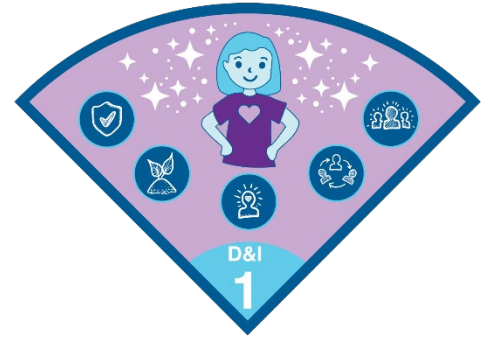


Companion Workbook to D&I Module 1

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

- Define diversity, inclusion, and other key words and concepts.
- Summarize the key qualities and features of the 5 pillars of the girl driven approach
- Utilize the 5 Pillars to cultivate a unit that is both diverse and inclusive
- Understand your role as Guiders in identifying and addressing barriers and challenges to diversity and inclusion for the be

What does Diversity mean to you?

What does Inclusion mean to you?

What is the difference between Diversity and Inclusion?

What is Intersectionality?

Scenarios:

1. As a unit leader, you are choosing songs for your camp and you love the traditional Guiding songs. You choose a few songs that have the word “God” or “Lord” in them and that refer to other religious symbols.
2. As a unit leader, you want to have a Christmas party because it’s something you love to do, and something you have always done with your unit. You think a few girls in your unit don’t celebrate Christmas, and you want to tell those girls that attendance is optional, but they are more than welcome to attend.

Questions:

Who might feel included or excluded with the activity going ahead as it is planned now?

How can this activity be modified to be more inclusive?

GGC’s Diversity, Equity and Inclusion Commitments and Principles:

What does a commitment to diversity and inclusion look like in Guiding? The commitments and principles below provide a framework each of us can employ as we work towards inclusion with our actions as Girl Guide members and our interactions with one another.

Our commitments are what we value and help us determine what is important.

Our principles are explicit rules that are grounded in and therefore support our commitments

Commitments:

Humility

In Guiding, we step back in order to welcome and provide space for the experiences and voices of marginalized people. We build a sense of belonging by recognizing that the people



we aim to support are experts on their own lives and experiences. When we're challenged, we listen and acknowledge – and when we've made a mistake, we actively work to grow and change.

Accountability

We're open, honest and transparent about why and how decisions are made. We take responsibility for following through on our commitments to creating equitable and inclusive environments. And we're accountable to the process, not just to the end result.

Collaboration

The work of diversity and inclusion can't be accomplished in isolation or with a singular focus. We work with people who are affected by our actions and decisions, so we actively seek their input. We engage with thoughts, ideas and approaches that are different from our own, in order to imagine, facilitate and realize new possibilities. We build relationships with individuals, communities and organizations based on respect, mutuality, and trust.

Courage

When it comes to supporting diversity and inclusion, we're committed to doing what's right, even when what's right may not be easy. We don't shy away from difficult, discomforting, or unsettling conversations, because we trust these conversations will move us in a positive direction. We resist simplistic solutions to complex problems, and directly confront systems of inequity wherever we find them.

Integrity

We consciously and consistently make decisions that will move us towards a more inclusive culture. We recognize that trust is earned – not given – and we work to earn trust by ensuring our commitments are demonstrated with tangible actions. We take ownership over our impact on others, and invite them to join with us along on the same journey

What is one commitment that stands out to you, and why?



