



# Commitment to Diversity, Equity and Inclusion

girl scouts   
of the chesapeake bay

# Girl Scouts of the Chesapeake Bay's Commitment to Diversity, Equity and Inclusion

Stewardship, relationships, innovation, authenticity, and collaboration are core values of Girl Scouts of the Chesapeake Bay. As authentic individuals, we show up as real and transparent human beings, who are responsible for what we say and do, value each other's contributions and invest in one another.

Our founder, Juliette Gordon Low, established a foundation of diversity that runs throughout Girl Scouting to this day. At GSCB, we honor that foundation, fostering a safe and welcoming environment that is free from stigma and discrimination. And, we are committed to providing an environment that represents our diverse community that includes every race, ethnicity, income level, sexual orientation, ability, and religion; reflects a spectrum of gender identity; and connects across geographic areas. As Girl Scouts, we ensure that every person has equal access to the benefits of Girl Scouting and promote acceptance and respect for one another. GSCB is proud to be affirming role models, showcasing a diverse leadership staff to all members.

We know that the challenges children face today are more complex than ever before. Recent studies show that having an affirming adult role model is linked to better health outcomes for all youth, in particular, LGBTQ youth, with 60% of transgender students reporting feeling unsafe at school, simply because of their gender expression. GSCB staff and volunteers are called to action to be role models and are committed to create one of the few environments where every member feels safe.

For over 109 years, Girl Scouts has and will continue to be an instrument of change, promoting equitable outcomes for all. We wholly commit to taking action to grow as an anti-racist and anti-oppressive organization so that, through Girl Scouts, our members are affirmed as they strive to make our community and world better. Furthermore, we recognize that not all individuals identify only as boys or girls. GSCB welcomes children from across the gender spectrum: those who identify as transgender, agender, androgynous, etc., and those who are in transition or questioning their gender identity.

## Frequently Asked Questions

**Q: I have a child, or I identify as transgender, can I or they join Girl Scouts at GSCB and participate in troops, camps, programming, etc.?**

**A:** Yes.

**Q: Should a person's pronouns change while they are in my troop, do I have to use them? And why do pronouns matter?**

**A:** Yes. Girl Scouts are encouraged to ask what each other's pronoun(s) are and make every effort to use them; this is another way to treat everyone with respect and acknowledgement. You can model this approach by introducing yourself with pronouns and/or starting each meeting/event by sharing names and pronouns. On an individual level, you may also introduce yourself to someone by saying, "Hi, my name is \_\_\_\_\_. My pronouns are \_\_\_\_\_" (e.g. she, her, hers). Also ensure that others are using the correct pronouns and address it if they aren't. For example, you could say, "Keisha's pronouns are they, them, theirs. Please show respect by using the proper pronouns."



**Q: What do I tell people (whether they are related to the Girl Scout or not) if they have questions about another Girl Scout, in particular, questions regarding a person's gender identity?**

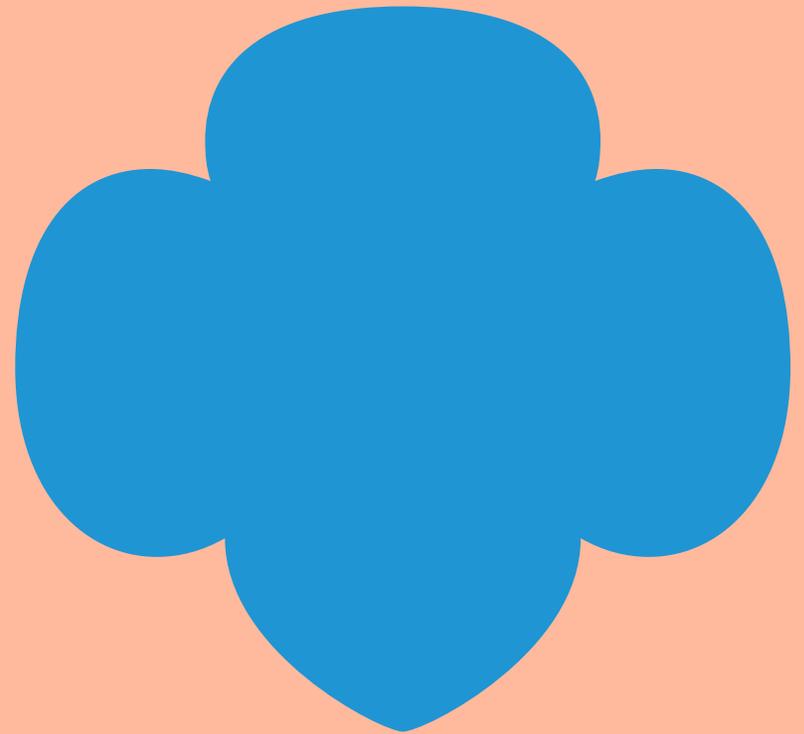
**A:** Remind them of GSCB's commitment and expectations. Let them know that due to the individual Girl Scout's right to privacy, you cannot discuss specifics about any member and remind them that GSCB is a welcoming environment for all individuals.

**Q: How do I respond to or support parents or volunteers who argue or question GSCB's commitment to diversity, equity, and inclusion?**

**A:** Please refer them to Member Care, who will connect them to the appropriate staff member, Senior Director or Executive Vice President.

**Q: Do I have to provide separate bathrooms/dressing rooms/showers for trans+ and gender non-conforming Girl Scouts?**

**A:** All members are entitled to privacy while using restroom facilities. This includes toilets, changing areas, and showers. Please continue to practice good privacy strategies for all individuals including access to private changing spaces and times for all individuals. Members have the right to use the facility of their choosing (men's, women's, or gender-neutral facilities [where available]).



**Q: For overnight events, where should everyone sleep?**

**A:** During the registration process, provide an opportunity for campers/families to share their gender identity, possibly in a question like, “What does your child need to be successful?” It is also a best practice to provide an opportunity for families/campers to note accommodation requests (of any sort) that organizers can follow up on. Unless a camper states otherwise, we should treat them the same as all campers about things like sleeping arrangements, etc. There is no need to “out” or discuss a camper’s gender identity with other campers. If questions or issues arise among campers, address the issue with respect, protecting the needs of the LGBTQ+ participant, and in an age-appropriate manner.

**Q: What if volunteers or employees identify as trans+ or gender non-conforming?**

**A:** The same guidelines are applicable regardless of whether the individuals are youth, volunteers, or employees.

**Q: I don’t feel equipped to navigate gender issues, what can I do?**

**A:** Reach out to your Volunteer Support Specialist so that they can connect you with the appropriate staff leader and/or resource. We are excited and happy to help and support you. We all have a responsibility to treat every individual with respect and dignity.

