



Diversity and Inclusion

Data Report 2024



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Diversity and Inclusion

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Table of Contents

1. Executive Summary	6
<i>(I) Current State of Diversity and Inclusion in the NSOs Across Different Dimensions</i>	7
<i>(II) Organisational Preparedness to Understand and Promote Diversity and Inclusion including Opportunities and Challenges</i>	8
2. Introduction	9
3. Methodology	10
4. Key Findings	14
<i>4.1 Diversity and Inclusion Dimensions</i>	14
<i>Diversity and Inclusion Data Collection in NSOs</i>	14
<i>Internal and External Perceptions on Diversity and Inclusion Issues in NSOs</i>	16
<i>Barriers or Challenges to the Inclusion of Diverse Individuals</i>	19
<i>Age</i>	21
<i>Gender</i>	23
<i>Race/Ethnicity</i>	24
<i>Religion/Belief</i>	26
<i>Culture</i>	28
<i>Language</i>	29
<i>Nationality</i>	31
<i>Geography</i>	32
<i>Economic</i>	34
<i>Parental Status</i>	38
<i>Disabilities</i>	38
<i>Youth in Conflict With the Law</i>	41

Education	42
Identity and Sexual Orientation	43
NSOs' Perception of the Demographic Makeup Changes	44
4.2. Diversity and Inclusion Policy and Implementation	46
Diversity and Inclusion National Policy	46
Diversity and Inclusion Strategy/Implementation Plan/Operational Plan	47
Relationship Between Diversity and Inclusion Policy and Strategy/ Implementation Plan/Operational Plan	48
Diversity and Inclusion Dimensions Specifically Referred to in a Policy or Plan	49
Prioritisation of Diversity and Inclusion	50
Ensuring Diversity and Inclusion in Decision-Making	52
Membership Growth	53
4.3. Resources	55
Resources Allocated to Diversity and Inclusion	55
Hiring, Retention, and Development	57
Diversity and Inclusion in Adult Training and the Youth Programme	59
Diversity and Inclusion Partnerships	59
5. Recommendations for the Scout Movement	61
6. Considerations for National Scout Organizations	63
7. Appendix	64
Appendix 1: Interview Guides (survey 2023)	64
Appendix 2: Additional Sources of WOSM Data	67
Appendix 3: Recommendations for the WOSM Diversity and Inclusion Team	67



Executive Summary

This report on diversity and inclusion within the World Organization of the Scout Movement (WOSM) draws on data collected from 88 National Scout Organizations (NSOs), representing 51% of all WOSM members across five regions. Through 97 guided conversations in a comprehensive survey with 49 questions, the study provides a detailed examination of diversity and inclusion dimensions including age, gender, race, ethnicity, religion, culture, language, nationality, geography, economic status, parental status, disability, youth in conflict with the law, education, and identity and sexual orientation.

Key findings reveal that there have been improvements in several areas, such as increased participation of women and girls in Scouting, and more inclusive practices towards different groups and minorities. Yet some challenges remain. For example, gender balance in leadership positions is still an issue that requires more attention. Economic barriers, such as costs associated with uniforms and membership fees, limit broader inclusion. And there is a notable gap in data collection for some diversity and inclusion dimensions, particularly in regions where legal or societal norms restrict such practices.

WOSM's commitment to fostering diversity and inclusion is evident, with 74% of NSOs surveyed prioritising these initiatives and 63% providing diversity and inclusion training for volunteers. The report underscores the importance of continued efforts in training, policy development, and the creation of inclusive environments to ensure that Scouting can truly reflect and serve the diverse societies it is part of.

The *Diversity and Inclusion Data Report* provides a unique perspective on how Diversity and Inclusion is addressed in the Movement. The report offers two key perspectives:

(I) Current State of Diversity and Inclusion in the NSOs Across Different Dimensions

Key findings across 14 diversity and inclusion dimensions:

- 1. Age:** NSOs have broadened their programme offerings to cover more age groups, particularly for pre-Cub ages (early childhood development). **The average age range of adult volunteers in leadership positions is 36–45 years**, followed by 26–35 years.
- 2. Gender:** **There is an increased number of women and girls in Scouting, with the highest number ever registered at 17 million.** However, **gender balance in leadership positions remains a challenge**, with some NSOs using quota systems to increase female participation.
- 3. Race and ethnicity:** The racial and ethnic composition of NSOs often reflects the community they serve. **Barriers to diversity and inclusion still exist in countries with high levels of refugees and migrants.** Representation in decision-making spaces is crucial for promoting inclusion.
- 4. Religion and belief:** The inclusion of different religions has improved, particularly through programmes like Dialogue for Peace. NSOs with a single predominant religion face more requests from local groups to support the inclusion of individuals with different religions or beliefs. This leads to WOSM Services requests for support.
- 5. Culture:** **Cultural differences are a barrier, especially in homogeneous NSOs.** Good practices of NSOs creating safe spaces for marginalised groups, like refugee Scout groups do exist across the Movement.
- 6. Language:** **72% of NSOs do not see language as a barrier, but it can be for migrant communities.** Scouting-specific terminologies and phrases can create a barrier for new members.
- 7. Nationality:** **Around 70% of NSOs do not require proof of nationality or legal immigration to join**, but there are challenges in fully including refugees and the stateless due to the general societal divide.
- 8. Geographic:** **80% of NSOs have Scout groups in all major towns, but only 68% in rural areas.** Efforts to address these disparities include digital engagement and support for volunteers in remote areas.
- 9. Economic:** **72% of NSOs do not believe they have economic practices that limit diversity and inclusion**, but costs related to uniforms, membership fees, and activities are barriers. Some NSOs offer financial support and equipment rental services to mitigate these issues.
- 10. Parental status:** Support for young people lacking parental support is mostly informal and happens at the local level, instead of being institutionalised and provided at the national level. The support given includes financial and psychological support.
- 11. Inclusion of people with disabilities:** **About 58% of NSOs have mechanisms to enable the participation of individuals with disabilities**, mainly at the local level. However, a large number of NSOs lack accurate data on the percentage of their members with disabilities
- 12. Youth in conflict with the law:** **18% of NSOs work with youth in juvenile correctional facilities** to continuously support their education and development through Scouting.
- 13. Education:** **87% of NSOs do not have minimum educational requirements for volunteers** but require Scouting competencies through training. Scouting remains open to adults who can be trained to deliver the Youth Programme.
- 14. Identity and sexual orientation:** **Challenges were reported by most NSOs** while noting a large number of countries with criminalising laws. It is important to collaborate with NSOs to support their inclusion efforts and ensure that every young person feels safe in Scouting.

(II) Organisational Preparedness to Understand and Promote Diversity and Inclusion including Opportunities and Challenges

Commitment to Diversity and Inclusion: A significant number of NSOs (74%) prioritise diversity and inclusion initiatives, indicating a strong organisational commitment to these values.

Focus on Key Dimensions: Policies and plans frequently focus on gender, disability, culture/language, age, and religion/belief. This focus reflects the societal needs and trends, with the NSOs ensuring the relevant areas are addressed.

Data Collection and Use: 81% of NSOs collect data on age, and 83% collect data on gender, as required by the WOSM annual census. However, policy restrictions and lack of resources limit the collection of other diversity dimensions.

Training and Awareness: 63% of NSOs reported having training for education and training in diversity and inclusion for volunteers. However, there is a gap in diversity and inclusion training and awareness for young people.

Resource Allocation: Most NSOs do not know the exact resource allocation for diversity and inclusion initiatives. Where estimates are available, allocations are generally below 10%.

Partnerships for Diversity and Inclusion: NSOs partner with a variety of organisations, including United Nations (UN) agencies and local groups, to support diversity and inclusion efforts. The ability to secure partnerships is not dependent on the size of the NSO.





Introduction

In a globalised world where local communities are diverse and reflect the mix of world societies, it is increasingly important to understand, respect, and value individual differences. This requires the Movement to be prepared to deal with different needs, requirements and aspirations to include all youth members and adults. WOSM's commitment to fostering diversity and inclusion within the Scout Movement is operationalised through the objectives and the activities in the [World Triennial Plan 2021-2024](#). One of the key objectives is to **"evaluate the diversity and inclusion within our membership and to identify areas for improvement to become a more diverse and inclusive Scout Movement."**

We undertook this study to provide a platform for NSOs to contribute to WOSM's collective understanding of our Movement's demographics and levels of diversity and inclusion. The commitment will continue in the next nine-year Strategy for Scouting for Scouting's membership to reflect the diversity of the societies it serves and lead the way to increase and broaden its reach into new communities.

The objective of this study is two-fold: first, to gain insights on how the current membership of our NSOs reflects the diversity of the societies they serve and, second, to identify trends across the Movement for better strategy development. We want to identify areas for improvement, foster educational opportunities for all members, and strengthen the values that form the bedrock of our organisation.

The study covers three key components. First, it provides an overview of the current state of diversity and inclusion within our Movement across various criteria. Second, it provides an overview of the policies NSOs use to promote diversity and inclusion and their level of implementation. Third, the report focuses on resources the NSOs commit to diversity and inclusion and how this connects to their capacity to promote diversity and inclusion. Finally, it offers a set of policy recommendations for NSOs, WOSM, and external stakeholders. The report is sourced from comprehensive quantitative and qualitative data specifically collected in addition to regular WOSM data sources, such as the NSO membership census and the NSO surveys.

This study would not have been possible without the help and support of the many volunteers, consultants, and staff who went above and beyond to support us in data-gathering. Many other stakeholders also provided input and reviewed the project.

The team would like to extend our thanks and appreciation to the 88 NSOs, volunteers, and staff who took the time to meet with us and provide insights, data, and perspectives on the work being done towards a more diverse and inclusive Movement.



Methodology

The research that informs this report was conducted in three phases. In the first phase, we carried out a literature review, collected data, and analysed internal information and resources to identify trends in diversity and inclusion data across various global non-profit and for-profit organisations, as well as in academic literature. The literature review (1) defined diversity and inclusion, (2) explored existing data and metrics to monitor the status of diversity and inclusion, and (3) explored practices in comparable organisations and settings.

In addition to exploring the external considerations in the area, the team focused on reviewing the available resources and knowledge to reflect on WOSM and NSO considerations regarding diversity and inclusion data. This included considerations related to (1) “why” we are focused on diversity and inclusion data analysis, (2) the existing data across WOSM and the NSOs, (3) for which groups in our organisation these metrics apply (e.g. staff, youth members, adult members), (4) which metrics are most important and feasible, and (5) how we measure diversity and inclusion data. This included WOSM’s approach to diversity and inclusion as reflected in several key policy documents:

[WOSM Diversity and Inclusion Position Paper](#)

[Guidelines for Diversity and Inclusion in Scouting](#)

[World Adults in Scouting Policy](#)

[World Youth Programme Policy](#)

[World Safe from Harm Policy](#)

In the second phase, based on this literature review, we identified the following diversity and inclusion dimensions for use in this study:



Age



Gender



Race/Ethnicity



Culture



Language



Religion/Belief



Nationality



Geographic



Economic



Parental Status



Disability



Youth in Conflict with the Law



Education



Identity and Sexual Orientation

We then measured these dimensions across six groups within WOSM:
WOSM groups for data consideration

Staff

Member Organization (NSO/NSA)

Youth Member

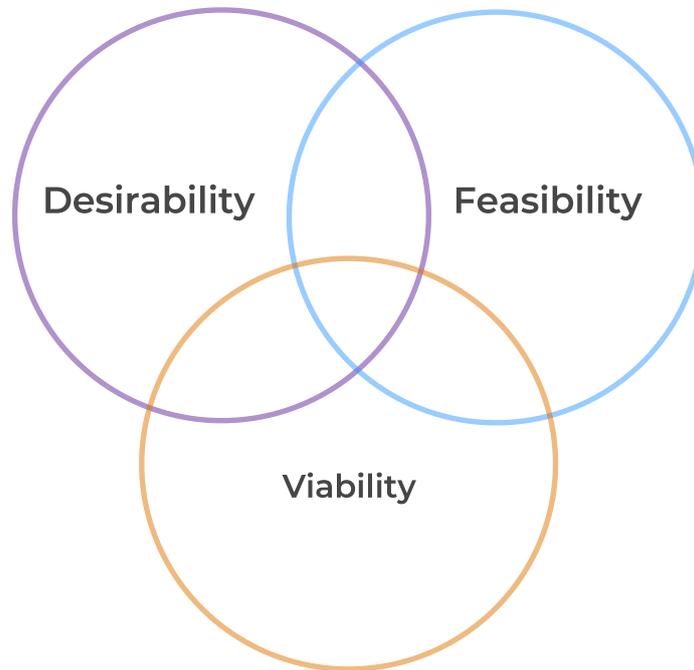
Partner Organization

Volunteer

Grants givers / receivers

From the dimensions, we developed a long list of metrics, which we then prioritised to allow for realistic data collection that still provided value to WOSM.

Prioritisation criteria



Of the 100 metrics identified by the team for qualitative and quantitative data, 49 questions were curated for the study. To enable a full explanation of the questions, sensitivity to cultural differences, and a desire to avoid survey fatigue, we decided that the data-gathering would be performed via guided conversations with each Member Organization, conducted by WOSM staff, WOSM Consultants, and the project team. Interviewers were trained to conduct a guided conversation using questions and metrics. They were also allocated NSOs to contact to request a meeting to conduct the guided conversation. Once each conversation was completed, the interviewers digitised the results and submitted them to the project team for validation, cleaning, and analysis.

How We Collected the Data

In the third stage, we invited all WOSM NSOs to participate in this study. A total of 88 NSOs (51% of all WOSM NSOs) expressed their willingness to provide information through a guided conversation. This data was obtained between August 2023 to February 2024.

