

## Companion Workbook to D&I Module 4

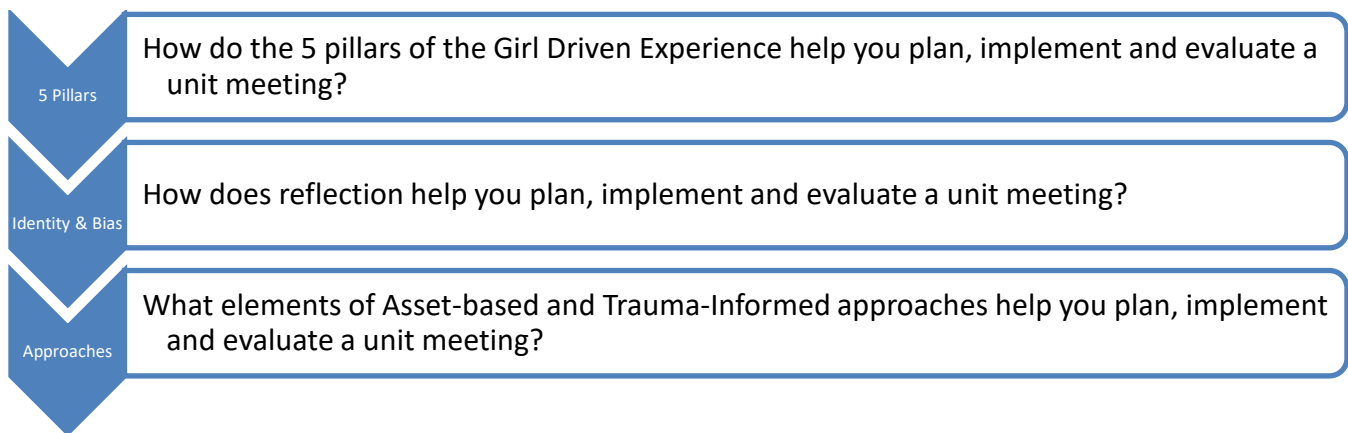
This document along with the D&I Training Primer are not intended to be used as stand alone resources. It is important that they be used in conjunction with facilitated sessions to provide appropriate and important context, examples and uses.



### Learning Objectives

- Develop a unit meeting plan that integrates the principles of diversity and inclusion
- Design and adapt activities that take the intersectional identities of the girls in your unit into consideration
- Evaluate your successes and challenges at the end of each meeting
- Identify next steps to make your meetings more inclusive

### Consider the following in planning, implement and evaluating an inclusive unit meeting



### Planning an Inclusive Unit Meeting – Template

This activity sheet will help you think through some of the principles to consider in order to plan an inclusive unit meeting.

#### Activity Description:

#### Before the Meeting: REFLECTION

1. How could my lived experience, my position, and my values shape my perspective during this meeting?

- 2. How does the community aid or present a challenge to implementing this meeting in a way that is girl-driven?
  
- 3. How does the social climate aid or present a challenge to implementing this meeting in a way that is girl-driven?

**During the Meeting: IMPLEMENTATION**

<p><b>Approaches</b>          What elements of Asset-based and Trauma-informed approaches will help me lead this meeting?</p>	
<p><b>Considerations</b>          How can the 5 Pillars support me to lead this unit meeting?</p>	



<b>Scripting and Challenging Stereotypes</b>	
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Script responses to the following potential questions from girls and fellow Guiders:

### During the Meeting: QUESTIONS TO CONSIDER:

1. What opportunities are there for:
  - o involving different leadership styles
  - o Collaborating with partners and communities
  - o Adapting the activity to account for differences in peoples' lived experience
2. How can I take into consideration:
  - o The positive and resilient qualities of the girls in my unit
  - o The experiences and realities of the girls in my unit
  - o The social structures that might impact the girls in my unit.

### After the Meeting: FOSTER A GROWTH MINDSET

1. What gifts and assets were utilized, and was that the best or beneficial use of those gifts?
2. What shared values and desired outcomes with the unit were demonstrated or achieved?
3. Were there any occurrence that might indicate some harm?



4. Were girls empowered to take ownership of their experience?

5. What words and actions directly minimized risk of harm?

### **Keep the Learning Going**

Although this is the end of the 4-module D&I trainings for members, it is not where the learning ends. We all need to commit to lifelong learning about issues of equity, inclusion, and anti-racism. You can come back to the materials, resources, and activity sheets you have received throughout the trainings to help you to keep learning.

To learn more about planning inclusive Guiding events consult the [Inclusive Event Checklist](#).

Look for new resources and trainings in the future on [MemberZone](#) to continue your learning.

