religious Beliefs
- Traditions

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# Organizational Diversity

- Teamwork
- Roles
- Relationships
- Leadership
- Empowerment
- Education and Training
- Affiliations
Diversity Makes Us Stronger

- Everyone gets involved
- Different backgrounds allow for new looks at old problems
- Out of differences come new ideas and inspirations
- We are stronger together than apart

Using Diversity to Make BSA Better

- Aggressively recruit diverse members and leaders
- Identify and challenge unacceptable demeaning behavior
- Encourage everyone to contribute their backgrounds, talents, and experiences
- Serve as a role model

Barriers to Leveraging Diversity

- We resist change
- Comfort in sameness
- Peer pressure
Falling Short

- We all make mistakes
- Apologize
- Ask for guidance
- KEEP TRYING!

Responding to Others

* A Scout is Friendly
* A Scout is Reverent

Leveraging Diversity & Leading Change

- 400 years ago
- 1849
- Today
- The future?
Group Discussion
Diversity issues in your unit? How can you leverage them to change for the better?

Points to Remember
• We are stronger when we are diverse.
• We are stronger when we make diversity work for us.
• Leading change to become more diverse is critical for Scouting to remain relevant.

High Performance Teams are stronger when they have and utilize diverse membership