


## 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

<p><u><i>What we are:</i></u></p> <ul style="list-style-type: none"><li>• Gender</li><li>• Race</li><li>• Age</li><li>• Appearance</li><li>• Health</li></ul>	<p><u><i>Who we are:</i></u></p> <ul style="list-style-type: none"><li>• Education</li><li>• Marital/Parental status</li><li>• Occupation</li><li>• Geographic Location</li></ul>
---	---



---

---

---


---

---

---


---

---



## Cultural Diversity

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



---

---

---


---

---

---


---

---



## 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?



---

---

---

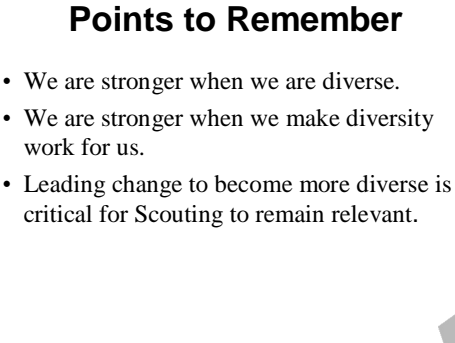


---

---

---


---

---



**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.



---

---

---

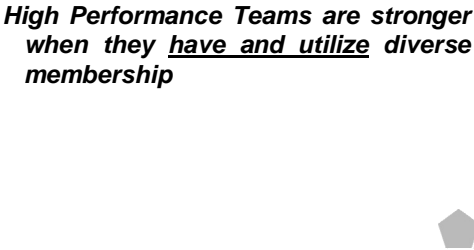


---

---


---

---

---



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



---

---

---

---

---

---

---

---