

Diversity & Inclusion

Time	Activity	Materials Needed
5-10 minutes	What is Diversity? What does Inclusion mean? <ul style="list-style-type: none"> Ideas Definitions GSRV Policy 	<ul style="list-style-type: none"> Dictionary
10 minutes	The Most Beautiful Orange <ul style="list-style-type: none"> Participants will decorate an orange & then the most beautiful orange will be revealed! 	<ul style="list-style-type: none"> Oranges (1 per participant, PLUS one!) Markers/stickers Towel/cloth Bowl Plate
5 minutes	<ul style="list-style-type: none"> Golden Rule vs. Platinum Rule 	
5 minutes	Our Language <ul style="list-style-type: none"> A Sharing of stories First Person Language 	<ul style="list-style-type: none"> People First Chart
5 minutes	Troop Ideas	<ul style="list-style-type: none"> Meet My Girl Form Celebrate Diversity Patch Activity Guide (from Girl Scouts River Valleys)
	Wrapping Up	

Getting Started – Opening Discussion

Time: 5-10 minutes

Materials Needed: Dictionary, definitions of diversity & inclusion, GSRV Policy (included below)

ASK: What comes to mind when you hear the word diversity or difference?

What does it mean to you? (Ask for answers from participants.)

- Race/ethnicity/national origin
- Physical abilities/accessibility
- LGBTQIA – (lesbian, gay, bisexual, transgender, queer, intersex, and asexual)
- Socio-economic
- Mental & emotional
- Others?



Look up the word **Diversity** in your dictionary. See what it says!

ASK: What does inclusion mean (to you)?

- Feeling respected
- A sense of belonging
- Being valued for who you are
- Feeling a level of supportive energy & commitment from others
- All people (regardless of abilities, disabilities, needs) have rights & freedom to equally participate fully in public life

Look up the word **inclusion** in the dictionary – see what it says!

ASK: How do you think Girl Scouts an inclusive organization? (*Ask for answers from participants.*)

SAY: Our formal definition of inclusion, adopted by Girl Scouts River Valleys in 2012, is:

As a Girl Scouts River Valleys member, I do my best to think, speak, and act in ways that ensure everyone across the council feels they belong and can meaningfully participate in all aspects of Girl Scouting, regardless of ability, age, culture, education, ethnicity, gender, race, religion, sexual orientation, and socioeconomic status.

Discussion (optional): Can a dictionary really encompass what diversity & inclusion means?

The Most Beautiful Orange

Time: 10 minutes

SAY: There are activities that can help start the conversation with your troop about diversity & inclusion, such as the following: “The Most Beautiful Orange”

Materials Needed: oranges, markers and stickers, towel or cloth, bowl, plate

Prep Needed: Pre-peel one orange & hide it (for later reveal)

1. Tell the girls you will be having a contest to choose the most beautiful orange. Have an orange for each girl. Give the girls markers or stickers to decorate their oranges.
2. When the oranges are decorated, place them in a bowl and send them to the ‘judges.’
3. Have one orange already peeled. Place the peeled orange on a plate and cover with a towel or cloth.
4. Bring the covered peeled orange to the girls and announce: “We have chosen the most beautiful orange!”
5. Then uncover the orange and ask, “Whose orange is this?”
6. Explain that what matters is not on the outside, that inside we are basically all the same.

SAY: However, not all of us may want to be treated the exact same way, which leads us to my next question.

Golden Rule vs. Platinum Rule

Time: 5 minutes

Ask: What is the Golden Rule?

- *Treat others the way you want to be treated.*

Ask: Has anyone ever heard of the Platinum Rule?

- *Treat others the way THEY want to be treated.*



Share: *The Platinum Rule accommodates the feelings of others. The focus of relationships shifts from "this is what I want, so I'll give everyone the same thing" to "let me first understand what they want and then I'll give it to them."* - <http://www.alessandra.com/abouttony/aboutpr.asp>

SAY: While “The Most Beautiful Orange” activity is a good starting point, we do not want to minimize differences, nor do we want to obsess over them. It’s a way to open conversation about how we have similarities and differences...and they are okay!

We have the orange, but maybe you don’t like to eat oranges that have been peeled. Maybe you like them in wedges, only drink orange juice (pulp or no pulp?) or prefer tangerines, or perhaps the citrus gives you acid reflux...or you are severely allergic to oranges! We need to be careful about treating everyone exactly the same – because it lacks a deeper understanding of who they are as an individual.