30

**consultants, staff,
and volunteers**

88

**National Scout
Organizations**

97

**Guided
conversations**

49

**data
questions**

51% of all WOSM NSOs:

46%

**Africa
Region**

63%

**Arab
Region**

70%

**Asia-Pacific
Region**

41%

**Europe
Region**

47%

**Interamerica
Region**

Some NSOs with National Scout Associations (NSAs) preferred to respond as a federation, while others preferred to contribute individually. In these cases, the data analysis weighted their responses to ensure equal representation of each country where NSOs are located. For example, if responses were received from five NSAs located in NSO 1 these responses would each be weighted as 1/5th of a response (so that one response total was gathered from NSO 1). The same applies to where a federation with multiple members provided one response – the response was considered as one in total for the quantitative analysis. This led to some rating questions showing responses such as 4,5/5 or 2,5/5, due to the aggregation.

The responses varied in type and style because of the method of collection. The data was highly qualitative; once it had been collected, it was cleaned and cross-checked with the list of NSOs. Quantitative data was extracted from the survey responses by assigning the question response to a set list (as shown in the legend of each quantitative graph). This was manually done to ensure meaning was correctly interpreted.

In addition to the data obtained from the guided conversations, we relied on additional WOSM data to analyse the status of diversity and inclusion across WOSM such as the WOSM Census Data and NSO surveys.

Figure 1: Qualitative data. All qualitative data was separately extracted and analysed to identify key trends and overall correlations.



We used a combination of qualitative and quantitative information to determine NSO diversity and inclusion archetypes for WOSM.



Key Findings

This chapter highlights progress and challenges in NSOs worldwide, reflecting the current state of diversity and inclusion in their different dimensions. Through quantitative and qualitative data, it emphasises the importance of a comprehensive approach to ensure Scouting represents the diverse communities it serves.

While reading through the report, please note that if we don't have data by region from the surveyed NSOs, the tables accompanying the graphics will display a blank space, indicating zero responses and therefore 0.00%.

4.1 Diversity and Inclusion Dimensions

Diversity and inclusion dimensions refer to the various aspects of individual and group identities that are considered when creating inclusive environments. These dimensions encompass a wide range of characteristics that influence how individuals experience inclusion and equity within an organisation or community.

Diversity and Inclusion Data Collection in NSOs

Having defined the dimensions to analyse, it was important to understand what data NSOs collect, as well as NSOs' perception in the different dimensions and how it may affect diversity and inclusion.

Figure 2: Percentage of the NSOs surveyed that actively collect and use diversity and inclusion.

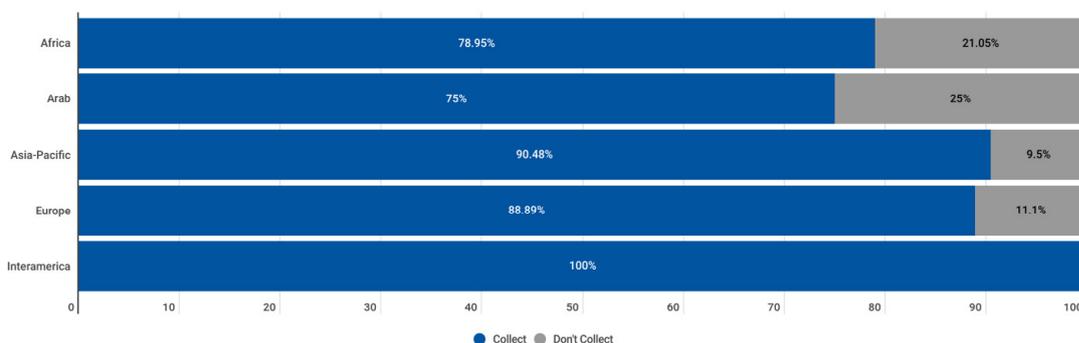


Figure 3: Percentage of the NSOs surveyed actively collect and use data on the diversity and inclusion of the following dimensions to inform diversity and inclusion initiatives.

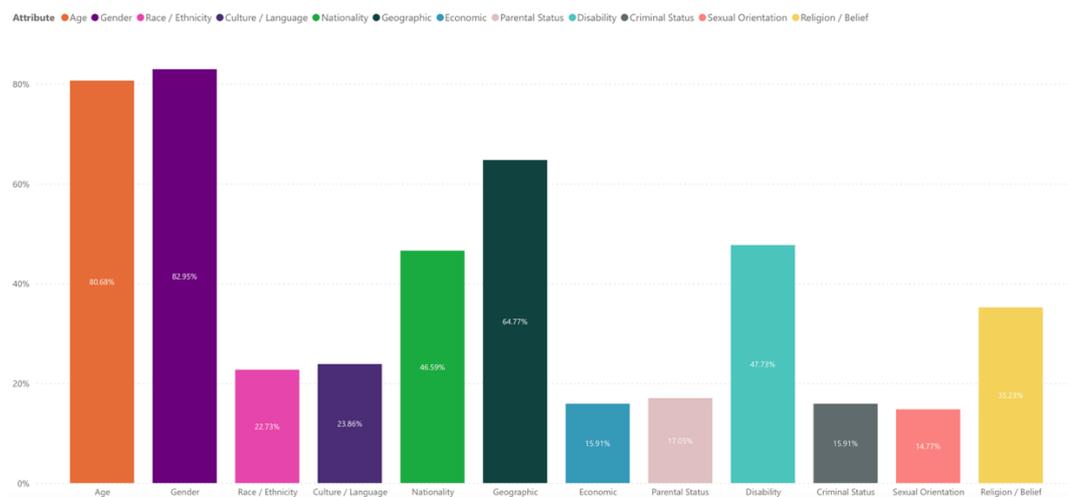


Table 1: Percentage of NSOs surveyed that actively collect and use diversity and inclusion data of the following dimensions to inform diversity and inclusion initiatives.

Attribute	Africa	Arab	Asia-Pacific	Europe	Interamerica	Total
Age	63.16%	66.67%	90.48%	83.33%	94.44%	80.68%
Gender	78.95%	66.67%	90.48%	83.33%	88.89%	82.95%
Race / Ethnicity	15.79%	0.00%	47.62%	16.67%	22.22%	22.73%
Culture / Language	10.53%	25.00%	38.10%	22.22%	22.22%	23.86%
Nationality	21.05%	25.00%	57.14%	50.00%	72.22%	46.59%
Geographic	42.11%	58.33%	71.43%	72.22%	77.78%	64.77%
Economic	5.26%	8.33%	19.05%	11.11%	33.33%	15.91%
Parental Status	26.32%	8.33%	23.81%	11.11%	11.11%	17.05%
Disability	36.84%	50.00%	47.62%	38.89%	66.67%	47.73%
Criminal Status	15.79%	8.33%	23.81%	22.22%	5.56%	15.91%
Sexual Orientation	5.26%	0.00%	19.05%	0.00%	44.44%	14.77%
Religion / Belief	36.84%	33.33%	42.86%	11.11%	50.00%	35.23%

It is no surprise that the majority of the NSOs that took part in this study collect data on age (81%) and gender (83%) as these are fields required by the WOSM annual census. If more data in different diversity and inclusion dimensions can be collected, the right groups can be targeted and more informed strategies developed. It is interesting to note that in many countries, collecting data which could be seen as desirable is prohibited to avoid it being used for discriminatory purposes, or due to GDPR¹ compliance.

¹ GDPR: General Data Protection Regulation. The European Data Protection Regulation is applicable as of 25 May 2018 in all member states to harmonise data privacy laws across Europe. <https://gdpr-info.eu/>

What This Means for WOSM

WOSM currently collects data on age and gender in the annual census. It would be useful if WOSM and the NSOs looked into collecting more data on the different diversity and inclusion dimensions of its membership. Collecting, analysing, and properly using this data for active inclusion and removing barriers is essential to put WOSM at the forefront as a data-driven organisation that prioritises diversity and inclusion efforts.

It is vital to balance the need for data-driven decision-making with the desirability, feasibility, and viability of data collection for both the NSO and WOSM. Indeed, collecting some data from the guardians of youth members may prove a barrier. Some data could be collected in a different manner, such as the number of requests for support or the number of specific types of activities.

Internal and External Perceptions on Diversity and Inclusion Issues in NSOs

Another aspect investigated related to how NSOs felt they were addressing the different diversity and inclusion dimensions internally and if there were challenges related to external perceptions.

Figure 4: On a scale of 1 (is not addressing) to 5 (is effectively addressing), how confident are you that the NSO is effectively addressing issues of inclusion of the following dimensions?

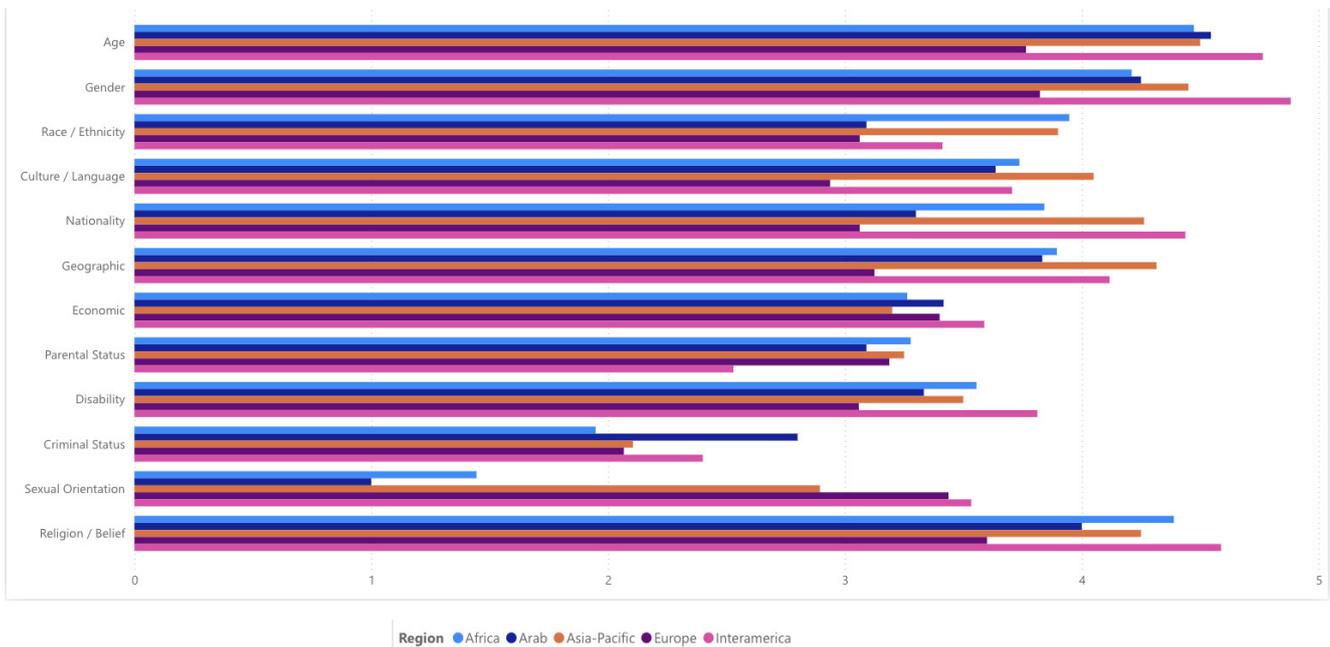


Table 2: On a scale of 1 (is not addressing) to 5 (is effectively addressing), how confident are you that the NSO is effectively addressing issues of inclusion of the following dimensions?

Attribute	Africa	Arab	Asia-Pacific	Europe	Interamerica
Age	4.47	4.55	4.50	3.76	4.76
Gender	4.21	4.25	4.45	3.82	4.88
Race / Ethnicity	3.95	3.09	3.90	3.06	3.41
Culture / Language	3.74	3.64	4.05	2.94	3.71
Nationality	3.84	3.30	4.26	3.06	4.44
Geographic	3.89	3.83	4.32	3.13	4.12
Economic	3.26	3.42	3.20	3.40	3.59
Parental Status	3.28	3.09	3.25	3.19	2.53
Disability	3.56	3.33	3.50	3.06	3.81
Criminal Status	1.95	2.80	2.11	2.07	2.40
Sexual Orientation	1.44	1.00	2.89	3.44	3.53
Religion / Belief	4.39	4.00	4.25	3.60	4.59
Total	3.50	3.45	3.73	3.22	3.83

Age, gender, and religion are the areas more effectively addressed by NSOs. When looking into regions, Interamerica and Asia-Pacific believe they include a broader range of dimensions.

Some of the dimensions mentioned were not, at first, seen by NSOs as diversity and inclusion areas, which may lead to the conclusion that more work towards an understanding of what is encompassed in diversity and inclusion for the Movement is needed.

Figure 5: Public perception of inclusion of the following dimensions prevents a challenge/barrier to those joining Scouting in your organisation.

