



# Diversity in Scouting

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Wood Badge Diversity Ticket Item

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# Introduction

- **This presentation provides an overview of the concept of cultural diversity. The information covered here can help you:**
  - Increase your awareness of various dimensions of diversity.
  - Explore the primary and secondary dimensions of diversity, the attitudes they spawn, and the infinite ways people are different.
  - Allow you to think about your own cultural identity and how that identity affects your relationships with others.
  - Allow you to become more aware of your own attitudes, perceptions, and feelings about various aspects of diversity.
  - Allow you to increase your understanding of diversity issues.

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# What is Diversity

**Diversity is about people.**

**It's about the environment we live and work in and all of us  
reaching our panacea of accomplishments**

**Its about how we value and appreciate those that are unlike  
ourselves.**

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# Diversity



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# Dimensions of Diversity

- Gender
- Race
- Ethnicity
- Age
- Physical and Mental Ability
- Sexual Orientation
- Language
- Veteran Status
- Religious Beliefs
- Marital Status
- Parental Status
- Education
- Income
- Occupation
- Geographic Location

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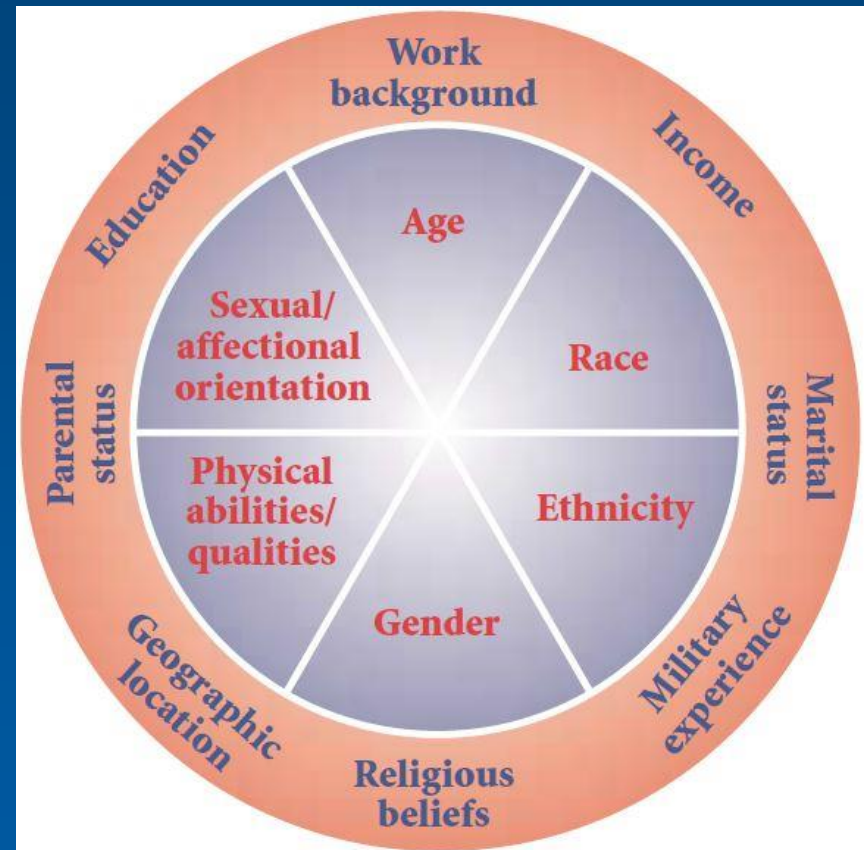




# Dimensions of Diversity

The most commonly noticed dimensions are:

- Age
- Race
- Ethnicity
- Gender
- Physical Abilities / Qualities
- Sexual / Affectional Orientation



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# Gender Diversity

**Everyone has a gender identity and everyone has a way of expressing it.**

- **A person's gender identity and expression can encompass multiple factors including genetic influences, brain chemistry, learned behaviors, and personal choices. These factors – shaped by culture, customs, social constraints and beliefs – affect us all.**



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# Race Diversity



- A race is a population that can be distinguished from other populations within a species by genetically transmitted physical characteristics. It possesses a unique and distinct ensemble of genes, and is identified by the traits produced by this genetic ensemble.

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# Ethnic Diversity

- Designating or of a population subgroup having a common cultural heritage or nationality, as distinguished by customs, characteristics, language, common history, etc.



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# Age Diversity



- Age diversity is the ability to accept all different types of ages whether young or old.





# Physical and Mental Ability



**“ As soon as anyone starts telling you to be realistic, cross that person off your invitation list.”**

**~ John Eliot**

Diversity training that educates non-disabled people about their physically and mentally challenged peers can dispel possible misconceptions and result in a more equitable and compliant society.