Our Language

Time: 5 minutes

SAY: The language that we use and what we say can affect others. Consider what you say and how you say it. If you have a family that appears to have a different ethnicity than you, consider asking them if they would be comfortable sharing their family story. Avoid asking things like, “Where did you come from?” This can be off-putting to many. Be aware that some people may be sensitive, so be respectful of their decision to share or not. Avoid making assumptions, as this can also be offensive and make people defensive.

SAY: We may not realize the historical or negative meanings behind phrases that are commonly used. What can we do about them? If you're uncertain about what a common phrase means or how it originated, look it up! If someone else uses one of these phrases, calmly & simply tell them that it makes you uncomfortable or you don't like it. Please don't use that term/language around me. Catch yourself if you say things like this, apologize, and work on creating a new phrase that comes naturally.

Some examples:

"That's so gay/retarded."

"The weather is acting bi-polar."

"Let's pow wow about it."

"I'm at the bottom of the totem pole."

"Hey, quiet in the peanut gallery."

"I got gypped."

"She's mulatto."

SAY: Being mindful about first person language is also very important.

(See People First Chart for examples, included in resources)

Troop Ideas

Time: 5 minutes

Here are some additional ideas you can use with your troops:

- Meet My Girl – have families complete this form that introduces their girl to the troop leaders.
 - See resources
- Talk with your families – ask them if they would be comfortable sharing part of their own history, experiences, or stories



- Talk with the troop – sharing of gifts exercise
 - Talk with your troop about the different gifts that each girl brings to the troop. Each person in the troop brings something special to the table. **It would be cool to create some sort of formal ceremony or activity with this! **
- GSRV has a Celebrate Diversity Patch that girls can earn! (See attached resource for the activity plan which can also be found online.)
 - Note: there are many different activities available for troops online. Please be careful of the resources or activities you try – they can become ‘pity exercises’ that minimize the true experience of a person with disabilities. You may want to talk about this point with your girls.
 - For example: Just because a person tries to write their name using only a mirror doesn’t mean they really know what it’s like to be dyslexic. Or doing an exercise where you exclude only the blue-eyed girls doesn’t mean the girls will know what it’s really like to be a minority. These exercises and activities help us to glimpse into others’ experiences, but don’t necessarily make us experts on what it’s like for those who face daily obstacles. Please be mindful of this.
- What other things have you done/can you do to be more inclusive or aware of diversity?

Wrapping Up

Time: 5 minutes

SAY: Girl Scout volunteers have the responsibility to make all individuals feel welcome and able to fully participate in all Girl Scout activities, which means accommodating the differing needs of girls and their parents/guardians, and other members.

“When you have an environment that is truly inclusive, individuals feel comfortable being themselves. They feel more comfortable sharing ideas, and it’s through all these different perspectives that you come up with innovation.” – Lynette Cappell-Williams, Associate VP of Workforce Diversity and Inclusion, Cornell University

More to Explore

- Here are examples of food choices in different cultures and faiths: (Girls Cook-In Self-study)
 - Mormons and Seventh Day Adventists avoid caffeinated beverages. Many Seventh Day Adventists don’t eat meat or dairy products. Those who do eat meat, don’t eat pork.
 - Judaism can be Liberal or Orthodox depending on how strictly people follow the Jewish laws. Some food, such as pork and shellfish, are strictly forbidden and foods must be prepared in the right way to be Kosher.
 - Muslims don’t eat pork or any products that contain emulsifiers made from animal fats, particularly margarines. Bread products fermented by yeast may possibly contain traces of alcohol and may be prohibited. Gelatin made from pork or any other animal that is not permitted is avoided, as well as caffeinated drinks.
 - Many Hindus are vegetarian, but this is not compulsory. In many cases, beef is forbidden while pork is sometimes restricted or avoided. Prohibited animal products tend to vary between countries and regions. Most Hindus do not eat beef or beef products. Dairy products, including milk, butter, and yogurt, are allowed. Foodstuffs, such as alcohol, onions, and garlic, are avoided or restricted.
 - Some Buddhists avoid meat and dairy products, while others only avoid beef. This is based on cultural, geographical, and dietary influences.
 - If a girl is vegetarian, you need to clarify what this means for her. Some vegetarians will eat eggs and dairy products. Generally, vegan refers to a more restrictive diet.



- Girls who have diabetes, allergies, or autism may have dietary restrictions. Ask their families to help clarify their needs.