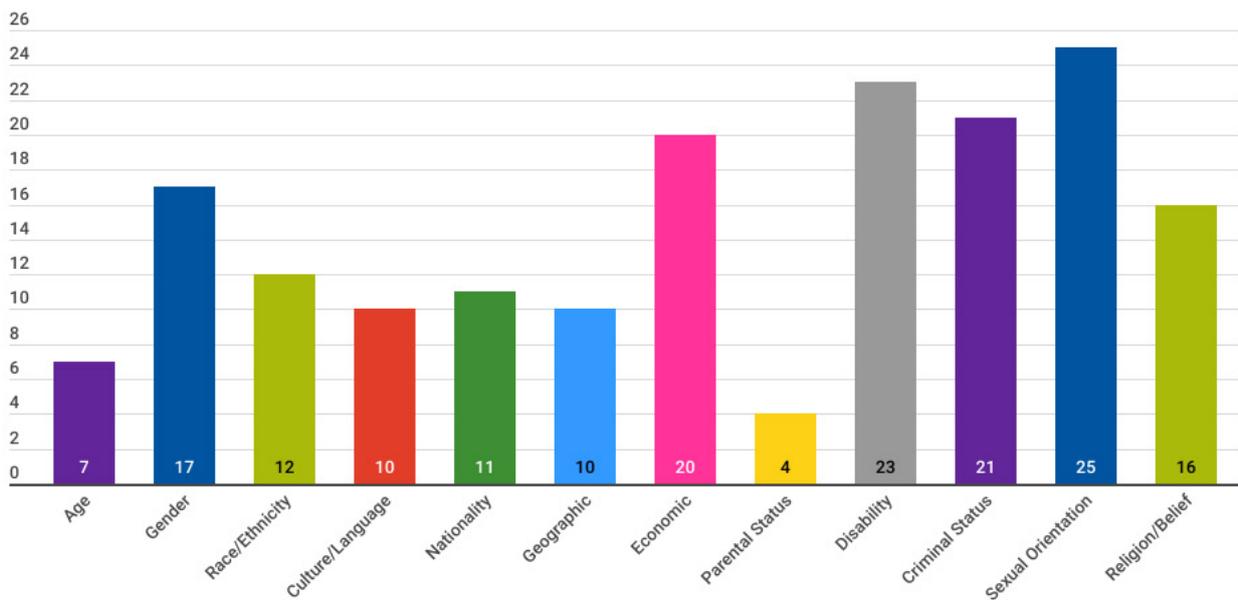
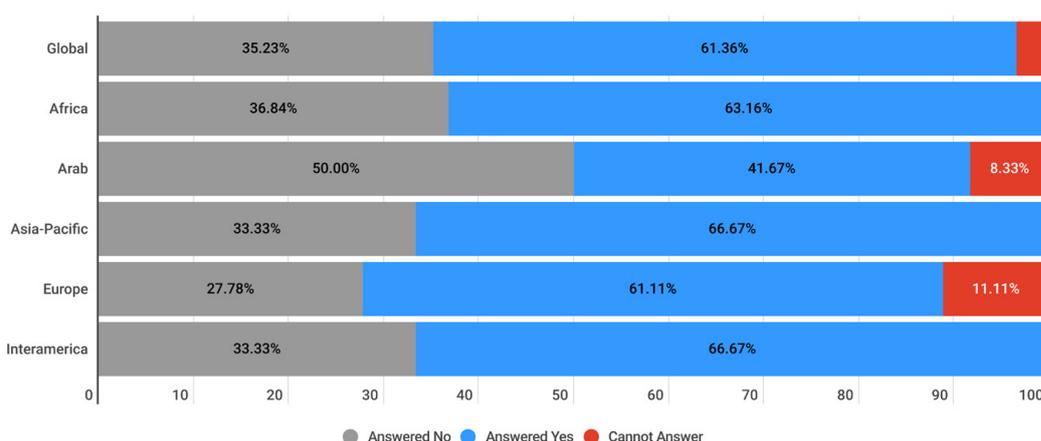


Table 3: Public perception of inclusion of the following dimensions prevents a challenge/barrier to those joining Scouting in your organisation.

Region Attribute	Africa		Arab		Asia-Pacific		Europe		Interamerica		Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Age	15.79%	3	8.33%	1			5.56%	1	11.11%	2	7.95%	7
Gender	26.32%	5	25.00%	3	14.29%	3	27.78%	5	5.56%	1	19.32%	17
Race / Ethnicity	10.53%	2			4.76%	1	33.33%	6	16.67%	3	13.64%	12
Culture / Language	15.79%	3			14.29%	3	16.67%	3	5.56%	1	11.36%	10
Nationality	10.53%	2			14.29%	3	22.22%	4	11.11%	2	12.50%	11
Geographic	5.26%	1	8.33%	1	19.05%	4	16.67%	3	5.56%	1	11.36%	10
Economic	21.05%	4	8.33%	1	14.29%	3	22.22%	4	44.44%	8	22.73%	20
Parental Status					9.52%	2	5.56%	1	5.56%	1	4.55%	4
Disability	31.58%	6	8.33%	1	23.81%	5	38.89%	7	22.22%	4	26.14%	23
Criminal Status	21.05%	4	8.33%	1	33.33%	7	11.11%	2	38.89%	7	23.86%	21
Sexual Orientation	42.11%	8	8.33%	1	28.57%	6	33.33%	6	22.22%	4	28.41%	25
Religion / Belief	15.79%	3			9.52%	2	33.33%	6	27.78%	5	18.18%	16

Figure 6: Public perception of inclusion of the following dimensions prevents a challenge/barrier to those joining Scouting in your organisation.



Note: This data was aggregated by the percentage of NSOs surveyed that were able to answer the question.

Many NSOs highlighted perception as an issue, and not just in this question. Many of the NSOs surveyed emphasised that they believe their NSO is inclusive to many of these dimensions in practice, but that the general public may not be aware of that or find the Scouting offer appealing.

Some NSOs highlighted particular cases of positive perception when it came to the inclusion of people with disabilities (though this did not carry through in the averages) and regarding age. NSOs also identified challenges regarding the dimensions of sexual orientation, religion/belief, economic background, and gender.

In addition, several NSOs surveyed indicated their geographic and social context was not very diverse, which affected their answer.

What This Means for WOSM

When looking into the data by dimension and region, it is clear that NSOs believe they are effectively addressing age, gender, and religion due to the nature of Scouting and the demographic changes they have already referred to over time.

WOSM should investigate how to approach the other dimensions and support NSOs in identifying their biggest challenges and priorities.

While communication or marketing support were not highlighted by many NSOs as required resources for growth, the quantitative and qualitative data indicates that the Movement and NSOs do in fact require support in communicating their current identity, practices, and benefits to the broader community in their countries.

Barriers or Challenges to the Inclusion of Diverse Individuals

Another important aspect investigated was the barriers or challenges that NSOs felt to be more significant when it comes to including all types of individuals in Scouting.

Figure 7: Percentage of NSOs that have or do not have barriers to the inclusion of diverse individuals.

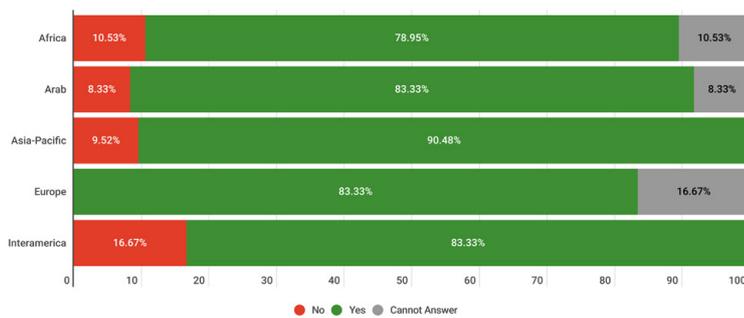
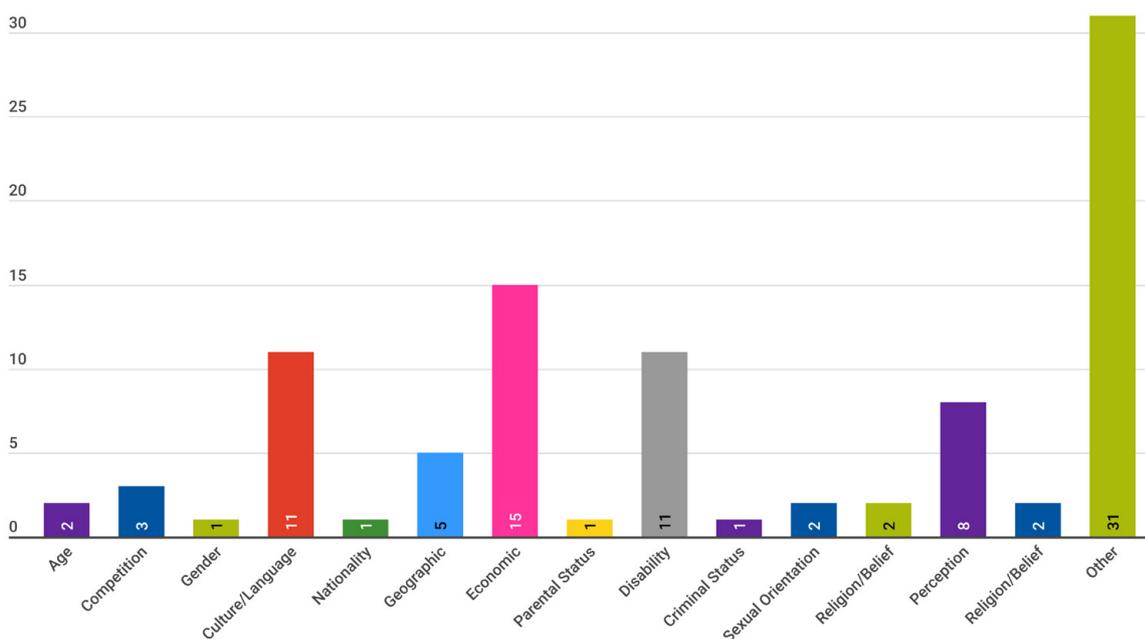


Figure 8: Barriers to inclusion of diverse individuals .



Region Attribute	Africa		Arab		Asia-Pacific		Europe		Interamerica		Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Age					9.52%	2					2.27%	2
Competition					4.76%	1	5.56%	1	5.56%	1	3.41%	3
Criminal Status					4.76%	1					1.14%	1
Culture / Language	10.53%	2	16.67%	2	9.52%	2	11.11%	2	16.67%	3	12.50%	11
Disability	26.32%	5			19.05%	4	11.11%	2			12.50%	11
Economic	36.84%	7	8.33%	1	9.52%	2			27.78%	5	17.05%	15
Gender	5.26%	1									1.14%	1
Geographic	5.26%	1					5.56%	1	16.67%	3	5.68%	5
Nationality							5.56%	1			1.14%	1
Other	15.79%	3	66.67%	8	42.86%	9	38.89%	7	22.22%	4	35.23%	31
Parental Status					4.76%	1					1.14%	1
Perception							33.33%	6	11.11%	2	9.09%	8
Religion / Belief	5.26%	1					5.56%	1			2.27%	2
Sexual Orientation	5.26%	1			4.76%	1					2.27%	2

From the 84% of NSOs that identified barriers to inclusion, it is worth noting that financial constraints are one of the main barriers cited. This includes the cost of uniforms, membership fees, and expenses related to events and activities. Although less frequently mentioned, some regions noted cultural and social barriers that impact inclusion. These can include societal attitudes, prejudices, and a lack of representation of diverse groups within the Scouting community.

In the category of “Other” we could identify the lack of human resources and the need for a better understanding of and communication about diversity and inclusion.

What This Means for WOSM

For WOSM, this data highlights the urgent need to address financial and resource-related barriers to enhance inclusivity within the Scout Movement. The feedback also underscores the importance of developing targeted training and communication strategies to improve understanding and implementation of inclusion policies. By addressing the barriers identified and providing clear, accessible guidance on inclusion efforts, WOSM can foster a more inclusive environment, ensuring that Scouting is accessible and welcoming to all members, irrespective of their socioeconomic background or geographic location.

It is also important to raise awareness in the NSOs of what diversity and inclusion is and what areas it encompasses. We should continue to support NSOs in becoming more diverse and inclusive and that starts with building on the NSOs’ understanding of the area. After these general questions related to data collection, perceptions, and barriers to inclusion, which gave us some first impressions of NSOs’ self-awareness, we did a more in-depth analysis of each of the diversity and inclusion dimensions, as previously defined.

Age

Focusing on age in our diversity and inclusion study ensures that the Scouting Movement remains accessible and appealing to individuals across all age groups.

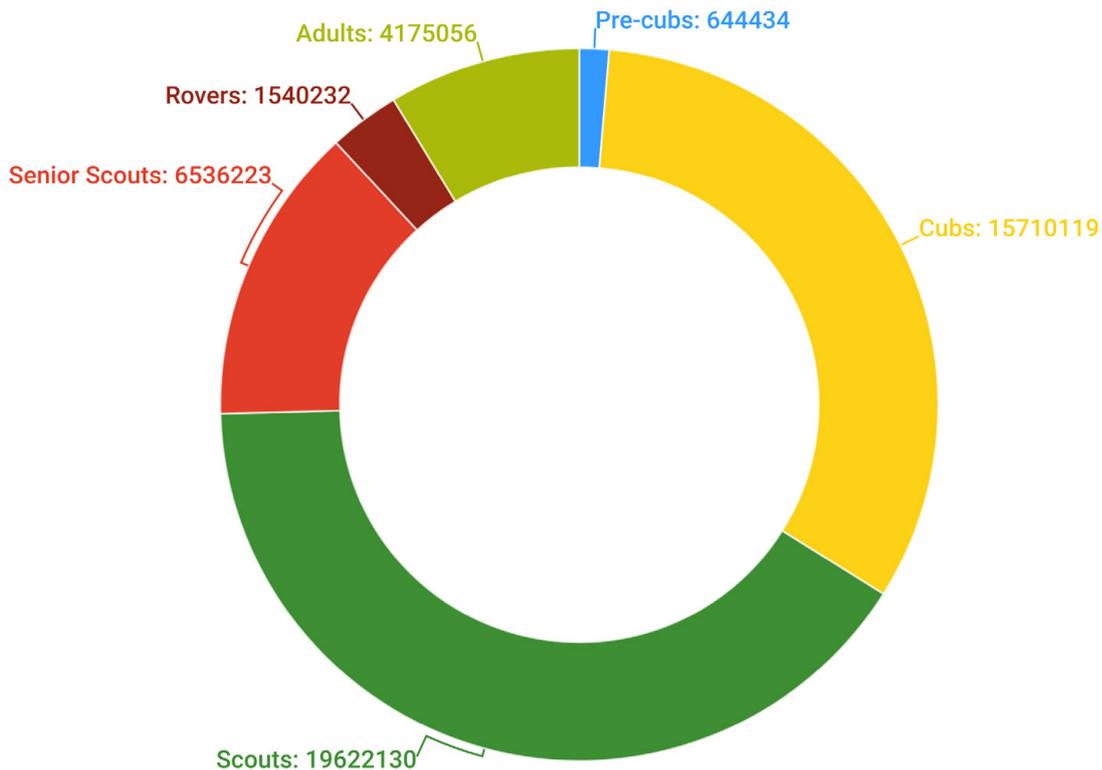


We explore how NSOs address the diverse age groups within their membership. This includes the expansion of youth offerings, particularly for early childhood development, and the age distribution of adult volunteers in leadership roles - connecting with Youth Leadership in Scouting. By understanding these dynamics, we can identify trends and gaps in age inclusion, ensuring that Scouting provides appropriate opportunities and support for members of all ages.

