

Spotlight On...

Diversity, Equity & Inclusion

DEI stands for Diversity, Equity and Inclusion. Diversity means embracing and valuing difference. Equity means intentionally and justly allocating resources to make sure everyone's needs are met and achieve similar outcomes. Inclusion means everyone is a decision-maker and can fully participate. We recognize virtual troop may be a barrier to access for some Girl Scouts, so we need to be especially careful to creatively involve everyone as fully as possible.

Three Key Ways to Integrate DEI

Learn | Understand GSWW's commitment to DEI. [Check out our vision.](#)

Align | Reflect on and incorporate DEI into your Girl Scout Leadership approach.

- Engage in self-reflection. [Try our Spotlight Self-Reflection Tool.](#)
- Learn about the identities and cultures of your Girl Scouts;
- Explore power and privilege in your local and global communities;
- Demonstrate inclusion and equity as you plan and facilitate Girl Scouts;
- Model informed advocacy and activism for your Girl Scouts.

Inspire | Encourage your Girl Scouts to actively advocate to make the world a better place.



Virtual Spotlight Strategy | [Virtual Backgrounds](#) [let people choose how they show up!](#)

Pro Tip: Creating a safer space for your Girl Scouts means letting them choose how much of their environment to share. Encourage creativity and sensitivity to how backgrounds impact others.

As we move towards in-person troop, make no assumptions. Recognize that your Girl Scouts' families will respond differently to changing COVID-19 guidelines and focus on supporting them in making choices that fit for them. Set up a conversation with all families to ask these questions.

- Is your family ready to meet in-person when COVID-19 guidelines allow?
- Does your family have the capability to support virtual engagement?

Identity Wheel

[Personal and Social Identity Wheels](#)

prompt reflection on the various ways Girl Scouts identify and how those different identities impact the way others perceive or treat them. This activity builds empathy and community by sensitizing Girl Scouts to their shared and diverse identities.



Adaptable Activities | [Check out our Spotlight on Diversity Resources for more ideas.](#)

Pro Tip: Be aware that the Four F's – Food, Festivals, Flags & Frocks – are a great starting point for cultural exploration, but alone they do not acknowledge or build skills around addressing systemic inequities. We encourage you to find ways to go deeper with your Girl Scouts.



Cultural Cuisines

Food is the most popular of the Four F's and exploring cuisine can be a rich part of learning about a new culture. Go deeper! Research, discuss and share learnings about a historically oppressed community. Then try their cuisine and do so equitably by using troop funds to deliver food from local stores or restaurants directly to your Girl Scouts. Consider no-contact delivery options for ethnically diverse markets (e.g. Asian Food Markets, Halal Stores, Eastern European Delis, Latinx Supply Stores) or [check out this list of 230+ Black-owned businesses in Western Washington.](#)

Additional Resources

[Girl Scouts at Home](#)

[Volunteering at Home](#)

[GSUSA Resources](#)

[Troop Leader Blueprint](#)