

Therefore, Girl Scouts of Western Ohio is committed to ensuring that every girl—each and every one—has the opportunity to be her best self in Girl Scouts.

- We actively ensure that our girl membership, adult volunteers, board, and paid staff reflect the demographics of the communities we call home.
- We proactively partner with each community to understand their unique assets and needs in order to give every girl access to the GSLE (Girl Scout Leadership Experience).
- Every staff member, volunteer, and supporter plays a role to fulfill this vision.
- We continuously measure ourselves against these goals, and when we fall short, we work to live up to these statements.

I want to be inclusive; how do I make sure that happens in my troop?

1. Create an environment that values and respects diversity. Foster a belief in your troop that everyone benefits from having a diverse group of girls, by helping the girls be aware of and appreciate the commonalities and differences that they can and can't see.
2. Make sure all girls have the opportunity to fully engage in activities and have access to opportunities and information. This may mean helping girls overcome barriers to participation, adjusting activities, or even changing how you communicate.
3. Model respectful ways to interact with all people. Girls learn by watching how adults interact with girls and other adults.
4. Be mindful of your own biases and assumptions about others by leading with empathy and encourage girls to do the same.
5. Be conscious of and avoid using generalized statements about groups or types of people and don't refer to a person based on a particular characteristic like race, gender, ability, sexual orientation, education, socioeconomic status and, religion.
6. Get to know the girls and their families. Remember that all families are different and keep that in mind when planning family events. Girls may have really engaged grandparents, caregivers, or other family members who should be included in important ceremonies and occasions. Also, pay attention to special holidays and cultural traditions that may conflict with troop plans or limit a girl's participation.