“At the leadership level, we have a young committee and young leaders well gender and age balanced.”

NSO from the Africa Scout Region

Figure 9: Age data collected through the WOSM census.



Several NSOs indicated a broader range of youth offerings being made available in recent years, particularly concerning pre-Cub ages (early childhood development).

Figure 10: Average age of adult volunteers in leadership positions at the national level of the NSO.

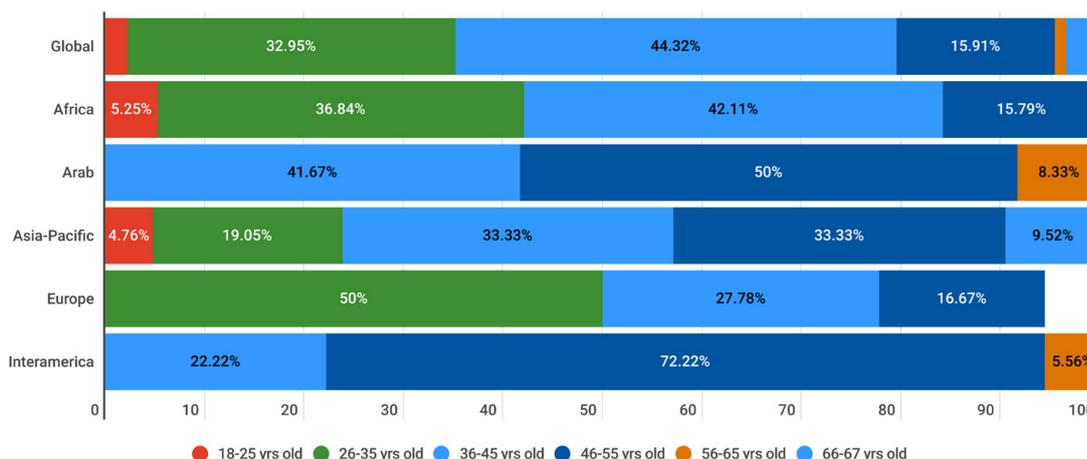


Table 4: Average age of adult volunteers in leadership positions at the national level of the NSO.

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
18-25 yrs old	1	5.26%	50.00%	0	0%	0%	1	4.76%	50.00%	0	0%	0%	0	0%	0%	2	2.27%	100.00%
26-35 yrs old	7	36.84%	24.14%	5	41.67%	17.24%	4	19.05%	13.79%	9	50.00%	31.03%	4	22.22%	13.79%	29	32.95%	100.00%
36-45 yrs old	8	42.11%	20.51%	6	50.00%	15.38%	7	33.33%	17.95%	5	27.78%	12.82%	13	72.22%	33.33%	39	44.32%	100.00%
46-55 yrs old	3	15.79%	21.43%	1	8.33%	7.14%	7	33.33%	50.00%	3	16.67%	21.43%	0	0%	0%	14	15.91%	100.00%
56-65 yrs old	0	0%	0%	0	0%	0%	0	0%	0%	0	0%	0%	1	5.56%	100.00%	1	1.14%	100.00%
66-75 yrs old	0	0%	0%	0	0%	0%	2	9.52%	100.00%	0	0%	0%	0	0%	0%	2	2.27%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

The qualitative data reflects a consistent shift towards younger people in leadership as compared to before. These are not necessarily aged below 30. Indeed, most NSOs worldwide now indicate the average age of adult volunteers in leadership positions is 36–45 years, followed by 26–35 years. Regionally, the data presents an interesting picture, with the Asia-Pacific region indicating a higher percentage of adults in leadership positions aged 46–55.

No NSOs made mention of the inclusion of the elderly, with responses predominantly focused on youth inclusion.

What This Means for WOSM

A decrease in the age of adult volunteers at the national level is recognised. Average age may not be the most effective way of assessing age inclusion when it comes to adult volunteers, as the frequency of young people might not match the level of influence of their role. As a youth movement, it is important to reflect on what metric is most desirable to measure age inclusion from the perspective of both young and old. It is also important to reflect on the impact of stage of life on available time and resources to perform volunteer work. Many NSOs highlighted that promising youth are unable to continue in Scouting due to moving for work/studies, political instability, needing the time to work, etc.

WOSM should also reflect on the options of flexible volunteering for young adults and how much the opportunities WOSM offers volunteers reflect their realities or natural ways of intervention in the community so that Scouting becomes a natural extension of their lives.

Gender

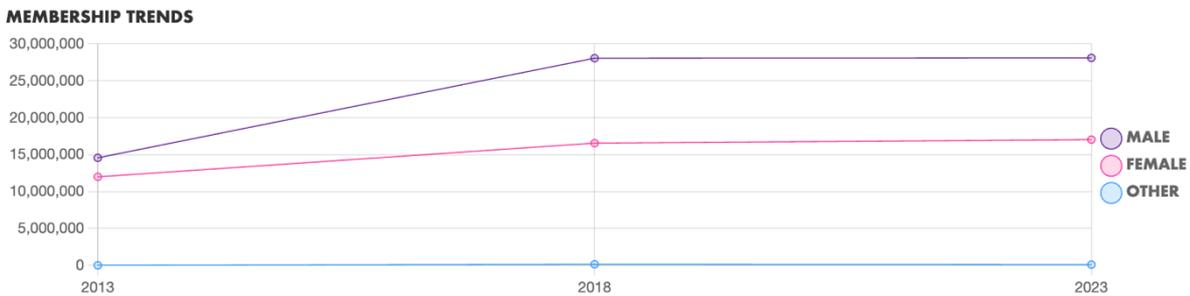


The gender dimension of this study addresses the need for gender balance and equality within the Scouting Movement. By analysing the participation and leadership of girls and women, we aim to understand the current landscape and identify gaps in gender representation. This focus is crucial for fostering an inclusive environment where all genders feel valued and empowered to take on leadership roles and fully participate in Scouting.

“Gender balance is almost at 50% which has definitely changed since we opened to females 20 years ago.”

NSO from the Africa Scout Region

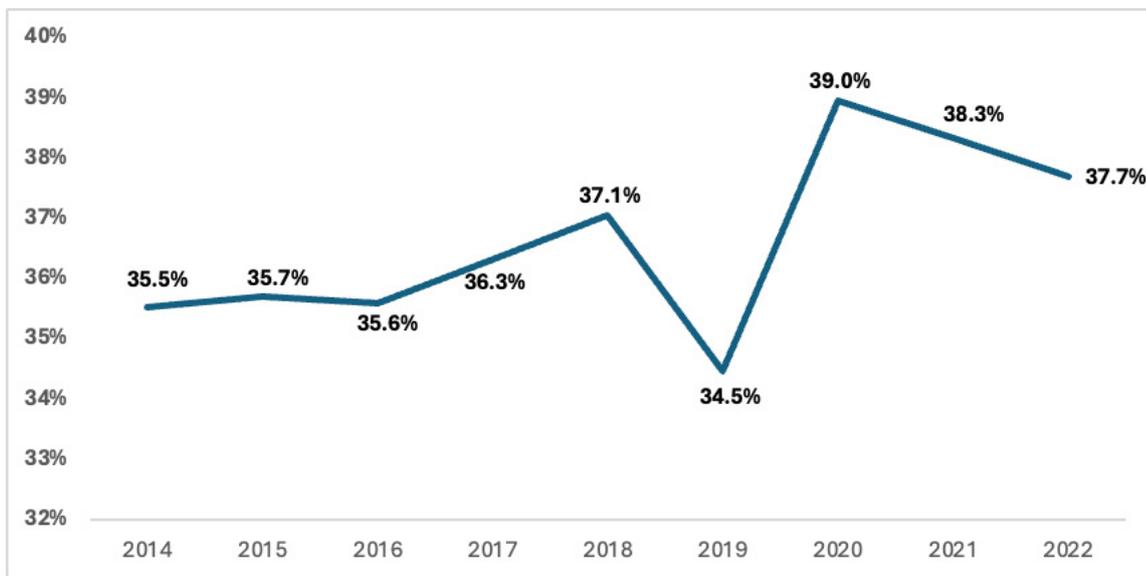
Figure 11: Ratio of males, females, and others in the current WOSM membership .



There is an increase in the number of women and girls joining Scouting with the highest number ever registered– 17 million! However, it is still not reflective of the demographics of the countries in question in many cases.

The relative ratio of girls as part of the total WOSM membership increased by more than 2% since the start of Vision 2023 with a historic high in 2020. While this ratio varies in different years with the census submission rate and individual NSO submissions, a steady long-term improvement is visible in this area.

Figure 12: The ratio of girls in Scouting which has improved since 2014.



A certain number of NSOs explained the gender unbalance they experience by social and cultural reasons which, in some cases, includes dedicated associations aimed at the development of girls and women. Nevertheless, in some of these countries, women can still volunteer as adults in Scouting.

Many NSOs have identified a bigger challenge when it comes to women in leadership positions. Some of the approaches adopted by NSOs include quota systems or specific targets to increase the participation of girls and women in Scouting, especially for national leadership positions.

What This Means for WOSM

Targeting the active inclusion of specific groups to increase participation is key. This can happen through campaigns, changes in language, and having more women as role models.

Efforts have been made to give more exposure to girls and women in the Movement and to raise awareness and create a better environment for them. More needs to be done. The continuation and creation of other projects with this focus are important for us to break this inequality between men and women in Scouting, as well as create openness to cross-cutting themes. We need to highlight existing role models and success stories of women in leadership who have benefitted from Scouting in leadership roles inside and outside WOSM. We could aim to have a community of mentors to leverage the experiences of these members and how they face and overcome challenges and barriers.

What is clear across the board is that NSOs recognise the need for gender equality in their organisations and the Movement as a whole, yet the methods of pursuing this equality vary widely, as do the current levels of success.

Race/Ethnicity

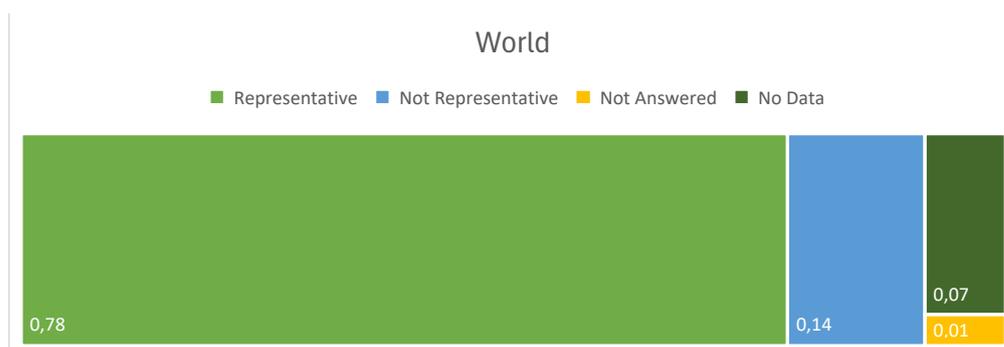


Exploring race and ethnicity within this diversity and inclusion study is essential to ensure that the Scout Movement reflects the diverse communities it serves. By assessing the racial and ethnic composition of our membership and identifying potential barriers to participation, we strive to promote an inclusive culture where individuals from all backgrounds feel welcomed and represented. This dimension emphasises the importance of cultural sensitivity and the celebration of diversity.

“A potential barrier for individuals from diverse racial/ethnic backgrounds in participating in the organisation is the lack of representation within the association, creating concerns about inclusion. Addressing this issue is essential for fostering a more welcoming and diverse environment.”

NSO from the Europe Scout Region

Figure 13: Perception of how the racial/ethnic composition of the NSO membership compares to the racial/ethnic composition of the community it serves?



In this question, NSOs were asked about the composition of their members, in a racial and ethnic sense, in comparison to the communities they serve.

The perception of most NSOs is that their composition reflects the community of which they are a part. However, on the qualitative issue, they pointed out that race and ethnicity can be a barrier when approached through the lens of inclusion and accessibility.

Figure 14: Percentage of NSOs surveyed that can identify potential barriers that may prevent individuals from diverse racial/ethnic backgrounds from participating in Scouting.

