



Leveraging Diversity Through Inclusiveness Takeaway Message

Have you ever felt “left out”?

- Have you ever wanted to be a part of something (sports team, project at work) and weren’t asked to participate?
- How did it make you feel?

Have you ever left others out?

- Are there people you always count on to get work done (your “dream team”, your “closer”, your “go to” guy/gal)?
- Do they remind you of anyone?
- But what about the rest of the team? When do you “go to the bench?”

Diversity: Any dimension that can be used to differentiate groups/people

Human

- Gender, Race, Age, Physical Ability
- Life Experience (Education, Occupation, Marital Status)

Cultural

- Language, Lifestyle, Beliefs, Traditions

Organizational Diversity

- Based on differences in Values/Vision/Mission
- Roles and Relationships (Supervisor, Assistant)
- Teams
- Leadership and Development

Leveraging Diversity

If you always wait for your “go to” guys to become available, you’ll never get all the work done. When you start pulling from the bench, you bring the unique qualities and experiences of others to bear on the problems at hand, and introduce new ways of thinking. You begin to make the dream (or “vision”) a reality.

“Out of Many, One” – Our Founding Fathers

“A dream you dream alone is only a dream. A dream you dream together is reality.” – John Lennon

Leveraging Diversity in Scouts

- Recruit diverse membership / leadership
- Identify and address challenges to diversity (cultural stereotyping, unacceptable behavior)
- Encourage everyone to contribute their talents, strengths, abilities
- Serve as a role model for inclusiveness and valuing others
(“A Scout is... Friendly, Courteous, Kind...”)



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Barriers to Diversity

The same old ways are comfortable, but bringing in fresh viewpoints offers opportunities for learning. When we falter at encouraging diversity, it's important to:

- Recognize our mistakes
- Apologize
- Actively seek guidance from those involved

“Failure is only the opportunity to begin again more intelligently.” – Henry Ford

Achieving Diversity

We achieve diversity through INCLUSIVENESS:

- Successful patrols function as a team
- Successful patrols put differences to work
- Any member of a team has a responsibility for/to the group

Just remember to go back to the bench, and include everyone. That way, everyone feels valued, and is encouraged to bring their energy to the task at hand, and to do their best!

What You Can Do

- Make sure everyone has challenging opportunities to contribute and to learn from
- Consider your own leadership behavior, and how it affects the team
- Show you care by taking the time to listen and learn
- Recognize achievements, both of individuals and of the team

Food for Thought

- Does everyone understand and agree with the vision for success?
- Is the team sharing skills and helping one another so all can participate and succeed?
- Do team members support one another through the rough spots?
- Does the team celebrate individual and joint successes?
- Does everyone feel like they're contributing?
- Does everyone feel like they're getting something back?