

DIVERSITY IN SCOUTING



The concept of diversity encompasses recognising people as individuals, understanding that **each one of us is unique, and respecting our individual differences**. Recognising diversity in Scouting involves valuing and having regard for everyone, and using those differences to create cohesive and diverse local, national and global communities.

Diversity forms part of the principles and values of Scouting and is a core component of the key policies and guidelines of WOSM. Scouting **strongly opposes all forms of prejudice and discrimination** of any kind that could threaten a person's rights and freedoms, which are stated in the Universal Declaration of Human Rights.

A key aspiration is that the **membership** of the Movement completely **reflects the diversity** of young people and adults within the national and local communities where Scout groups exist.

Recognising and encouraging diversity within Scouting is important as it brings different and unique opinions, and thus **strengthens the capacity** of the Scout Movement.



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INCLUSION IN SCOUTING



Inclusion implies **valuing the diversity** of individuals, Giving **equal access** and opportunities to all and having each person involved and participating in activities to the greatest extent possible.

The Scout Movement aims to be inclusive to all young people and adults. For young people, it is achieved through the Youth Programme, which creates the right learning environment so that **every young person can be involved** as well as participate actively and **develop the competencies** needed to play an active role in their communities.

For adults in Scouting, it is reflected through their recruitment, training, support and retention as well as giving **equal access to opportunities** and allowing the personal development of adults.

The Movement has grown internationally because of its ability to recognise and nurture diversity, and to be inclusive of every young person and adult who supports Scouting throughout the world. It is essential to develop and improve national youth programmes and delivery methods so that they are **inclusive by design**, and not just by adaptation.



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