Principles

1. Address inequity in systems and structures, not in people. The work of diversity and inclusion must address the conditions that marginalize people, not perceived deficits in people themselves.
2. Work with, not on, marginalized communities. We have a lot to learn from the identities and experiences of the people we want to serve. Inclusive spaces must be built alongside and in solidarity with marginalized people.
3. Practice patience in relationship building. Relationship building takes time and requires us to center the needs of the people we want to build relationships with. Making space for what is important for marginalized communities enables us to better serve those communities.
4. Create a culture of learning. Inclusion work requires an openness to different ideas, perspectives, and worldviews. It also requires accepting that mistakes are inevitable; what matters is that we admit to our mistakes and take steps to learn from them.
5. Work toward sustainability. Any actions taken to build equity must ensure equity in the long term. The long-term impacts on marginalized people must be considered in everything we do to serve marginalized people.
6. Do no harm. People's feelings of safety are not compromised in order to produce a product or achieve an outcome. People are prioritized first, good process second, and product last.
7. Make evidence-informed decisions in building leading practices. Leading practices are formed when we take best practices and apply them to the unique context of Guiding. Quantitative or qualitative research, as well the stories and lived experiences of marginalized people, are all forms of evidence.

What is one principle that stands out to you in your role with GGC and why?

What does Safe Space feel like for you?



Co-Creating a Safer Space: Think about how to make each step practical for your work with GGC outside of this session.

1. Ensure everyone understands the meaning of 'safe space' by discussing and agreeing on a standard of safety. Use the GGC definition to agree on the unit's definition of safety.
2. Agree on how anyone feeling unsafe can advocate for a solution-focused discussion about their safety.
3. Agree on acceptable responses to incidents or occurrences where a member expresses feeling unsafe.
4. Check in regularly with each other. Debrief after an incident.
5. Evaluate your group's safety standards periodically to ensure the standards are still effective.



Check out

1. What is one thing you will commit to doing after this session?

2. How will you practice [self-care](#) after this session?

To learn more about girl driven pillars and D&I Commitments and Principles that inform GGC's direction for the future and immediate actions **check out pages 7-9 of [Guiding is For Everyone](#).**



10 Commitments for Building an Inclusive Guiding Movement

1. **I will inform myself in order to know what I do not know.** I recognize that I'm least likely to recognize the inequities that afford me my own privilege. I will practice recognizing the conditions that privilege me, particularly if those same conditions marginalize others.
2. **I will prioritize people first, process second, and product last.** I will not compromise peoples' feelings of safety in order to produce a good product or outcome.
3. **I will not reduce diversity and inclusion to cultural celebrations or activities.** I will reject celebrations of diversity that reduce culture to a few isolated aspects such as food, clothing, song, dance, or crafts. Although these things can be a part of engaging with culture, they do not in of themselves make Guiding inclusive.
4. **I will engage in difficult or uncomfortable conversations to further the work of inclusion.** I will not shy away from difficult, discomfoting, or unsettling conversations, because I trust these conversations will move our Guiding community in the right direction when practiced with compassion for everyone involved.
5. **I will work to change the structures and systems that affect marginalized communities, not marginalized communities themselves.** I will refuse to identify the source of social problems as existing within marginalized communities and individuals. Instead my responsibility is to address structural and systemic inequities as that is the source of social problems. I know that differences of how Guiding is experienced as a result of marginalization has nothing to do with an individual's mindset, culture, or grit.
6. **I will situate a person's Guiding experience inside the larger sociopolitical context.** I will work to understand the bigger context of societal inequity. Even if I do not have the power to end systemic oppression, I recognize that oppression has real impacts on a person's experience in Guiding. I commit to understanding those impacts.
7. **I will resist simple solutions to complex problems.** I am committed to doing what is right when it comes to building an inclusive Guiding community, even if what is right is not easy and simple.
8. **I will take ownership over my impact.** I recognize that my good intentions do not excuse behaviors that further marginalize or oppress people around me. I will work to be aware of the impact of my actions, and when necessary, listen, reflect, apologize, and do better.
9. **I will stand beside or behind marginalized communities, not in front of them.** I have a lot to learn from the identities and experiences of the people I want to serve and will strive to build inclusive spaces alongside and in solidarity with them.
10. **I will work for equity at the expense of equality.** I recognize that equity is not about valuing every perspective. I will not promote perspectives I know to be harmful or oppressive for the sake of 'equality.'