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# Sexual / Affectional Orientation

## Affectional Orientation

The interaction between affect and cognition such that it produces attraction, and ultimately feelings of love for members of the other sex, same sex, or both.



## Sexual Orientation

An enduring emotional, romantic, or affectional attraction to another person. It is easily distinguished from other components of sexuality including biological sex, gender identity...

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- Scouting recognizes and values diversity in our programs and does not discriminate based upon
  - Age
  - Race
  - Ethnicity
  - Gender
  - Physical Abilities / Qualities
  - Sexual / Affectional Orientation
  
- The next section provides BSA Bylaws as of 5/21/2015

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# Diversity, According to BSA Bylaws

BYLAWS—ARTICLE I, SECTION I

## BYLAWS ARTICLE I. GENERAL

NAME

FISCAL YEAR

SECTION 1.

The name of the corporation is Boy Scouts of America. For convenience in these Bylaws the corporation is sometimes referred to as the "Corporation."

SECTION 5.

The fiscal year of the Corporation shall be the calendar year.

PURPOSE

RULES AND REGULATIONS

SECTION 2.

The purpose of the Corporation is as set forth in the original certificate of incorporation under the laws of the District of Columbia, dated February 8, 1910, and restated in the Act of Incorporation enacted by the Congress of the United States of America on June 15, 1916, as follows: "That the purpose of this Corporation shall be to promote, through organization and cooperation with other agencies, the ability of boys to do things for themselves and others, to train them in Scoutcraft, and to teach them patriotism, courage, self-reliance, and kindred virtues, using the methods which are now in common use by Boy Scouts." In achieving this purpose, emphasis shall be placed upon its educational program and the oaths, promises, and codes of the Scouting program for character development, citizenship training, leadership, and mental and physical fitness.

SECTION 6.

Establishment

Clause 1. In accordance with the provisions of the Charter, the Executive Committee may establish and amend Rules and Regulations for the further governance and guidance of the Boy Scouts of America including its local councils and affiliates.

Amendment

Clause 2. The Rules and Regulations and amendments thereto shall normally be adopted by resolution of the Executive Committee.

Amendment—Reporting Changes to the Executive Board

Clause 3. Any amendment to the Rules and Regulations shall be reported to the members of the Executive Board at its next meeting and unless such amendment is altered or canceled by the Executive Board at such meeting, it will be as effective as if it had been originally adopted by the Executive Board.

SEAL; DESIGNATING MARKS

PRIORITIES

SECTION 3.

Clause 1. The seal of the Corporation shall be in the form of a circle enclosing the universal badge with the motto "Be Prepared" underneath the badge and the words "Boy Scouts of America" around the circle and shall be used only as authorized.

SECTION 7.

General

Clause 1. These Bylaws shall be consistent with the Charter. The Rules and Regulations shall be consistent with the Charter and the Bylaws. In the event of any conflicts or inconsistencies, the Charter shall govern primarily and the Bylaws secondarily.

Specifies

Clause 2. All statements contained in official publications of the Boy Scouts of America, its local councils and affiliates, including (but not limited to) handbooks, pamphlets, instructions, magazine articles, bulletins, manuals, and letters, which may, from time to time, be issued for clarification or explanation of official language shall be consistent with the language and intent of the Charter, the Bylaws, and the Rules and Regulations. Any contradictory or inconsistent language is unauthorized and without effect.

NATIONAL SERVICE CENTER

SECTION 4.

The principal office of the Corporation shall be located in the City of Irving, County of Dallas, in the State of Texas, and shall be known as the National Service Center of the Boy Scouts of America.

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# Diversity, According to BSA Bylaws (cont.)

## ARTICLE II, SECTION 3—BYLAWS

### ARTICLE II. THE NATIONAL COUNCIL

#### GENERAL

##### SECTION 1.

In accordance with the provisions of sections 1 and 2 of the Act of Congress, approved June 15, 1916, entitled "An Act to Incorporate the Boy Scouts of America and for Other Purposes," giving the incorporators therein named the power to provide for the election of their associates and successors, the incorporators, and all persons who were duly elected and qualified as members of the National Council herein provided for their successors duly chosen, shall constitute the corporate membership of the Boy Scouts of America, to be known and designated collectively as the National Council of the Boy Scouts of America.

#### MEMBERS OF THE NATIONAL COUNCIL

##### SECTION 2.

###### General

*Clause 1.* The National Council of the Boy Scouts of America shall consist of elected and ex officio members as provided for in these Bylaws. All members, except honorary members and commissioned professional Scouters, may vote.