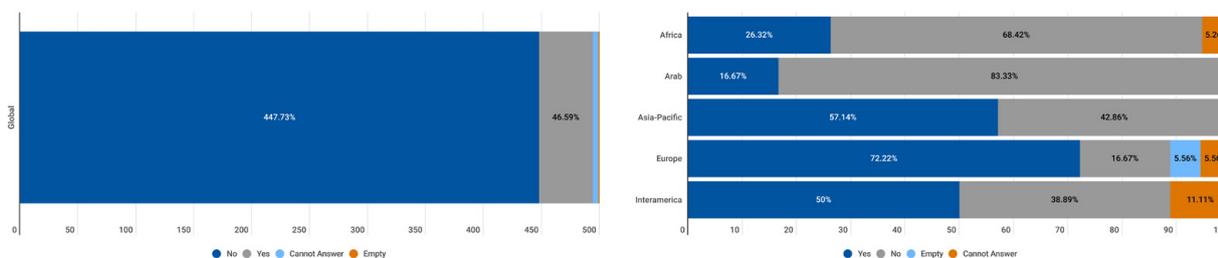
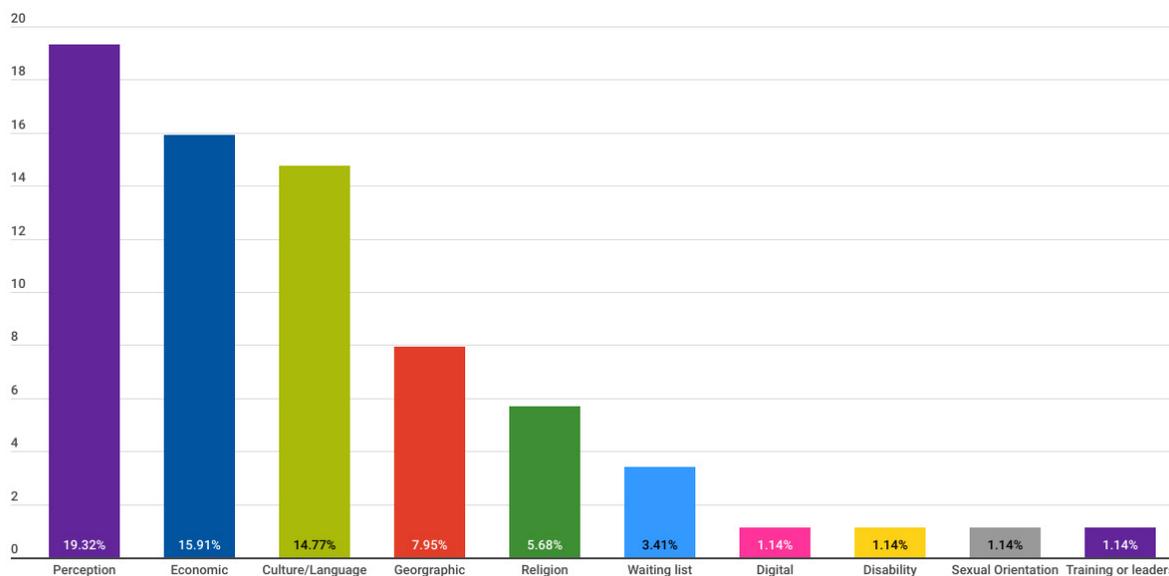


Figure 15: Potential barriers identified by NSOs surveyed that may prevent individuals from diverse racial/ethnic backgrounds from participating in Scouting.



Of the NSOs that responded, 48% said that they did not have/see any racial or ethnic barriers. This is a transversal theme – that is, it connects with other points worked on in this research, such as the culture/language, religion/belief, and geographic and economic dimensions.

The NSOs that noted their composition was not reflective responded that the race and ethnicity issue is a difficulty – perhaps one of the greatest barriers to inclusion. The racial/ethnic composition of the country in question has a large impact on the commentary of the NSO for this section. For example, NSOs with a unified racial/ethnic composition either expressed no barrier or expressed a very high barrier in recent years as their makeup changed. The latter was particularly observed in countries that have seen high levels of incoming refugees and immigrants in recent years.

NSOs also highlighted that the perception of the Scout Movement historically and the lack of representation of certain groups has led to involuntary exclusion as people may not feel part of Scouting or invited to participate.

What This Means for WOSM

There is a level of importance of reinforcing instructional documents, to raise awareness and competence for this dimension. In addition to working towards the representation of all races and ethnicities in decision-making spaces to demonstrate that our Movement is for everyone, education and good examples must be harnessed, and this opportunity provided for everyone.

It is important to increase the representation of diverse individuals to promote the active inclusion of certain races/ethnic groups. This can be achieved by changing the language used in Scouting, making it more accessible and inviting, and using the imagery of Scouting to show more diversity of individuals from different ethnicities.

On the other hand, WOSM has a very powerful tool to boost intercultural and interethnic interaction: international events for young people and adults. This aspect needs also to be taken into consideration when planning such events.

While the NSOs perceive they reflect their countries' demographics, it is also suggested that WOSM creates spaces and tools to help NSOs validate this perception or become aware of discrepancies between perception and reality. There are cultural biases that might be informing the perceptions of NSOs in this matter.

Religion/Belief



The religion/belief dimension focuses on the inclusion of individuals from various religious backgrounds as well as non-religious individuals within Scouting. By examining how different religious beliefs are accommodated and the challenges faced including diverse religious perspectives, we aim to foster a respectful and inclusive environment. This dimension emphasises the importance of spiritual diversity and the need for Scouting to be a welcoming space for individuals of all faiths and beliefs, promoting mutual respect and understanding.

“We encourage programmes dedicated to the culture or religion of the young people, such as the Chinese New Year for the Chinese, Annunciation of Mary for the Christian faith, and so on. We also encourage each leader to have a space where they can pray, or worship and practice their religion.”

NSO from the Africa Scout Region

“In Basic training they have a module about spirituality and belief but not ‘religion’. Groups decide for themselves how to handle the topic.”

NSO from the Europe Scout Region

Figure 16: Percentage of NSOs surveyed that had cases where a group or subsection has requested aid in including individuals of certain religions (or non-faith individuals), or where lack of inclusion has been reported or escalated.

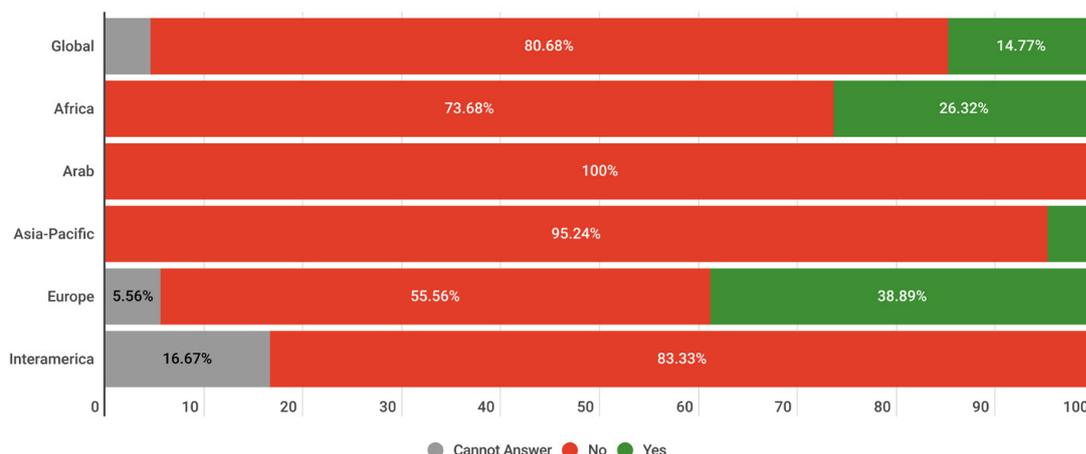


Table 5: Percentage of NSOs surveyed that had cases where a group or subsection has requested aid in including individuals of certain religions (or non-faith individuals), or where lack of inclusion has been reported or escalated.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
Cannot Answer																		
No	1	5.26%	8.33%	5	41.67%	41.67%	3	14.29%	25.00%	2	11.11%	16.67%	1	5.56%	8.33%	12	13.64%	100.00%
Yes	18	94.74%	24.00%	7	58.33%	9.33%	17	80.95%	22.67%	16	88.89%	21.33%	17	94.44%	22.67%	75	85.23%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

There was a perception that countries with high levels of cultural and religious diversity don't have as many difficulties or barriers concerning this dimension compared to NSOs with less endemic diversity. NSOs that culturally have a single predominant religion and language (monocultural and homogeneous) have more cases of requests for support for the inclusion of different religions.

There is a perception that there has been an improvement in the inclusion of religion/belief, compared to recent years. The continuity of the work to raise awareness and training on the topic through the Dialogue for Peace programme has also been identified as beneficial for the Movement. Therefore, the maintenance of this type of programme and the intensification of others will continue to contribute to reducing these barriers.

Figure 17: Percentage of NSOs surveyed where the Youth Programme and Adult Training contain scope for spiritual activities and inclusion across religious/non-religious groups.

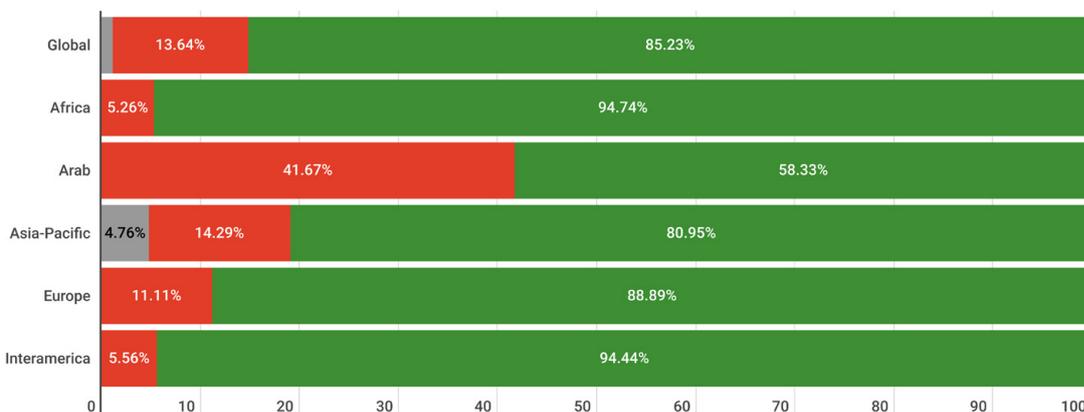


Table 6: Percentage of NSOs surveyed where the Youth Programme and Adult Training contain scope for spiritual activities and inclusion across religious/non-religious groups.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
Cannot Answer																		
No	1	5.26%	8.33%	5	41.67%	41.67%	3	14.29%	25.00%	2	11.11%	16.67%	1	5.56%	8.33%	12	13.64%	100.00%
Yes	18	94.74%	24.00%	7	58.33%	9.33%	17	80.95%	22.67%	16	88.89%	21.33%	17	94.44%	22.67%	75	85.23%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

The majority of NSOs surveyed indicated that their Youth Programme and Adult Training contain scope for religion/belief, under the SPICES framework. For those that indicated "No" for this question, some indicated they do not contain this scope because of the need for Scouting to be a Movement outside of religious and political landscapes. Whether some of the NSOs surveyed still allowed for the practice of members' personal beliefs is unclear but seems likely from the qualitative responses.

Very few NSOs referred to the inclusion of non-faith individuals when responding to this question. This particular issue is subject to extremely varied perceptions and policies in NSOs across regions and the globe.

What This Means for WOSM

There is a need to foster the understanding that including spirituality within the Educational Programme does not necessarily make an NSO a religious organisation, in the same way that encouraging good civic behaviour does not make an NSO a political organisation. Precisely because the Scout Movement is open to everyone, all religions/faiths are welcome, without competition or hierarchies, and thus, members should have space and respect for their beliefs and understand those of others.

NSOs that have embedded religious/faith practice or plurality and the understanding of the religion/belief of others should share their experiences and methods. This would show NSOs that have difficulties with this dimension that there are ways and space to respect everyone within Scouting. There is also the need to integrate or continue to integrate interreligious dialogue.

Spiritual development in Scouting continues to be one of our strengths in the Youth Programme. Initiatives such as Dialogue for Peace and inter-faith celebrations allow us to better understand and respect the different religions/faiths, creating a safe space for all to practise their faith.

Culture



In the Culture dimension, we explored how cultural differences impact participation in Scouting and inclusion within NSOs. The dimension discusses the barriers faced and showcases best practices where NSOs have created safe spaces for all. This section emphasises the role of cultural awareness and sensitivity in promoting inclusion.

"Cultural diversity is a source of strength and we actively embrace and celebrate the richness it brings to our Scouting community."

NSO from the Interamerica Region

Figure 18: Percentage of NSOs surveyed that believe cultural differences are a barrier to members joining the Member Organization.

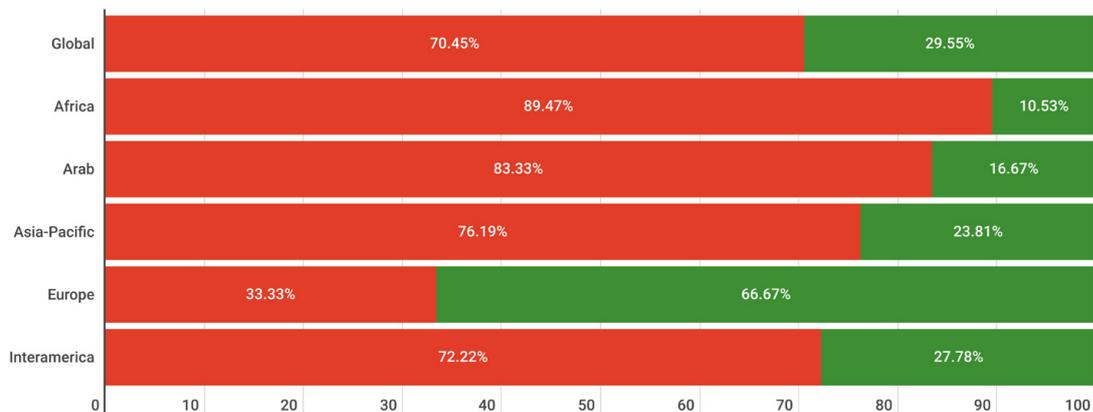


Table 7: Percentage of NSOs surveyed that believe cultural differences are a barrier to members joining the Member Organization.

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
No	17	89.47%	27.42%	10	83.33%	16.13%	16	76.19%	25.81%	6	33.33%	9.68%	13	72.22%	20.97%	62	70.45%	100.00%
Yes	2	10.53%	7.69%	2	16.67%	7.69%	5	23.81%	19.23%	12	66.67%	46.15%	5	27.78%	19.23%	26	29.55%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

It can be said that there are two types of NSOs at this point: those that exist in a country with many cultural and ethnic groups, and thus, have more practical experience in promoting the inclusion of people from different cultures, and those whose context is more culturally homogeneous, and therefore have less experience in this regard. The latter group reports significantly more difficulties and challenges. The same trend is seen when it comes to Race/Ethnicity and Religion/Belief.

As an interim measure, some of the more homogenous NSOs have explored opening designated groups to serve as safe spaces to include diverse or marginalised groups, for example, Scout groups for refugees. This is done to appeal to those groups and ensure they feel safe and comfortable integrating into Scouting. Certain NSOs have also allowed immigrants and refugees to open Scout groups that follow the practices of their home NSOs.

The more culturally diverse NSOs reported that this diversity becomes a positive and attractive characteristic for young people; that is, cultural/intercultural differences are a connecting element and provide skills in understanding other perspectives.

What This Means for WOSM

Scouting education plays a role in fostering inclusion and respect for individual differences and human rights while creating a safe space for all. The ideal form of inclusion in Scouting is to enable different groups to be safe and included in the same space rather than segregated by differences. And so, active efforts of inclusion need to be more widespread and numerous.

Language



The language dimension aims at understanding the role of language as a barrier or facilitator of inclusion within Scouting. While the majority of NSOs do not see language as a significant barrier, it remains an issue for migrant communities and those unfamiliar with Scouting-specific terminology. This section explores the current situation of the NSOs as well as the efforts to make Scouting more accessible through language.

“It can be a barrier in some aspects, but it can be addressed with technology. We should give the impression that language is not a barrier, because there are alternatives such as getting an interpreter, etc.”

NSO from the Asia-Pacific Scout Region

“The official language is French, and most of our NSO Scouting documents are in French. However, for rural Scouts, we provide leader's unit books in their native language.”

NSO from the Africa Scout Region

Figure 19: Percentage of NSOs surveyed that believe language is a barrier to members joining the Member Organization.

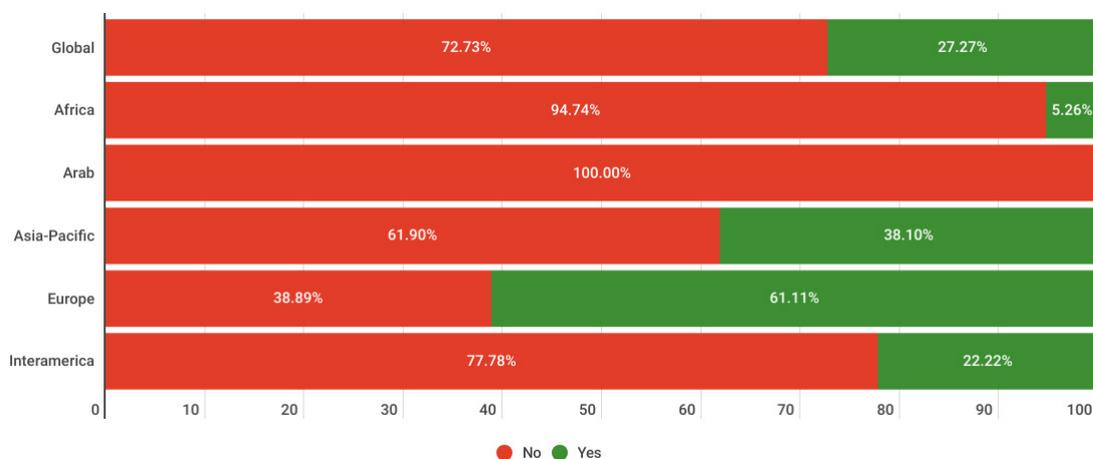


Table 8: Percentage of NSOs surveyed that believe language is a barrier to members joining the Member Organization

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
No	18	94.74%	28.13%	12	100.00%	18.75%	13	61.90%	20.31%	7	38.89%	10.94%	14	77.78%	21.88%	64	72.73%	100.00%
Yes	1	5.26%	4.17%				8	38.10%	33.33%	11	61.11%	45.83%	4	22.22%	16.67%	24	27.27%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Of the NSOs that participated in this study, 72% don't believe that language is a barrier for people joining or participating in Scouting. For those that responded "Yes", it was pointed out that language can be a barrier to the practice of Scouting, especially for the inclusion of migrant communities in single-culture states (homogeneous). This barrier is not so intense for young people who are of school age, precisely because they are instructed in the local language in school, but presents a barrier for their parents/ carers, leading to the children not joining or remaining in Scouting.

The issue of Scout language also arose, that is, our language as active Scouts, with our acronyms, specific words, and symbolism. This is a very complicated barrier for external audiences, new groups, and potential members, who, because they don't understand what is being conveyed, lose interest or have difficulty connecting with others. Accessibility is not just about spoken languages, but also about how we communicate.

Figure 20: Percentage of NSOs surveyed where Scouting is available in all the official languages of your country.

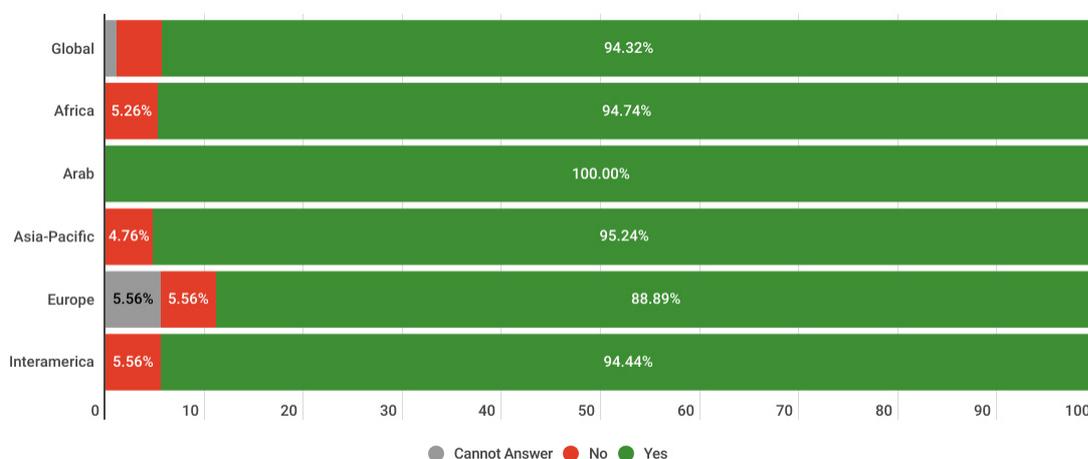


Table 9: Percentage of NSOs surveyed where Scouting is available in all the official languages of your country.

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer										1	5.56%	100.00%				1	1.14%	100.00%
No	1	5.26%	25.00%				1	4.76%	25.00%	1	5.56%	25.00%	1	5.56%	25.00%	4	4.55%	100.00%
Yes	18	94.74%	21.69%	12	100.00%	14.46%	20	95.24%	24.10%	16	88.89%	19.28%	17	94.44%	20.48%	83	94.32%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

As shown in Table 9 and Figure 20, a small margin of NSOs do not offer Scouting in all the country's official languages. However, in these cases, the countries often appear to have a significant number of official languages, and Scouting is offered in the language most used for education, business, and law.

Some of the NSOs reported that they offer Scouting in the country's official languages; however, they also make adaptations to accommodate the country's unofficial languages. This refers to those languages linked to the country's cultures, even if they are not official, but are native and used in certain local areas or contexts. This is not always done through the translation and publication of resources but by the efforts of local adult volunteers to provide opportunities for Scouting for everyone.

Another trend worth highlighting is the attempt by some NSOs to translate materials into the commonly used languages of the migrant or refugee population of the country, even though this language is not endemic to the country.

What This Means for WOSM

While the majority of the NSOs surveyed (94%) offer Scouting in the official languages of the country, the Scouting language itself might be a barrier for external audiences and new members who could potentially join Scouting. A bigger effort needs to be made to consider simplifying how our mission and impact on young people’s development are shared. This should be accompanied by meaningful and representative imagery to leverage the profile of the NSOs and show that they welcome diverse individuals. There’s also an opportunity for new technologies to be used by Scouting to overcome language barriers.

Nationality



Focusing on nationality in this study aims to understand whether the Scout Movement is accessible to individuals regardless of their national origin or legal status. By examining the requirements for proof of nationality or legal migration status, we aim to identify and address barriers that may prevent refugees, migrants, and stateless individuals from joining and fully participating in Scouting. This dimension highlights the importance of inclusion in a global context.

“It’s open to refugees and stateless youth and many other different nationalities.”

NSO from the Arab Scout Region

It is important to note before the data analysis that for the most part WOSM itself is inclusive to NSOs from any country, provided they meet the minimum requirements of membership.

Figure 21: Percentage of NSOs surveyed that require proof of nationality or legal immigration to join Scouting (birth certificate, ID document, passport, etc.). This applies to youth members and adult volunteers.

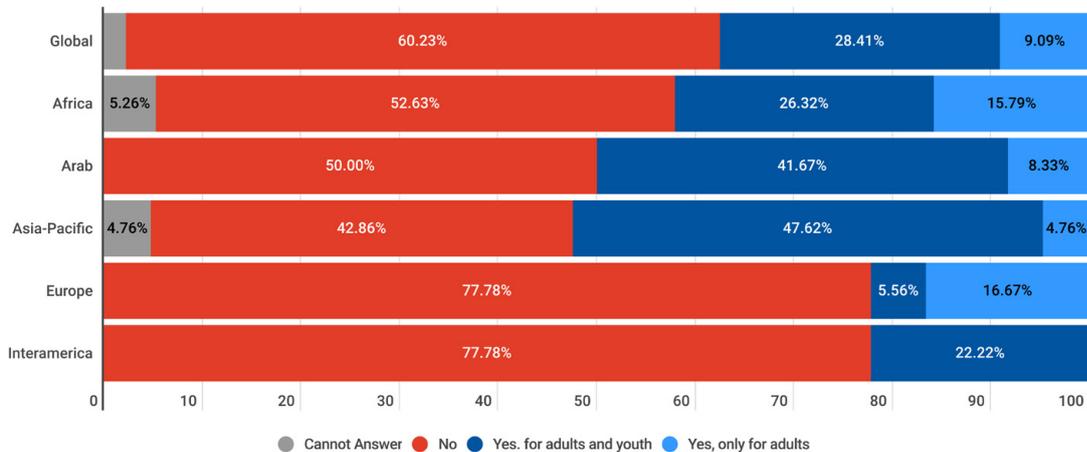


Table 10: Percentage of NSOs surveyed that require proof of nationality or legal immigration to join Scouting (birth certificate, ID document, passport, etc.). This applies to youth members and adult volunteers.

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer	1	5.26%	50.00%	0	0.00%	0.00%	1	4.76%	50.00%	0	0.00%	0.00%	0	0.00%	0.00%	2	2.27%	100.00%
No	10	52.63%	18.87%	6	50.00%	11.32%	9	42.86%	16.98%	14	77.78%	26.42%	14	77.78%	26.42%	53	60.23%	100.00%
Yes, for adults and youth	5	26.32%	20.00%	5	41.67%	20.00%	10	47.62%	40.00%	1	5.56%	4.00%	4	22.22%	16.00%	25	28.41%	100.00%
Yes, only for adults	3	15.79%	37.50%	1	8.33%	12.50%	1	4.76%	12.50%	3	16.67%	37.50%	0	0.00%	0.00%	8	9.09%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Due to the nature of this qualitative data, numerical analysis was less accurate. However, approximately 70% of the NSOs surveyed do not require proof of nationality, 20% do require it, and 10% did not specify.

A notable percentage (X%) requires proof of legal immigration, possibly for regulatory, safety, or organisational reasons.

Some organisations mentioned the need for identification documents for legal or regulatory requirements or for Safe from Harm. This includes having a legal identification document for membership, ID, and legal status checks for insurance reasons, and the need for criminal clearance.

Some NSOs have attempted to reach out to refugees but mentioned limitations due to a lack of resources and difficulty of access. Some NSOs offer Scouting in refugee camps and others have active outreach to refugee communities.

What This Means for WOSM

Whether NSOs are fully inclusive of refugees and the stateless is highly linked to Safe from Harm and the legal and regulatory environment of the country. The major factor is that those with no requirement for proof of identity cannot perform any criminal clearance checks. This impact is mostly felt when it comes to adults in Scouting rather than children or youth members.

Practically speaking, it is not only policy that impacts this dimension, but also public perception and feelings of community and connection. This dimension links with others such as culture/language and religion/belief, among others.

Geography



The geographic dimension looks at the distribution of Scout groups across urban and rural areas. It explores how NSOs are working to bridge these gaps through digital engagement and support for volunteers in remote areas. This section emphasises the importance of geographic inclusion in ensuring equal access to Scouting for all youth.

“There is so much potential in the peripheral areas of the country and especially socioeconomically vulnerable communities are important because there are so many young people that we can impact with the Scout Programme.”

NSO from the Interamerica Scout Region

Figure 22: Percentage of NSOs surveyed that have Scout groups in all major towns/cities in the country.

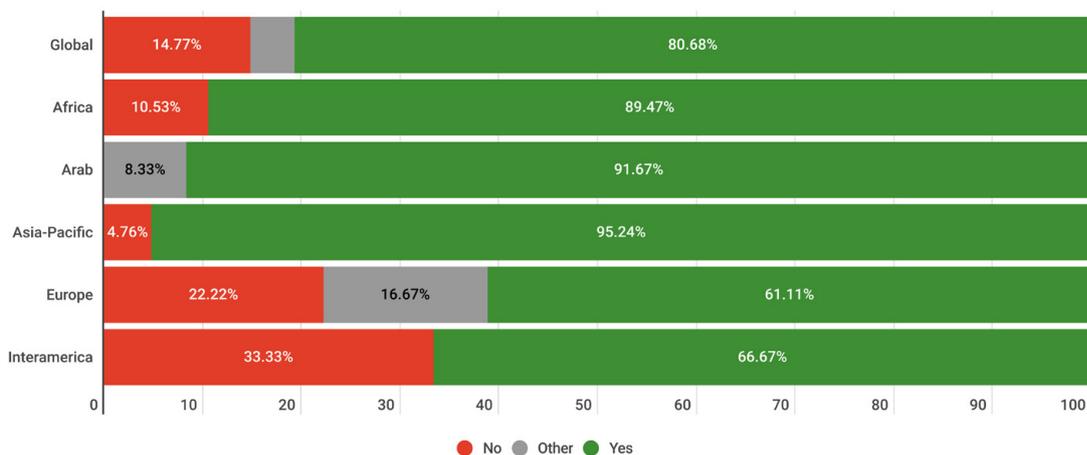


Table 11: Percentage of NSOs surveyed that have Scout groups in all major towns/cities in the country.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
Answer	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer	1	5.26%	25.00%	1	8.33%	25.00%				1	5.56%	25.00%	1	5.56%	25.00%	4	4.55%	100.00%
No	3	15.79%	15.79%	1	8.33%	5.26%	4	19.05%	21.05%	4	22.22%	21.05%	7	38.89%	36.84%	19	21.59%	100.00%
Other							4	19.05%	80.00%				1	5.56%	20.00%	5	5.68%	100.00%
Yes	15	78.95%	25.00%	10	83.33%	16.67%	13	61.90%	21.67%	13	72.22%	21.67%	9	50.00%	15.00%	60	68.18%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Figure 23: NSOs surveyed that have Scout groups or access to Scouting for youth in rural/inaccessible areas.