###### Eligibility Requirements

*Clause 2.* No person shall be eligible for membership on the National Council who is not a citizen of the United States or has not taken the preliminary legal steps to become a citizen of the United States.

*Clause 3.* A commissioned professional Scouter is ineligible for voting privileges on the National Council.

###### The Election and Designation

*Clause 4.* Members of Executive Board. All persons elected members of the Executive Board shall upon their election become members of the National Council for the term of their election as members of the Executive Board.

*Clause 5.* Members of Regional Executive Committees and Area Commissioners. Persons serving as members of a regional executive committee and area commissioners shall be members of the National Council during their respective terms.

*Clause 6.* Local Council Representatives. The duly elected president and council commissioner of a local council shall, during their terms of office, be members of the National Council. Each local council may, in addition, elect one of its members as a member of the National Council for every 5,000 youth members (Cub Scouts, Boy Scouts, Varsity Scouts, and Venturers), or major portion thereof (2,501 or more), enrolled as of December 31 of the preceding year according to the records of the Corporation. Local councils shall certify as to the election of National Council members so elected and to their terms on forms provided for that purpose.

*Clause 7.* Members at Large. Members at large of the National Council may be elected by the National Council at its annual meeting to serve for 1 year. Persons who become members of national committees and members of regional committees as defined under article V, section 2 hereof, shall be members at large of the National Council during their respective terms.

*Clause 8.* Honorary Members. Honorary membership in the Boy Scouts of America shall consist of such citizens of the United States as may be elected thereto by the National Council for terms of 1 year in the furtherance of the program of the Boy Scouts of America.

###### Credentials of Members

*Clause 9.* The National Council shall issue certificates of membership and voting credentials to all voting members of the National Council indicating their right to participate and to vote at the annual meeting of the National Council. Votes shall be cast in person at the meeting and not by proxy.

#### MEETINGS OF THE NATIONAL COUNCIL

##### SECTION 3.

###### Regular Meetings

*Clause 1.* General. The National Council shall meet annually inside or outside of the District of Columbia at such time and place as may be determined by the Executive Board, for the purpose of delivering the annual reports of the officers and various committees of the National Council, electing members at large and honorary members of the National Council and regular members of its Executive Board, and transacting such other business as may come before the meeting. The Executive Board shall determine what business is appropriate to come before the meeting. The Executive Board may, in its sole discretion, present matters of significance to the movement for a binding referendum vote of the National Council at the annual meeting and any such matter shall be described in the required notice of the annual meeting.

*Clause 2.* Notice. A notice of the annual meeting shall be mailed or sent by electronic mail to each member of the National Council at least 30 days in advance thereof, indicating the time and place of the meeting.

###### Special Meetings

*Clause 3.* Special meetings of the National Council may be called by the Executive Board at any time and shall be called within 90 days upon the request of at least 5 percent of the members of the National Council (such request specifying the object of such a special meeting) to be held at such place as the President shall determine, provided, however, that a notice of such meeting, indicating the place and object thereof, shall be mailed to each member of the National Council at least 30 days in advance of the meeting. The business of the meeting shall be limited to the matters included in the notice of the meeting.

###### Quorum

*Clause 4.* Five percent of the members of the National Council present in person shall constitute a quorum for all purposes.

###### Voting

*Clause 5.* At any meeting of the National Council, each member present shall be entitled to one vote.

###### Guests

*Clause 6.* Honorary members of the Boy Scouts of America and such other persons as may be specially invited may attend meetings of the National Council but shall have no vote.

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# BSA, Amended Adult Leadership Policy

Blog:  
The Newsroom

## Boy Scouts of America Amends Adult Leadership Policy

July 27, 2015 | by Newsroom Blog

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On Monday, July 27, the National Executive Board ratified a resolution that removes the national restriction on openly gay adult leaders and employees. Of those present and voting, 79 percent voted in favor of the resolution. The resolution was recommended for ratification by the Executive Committee earlier this month. The resolution is effective immediately.

Chartered organizations will continue to select their adult leaders and religious chartered organizations may continue to use religious beliefs as criteria for selecting adult leaders, including matters of sexuality. This change allows Scouting's members and parents to select local units, chartered to organizations with similar beliefs, that best meet the needs of their families. This change also respects the right of religious chartered organizations to choose adult volunteer leaders whose beliefs are consistent with their own.

Moving forward, we will continue to focus on reaching and serving youth, helping them grow into good, strong citizens. By focusing on the goals that unite us, we are able to accomplish incredible things for young people and the communities we serve.

Also, today the Boy Scouts of America shared this video of National President Dr. Robert M. Gates speaking on the policy change.

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**For further information:**

**<http://www.nationaldiversitycouncil.org>**

**and / or**

**<http://www.scouting.org/>**

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