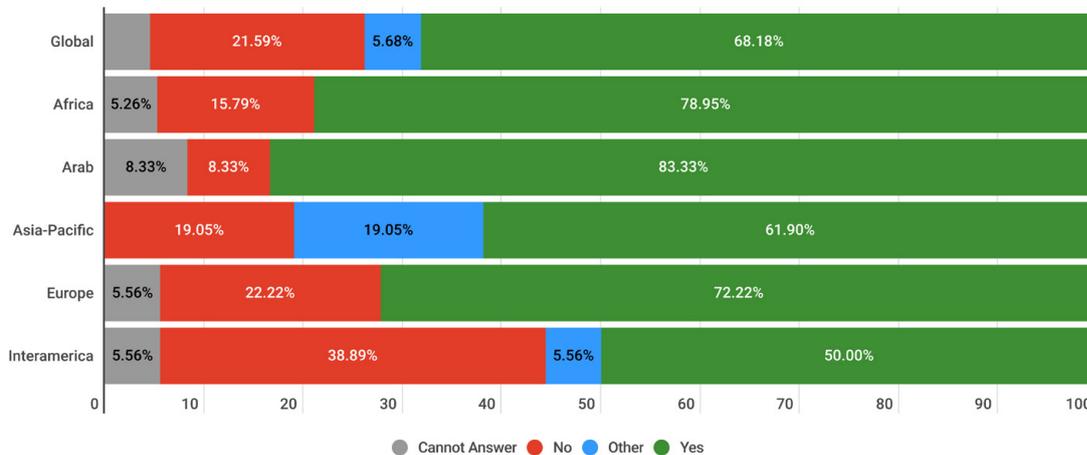


Table 12: NSOs surveyed that have Scout groups or access to Scouting for youth in rural/inaccessible areas.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
Answer	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer	1	5.26%	25.00%	1	8.33%	25.00%				1	5.56%	25.00%	1	5.56%	25.00%	4	4.55%	100.00%
No	3	15.79%	15.79%	1	8.33%	5.26%	4	19.05%	21.05%	4	22.22%	21.05%	7	38.89%	36.84%	19	21.59%	100.00%
Other							4	19.05%	80.00%				1	5.56%	20.00%	5	5.68%	100.00%
Yes	15	78.95%	25.00%	10	83.33%	16.67%	13	61.90%	21.67%	13	72.22%	21.67%	9	50.00%	15.00%	60	68.18%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Of the NSOs surveyed worldwide, 80% have Scout groups in all major towns or cities, with the highest incidence of “No” being present in the Interamerica and Europe regions. Only 68% of the NSOs surveyed have Scout groups in rural/inaccessible areas. The Arab and Africa regions cover most of the territory from rural to urban areas. The Arab region has Scout groups in 92% of urban areas and 83% of rural areas, while the Africa region also has a high geographical spread of 89% in urban areas and 79% in rural/inaccessible areas.

To address geographic disparities, NSOs have put more effort into better and more meaningful digital engagement, through events, the dissemination of information, and online training as well as other similar opportunities.

One of the trends identified is that larger NSOs have area management structures in place, such as district/area organisation. Additionally, NSOs in countries with larger geographic areas may encounter greater challenges in addressing geographical disparities. NSOs that offer Scouting via schools, churches, or other national structures appear to have more effective geographic distribution. A trend was also identified where NSOs offering community-based Scouting are reaching out to young people and setting up Scout groups through existing structures like schools or religious compounds (like churches or mosques) to grow.

Some NSOs have put mechanisms in place to support adult volunteers and young members from remote/rural areas, in attending events and training, mainly by covering transportation costs.

NSOs addressing geographical disparities are doing so through their ongoing growth strategies or specific growth projects. Some NSOs believe that organic growth is enough and there is not a pressing need to grow more in terms of geographic areas or are already present in all areas of the country. These are mostly NSOs that have waiting lists and already require more resources to support organic growth

Best Practice

A dedicated team/project for geographic outreach/growth is proven to be a good practice in many NSOs.

What This Means for WOSM

Many NSOs have tied the geographic dimension to their growth strategies and are looking to reach underserved communities in different geographic areas, in rural and urban areas. It is important to consider different approaches according to the context we are targeting. Continued efforts are needed to strengthen the links between diversity and inclusion and the NSOs' growth strategies to better support NSOs that are targeting underserved areas.

Economic



The economic dimension examines how economic barriers impact the participation of youth and adults in Scouting. It aims to identify economic practices that may limit diversity and inclusion. This focus is essential for ensuring that Scouting is accessible to individuals from all economic backgrounds, promoting equity and inclusivity.

“It has come up a lot recently around supporting members in poorer socioeconomic areas and how they can cover things like fees and uniform and expenses. At the local level there are several partnerships with community organisations to support and sponsor some young people in Scouting.”

NSO from Asia-Pacific Region

Economic Policies and Practices that may Limit Diversity and Inclusion

Figure 24: Percentage of NSOs surveyed that have any economic policies or practices that inadvertently diversity and inclusion.

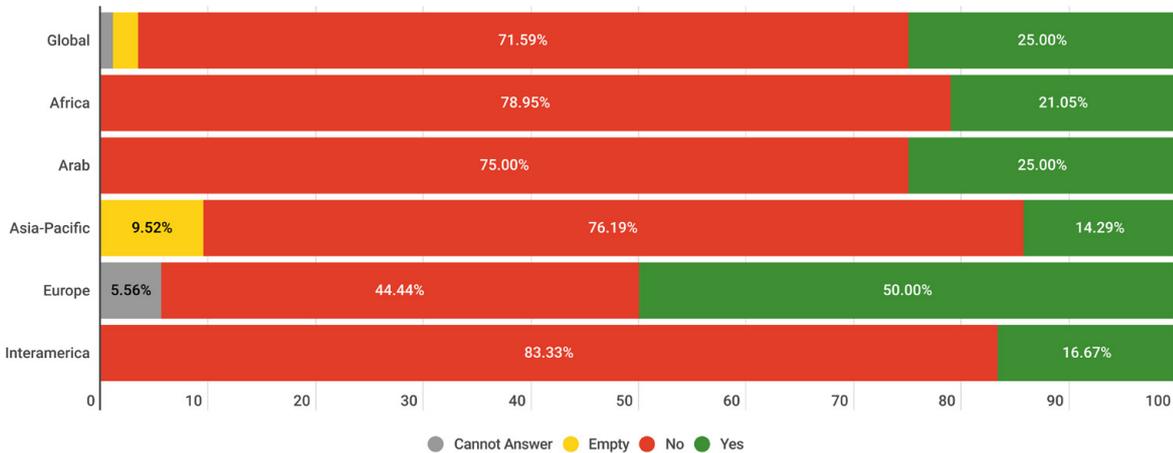


Table 13: Percentage of NSOs that have any economic policies or practices that inadvertently limit diversity and inclusion.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
Answer	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer							2	9.52%	100.00%	1	5.56%	100.00%	1	1.14%	100.00%	1	1.14%	100.00%
Empty																2	2.27%	100.00%
No	15	78.95%	23.81%	9	75.00%	14.29%	16	76.19%	25.40%	8	44.44%	12.70%	15	83.33%	23.81%	63	71.59%	100.00%
Yes	4	21.05%	18.18%	3	25.00%	13.64%	3	14.29%	13.64%	9	50.00%	40.91%	3	16.67%	13.64%	22	25.00%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Figure 25: Percentage of NSOs surveyed that identified economic barriers that impact diversity and inclusion.

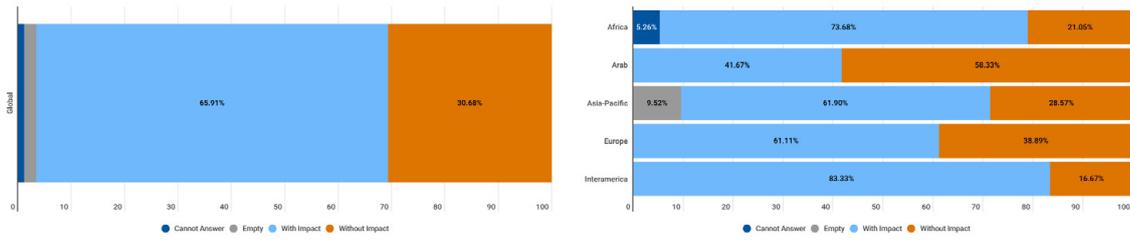


Figure 26: Barriers identified by the NSOs surveyed.



Of the NSOs surveyed, 72% don't believe they have economic practices or policies that inadvertently limit diversity and inclusion. Those NSOs that have practices or policies that may limit the inclusion of individuals from different economic backgrounds have identified three main reasons for it: the cost of the uniform, the cost of membership fees, and the cost of events/activities.

Certain NSOs with waiting lists pointed out that they may inadvertently limit the inclusion of people new to the area, or with less stable lifestyles, as they are not able to sign up for waiting lists as far in advance as those who have been living in the group's geographic area long-term.

Another limiting practice is specific to adults. Potential adult volunteers who are less financially secure are often less able to make time available, as they cannot lose working time. They also have trouble with transport to events and training and with the cost of activities and uniforms. In addition, they may not be able to afford childcare when needed.

Financial insecurity

Figure 27: Resources or assistance provided for youth or adults who are experiencing financial insecurity and want to join/volunteer for the NSO.

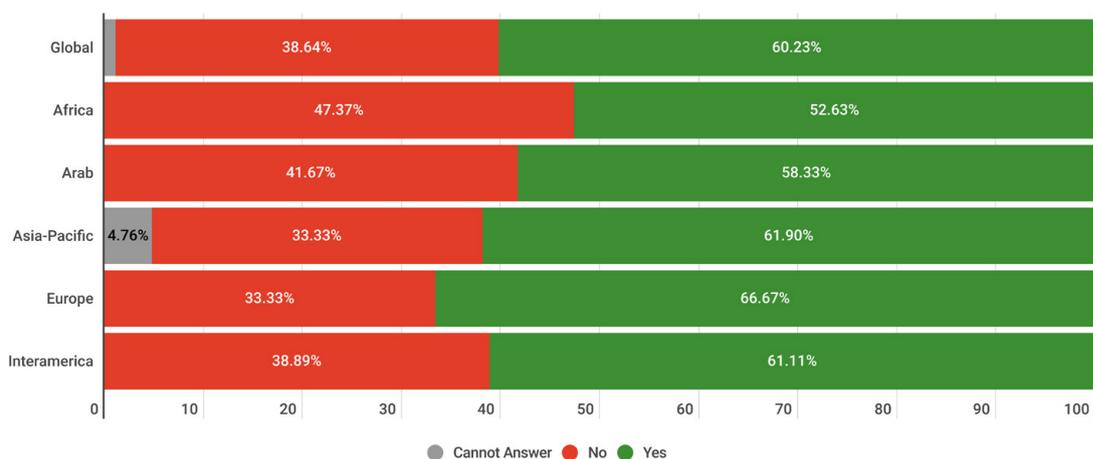


Table 14: Resources or assistance provided for youth or adults who are experiencing financial insecurity and want to join/volunteer for the NSO.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
Empty																		
No	3	15.79%	8.82%	8	66.67%	23.53%	4	19.05%	11.76%	14	77.78%	41.18%	5	27.78%	14.71%	34	38.64%	100.00%
Yes	16	84.21%	30.77%	4	33.33%	7.69%	15	71.43%	28.85%	4	22.22%	7.69%	13	72.22%	25.00%	52	59.09%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Regarding resources or assistance offered to young people or adults facing financial insecurity, the majority of NSOs reported that they do not provide institutional support at a national level. Much of the support available is on a case-by-case basis at a local level. Some NSOs have solidarity funds; however, they are not always well structured and therefore not well used at the local level, where these people are. There is also an indication that there is an aspect of underuse of these funds because of social perceptions or a reluctance to apply for them.

Some NSOs also offer economic support for adult volunteer expenses such as training costs and events. This also happens at the local level. A limited number of NSOs can link to or access government support for individuals facing financial insecurity.

Many NSOs did not perceive this dimension as fitting within diversity and inclusion.

Economic Barriers and the Digital Divide

Figure 28: Percentage of NSOs surveyed that believe there are economic issues which cause barriers to members being included in digital communications, events, platforms, etc.

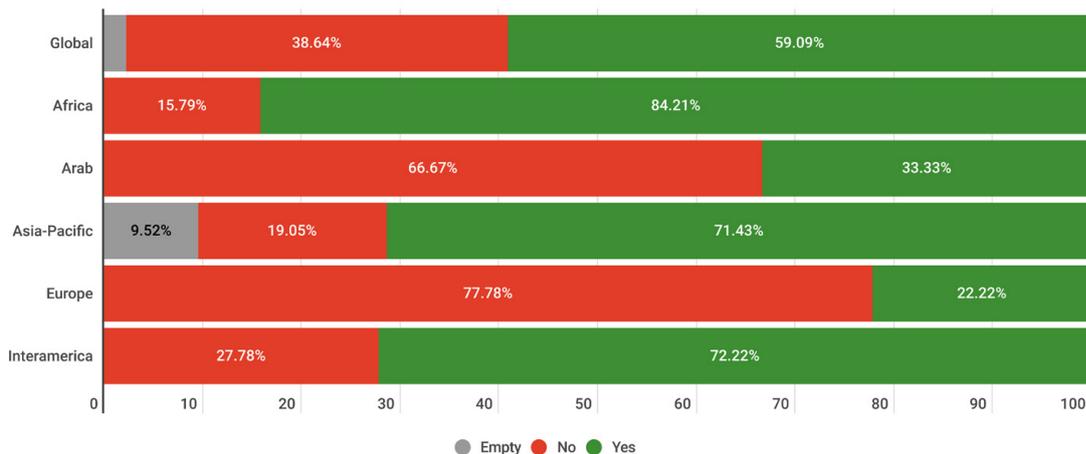


Table 15: Percentage of NSOs surveyed that believe there are economic issues which cause barriers to members being included in digital communications, events, platforms, etc.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
Empty																		
No	3	15.79%	8.82%	8	66.67%	23.53%	4	19.05%	11.76%	14	77.78%	41.18%	5	27.78%	14.71%	34	38.64%	100.00%
Yes	16	84.21%	30.77%	4	33.33%	7.69%	15	71.43%	28.85%	4	22.22%	7.69%	13	72.22%	25.00%	52	59.09%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

A highlight of this point is that most people around the world have access to a mobile/cell phone ([source](#) and [source](#)), but there is a perception that not everyone in Scouting has access to mobile devices. Having access to a mobile/cell phone is also not a guarantee of being able to access online Scouting activities, such as participating in a JOTI (jamboree on the Internet – the largest World Scouting event).

It was found that connection and the cost of the internet in the country demonstrate the inequality of access to information, communication, events, etc. Internet connectivity is not sufficient or is too expensive in many countries to allow full participation and access to content and events. In addition,

licensing costs for platforms such as Zoom are more easily affordable in countries with stronger currencies. Difficulty accessing the internet, devices, and platforms contributes to digital exclusion.

NSOs highlighted difficulty mainly concerning participating in digital events and activities, but the focus should also be on access to Educational Programme resources, institutional documents, courses, communications, etc.

Best Practices

Of the NSOs surveyed that identified economic barriers, 28% highlighted the high cost of uniforms as one of the biggest economic barriers, followed by membership fees and activity costs.

The highlight here was the good practices that NSOs developed to overcome the economic difficulties in the practice of Scouting. Some NSOs offer reduced payment options for membership fees, as well as for camps and other types of outdoor activities. There are also other payment models such as reduced fees for multiple siblings or social membership fees for adults.

Another highlight is equipment rental services, allowing people to rent Scouting clothing, camping gear, books, and other relevant materials. This best practice is also sustainable, reducing the impact of consumption.

There are also funds or support available in some NSOs, but these may be insufficient, hard to access, or underutilised, and thus there is a gap between the families who need this support and the families who receive it.

What This Means for WOSM

The cost of the uniform is one of the most common economic barriers for people joining Scouting. It can be mitigated by rental programmes, reduced costs of production, or limiting the design of the uniform to the use of the Scout scarf.

Scouting continues to be perceived as a hobby for middle-class youth and not everyone who wishes to join the Movement is aware of the support that might be available.

Some local groups have great practices supporting individuals who may be experiencing financial instability.

The digital divide is still a reality for 59% of NSOs surveyed; They stated that full access to digital devices such as laptops and the lack of a strong internet connection in the country are still barriers to the full participation of youth and adults in digital offerings. WOSM may need to reconsider working only on digital platforms and ensure that access to information can happen in different formats.

Best Practice

Ticket to Life

As a flagship project of the Scout Movement, Ticket to Life has had a transformative impact on thousands of children and young people living under vulnerable circumstances across countries in the Africa and Asia-Pacific regions. For more than 15 years, Ticket to Life has helped to integrate and give young people facing hardship an opportunity for a brighter future by introducing them to Scouting's Educational Programme and its multitude of skills-building experiences. These young people are often either living on the streets, refugees, internally displaced, or victims of conflict or environmental disaster. Being welcomed into a community like Scouting that fosters resilience, life skills, and self-confidence, is pivotal to unlocking a better future.

Learn more about [Ticket to Life in the Africa Region](#) and the impact of Scouting in the life of a [Ticket to Life Scout from the Asia-Pacific Region](#)

Parental Status



The Parental Status section examines the support provided to young people who lack parental support. It highlights the often invisible but crucial local-level efforts to offer financial and psychological aid. This section emphasises the importance of recognising and addressing the needs of young people in varied family situations.

“We understand the importance and therefore provide support for youth members lacking parental support which includes counselling, mentorship, and community outreach for financial support.”

NSO from the Africa Scout Region

Very few NSOs offer a defined support programme to young people who lack parental support. This is more invisible; it is not seen at the macro level, but only at a local level.

Most of the support given happens at the local level, depending on each case. Some offer more structured tools, such as financial support (reduction in fees, support for participating in events) and psychological or moral support.

Those that offer some support refer mainly to children who are wards of the state, making them easier to identify and therefore support. This is done through structured initiatives such as Ticket to Life in the Asia-Pacific and Africa regions.

What This Means for WOSM

This dimension required further explanation for the NSOs to truly understand its meaning and how it connects to diversity and inclusion. Scout leaders are often seen as carers and support happens at the local level.

Many NSOs are working with young people who are wards of the state and therefore can benefit from Scouting for their personal growth and development.

Disabilities



The Inclusion of People with Disabilities section investigates how NSOs facilitate the participation of individuals with disabilities. It discusses the mechanisms in place, the gaps in data collection, and the efforts to adjust advancement requirements to be more inclusive. This section highlights the need for greater support and training to improve inclusion for people with disabilities.

“Local groups support all youth to do their best and be challenged. The youth programme is flexible to support and be suitable for every child.”

NSO from the Asia-Pacific Scout Region

Figure 29: Percentage of total membership of NSOs surveyed that have disabilities.

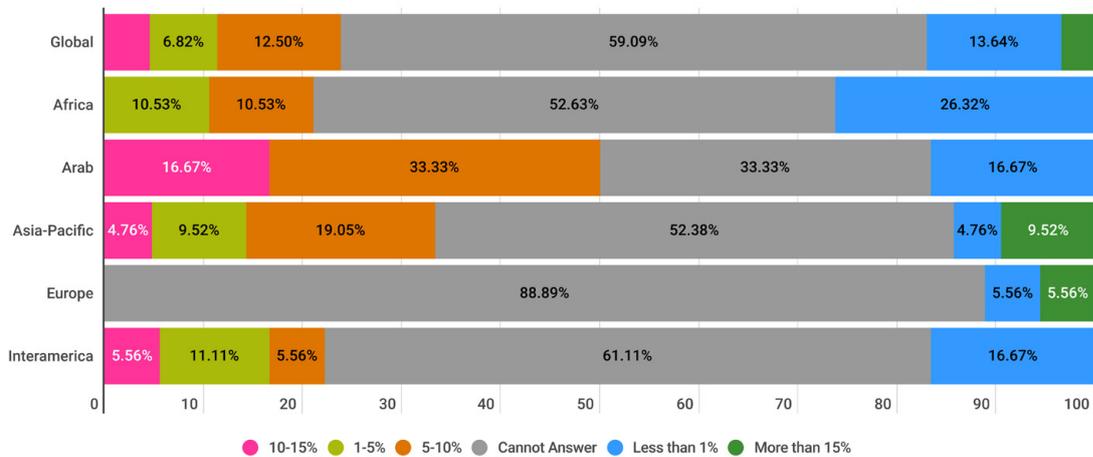


Table 16: Percentage of total membership of NSOs surveyed that have disabilities.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
Answer	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
10-15%				2	16.67%	50.00%	1	4.76%	25.00%				1	5.56%	25.00%	4	4.55%	100.00%
1-5%	2	10.53%	33.33%				2	9.52%	33.33%				2	11.11%	33.33%	6	6.82%	100.00%
5-10%	2	10.53%	18.18%	4	33.33%	36.36%	4	19.05%	36.36%				1	5.56%	9.09%	11	12.50%	100.00%
Cannot Answer	10	52.63%	19.23%	4	33.33%	7.69%	11	52.38%	21.15%	16	88.89%	30.77%	11	61.11%	21.15%	52	59.09%	100.00%
Less than 1%	5	26.32%	41.67%	2	16.67%	16.67%	1	4.76%	8.33%	1	5.56%	8.33%	3	16.67%	25.00%	12	13.64%	100.00%
More than 15%							2	9.52%	66.67%	1	5.56%	33.33%				3	3.41%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

The majority of the NSOs surveyed (59%), do not have information regarding the percentage of their membership who have disabilities. Some of these NSOs stated that they do not collect this information and others stated that they lack the capacity to offer Scouting for people with disabilities. Of the European countries, 89% do not collect this data set and some of them identified that they don't do so due to GDPR compliance. NSOs that are more able to include people with disabilities most commonly indicate a membership of less than 1%. The Asia-Pacific and Arab regions have a higher percentage of inclusion of people with disabilities and identified different models of inclusion: determined groups based in schools with full participation in the Scouting Programme and/or targeted events at local, national, or regional levels.

Figure 30: NSOs surveyed that provide allowance to adjust advancement requirements in the Youth Programme to enable the participation of individuals with disabilities.

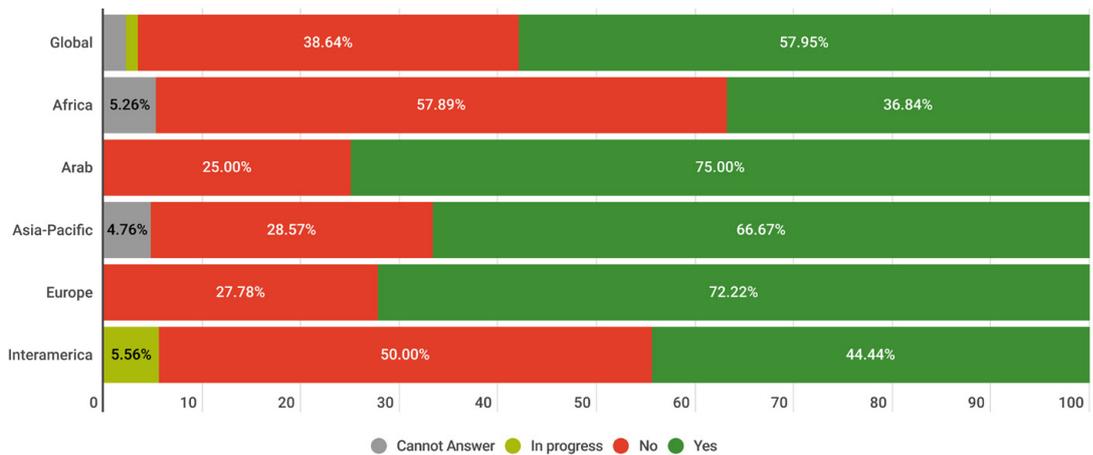


Table 17: NSOs surveyed that provide allowance to adjust advancement requirements in the Youth Programme to enable the participation of individuals with disabilities.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
Answer	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
Cannot Answer	1	5.26%	50.00%				1	4.76%	50.00%				1	5.56%	100.00%	2	2.27%	100.00%
In progress																		
No	11	57.89%	32.35%	3	25.00%	8.82%	6	28.57%	17.65%	5	27.78%	14.71%	9	50.00%	26.47%	34	38.64%	100.00%
Yes	7	36.84%	13.73%	9	75.00%	17.65%	14	66.67%	27.45%	13	72.22%	25.49%	8	44.44%	15.69%	51	57.95%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Of the NSOs surveyed, 58% have mechanisms in place to enable the full participation of individuals with disabilities. The majority of these adjustments happen at the local level, on a case-by-case basis.

Some NSOs have partnerships with the government and specialised schools to offer Scouting or provide support for Scouting for young people with disabilities. School-based Scouting is more likely better prepared as they have teachers who already work with youth with disabilities and have the necessary competencies to do so. This is also happening through the Ticket to Life project in the Asia-Pacific and Africa regions. NSOs also pointed out that it feels easier to adjust for individuals with physical disabilities compared to addressing invisible disabilities.

Figure 31: Percentage of individuals with disabilities in NSOs in leadership positions.

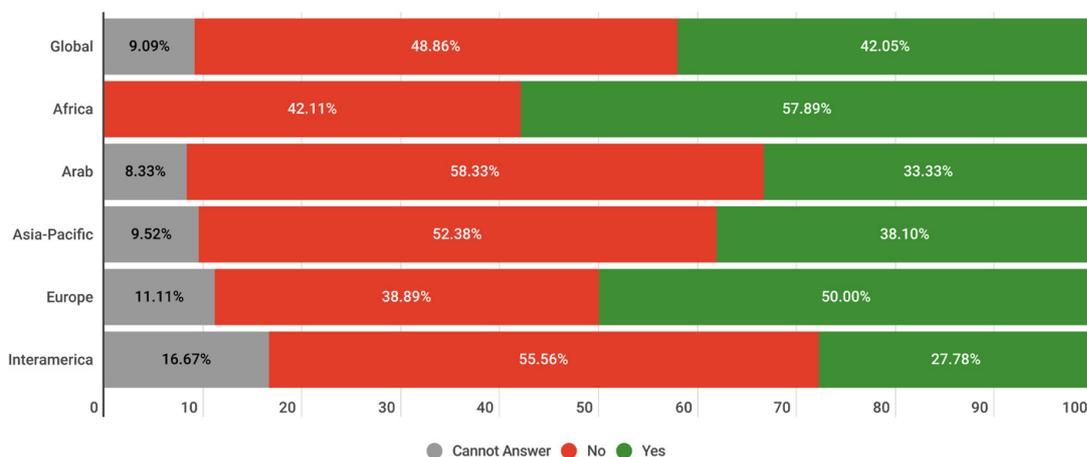


Table 18: Percentage of individuals with disabilities in leadership positions in NSOs surveyed.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
Answer	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall	Count	% Region	% Overall
Cannot Answer				1	8.33%	12.50%	2	9.52%	25.00%	2	11.11%	25.00%	3	16.67%	37.50%	8	9.09%	100.00%
No	8	42.11%	18.60%	7	58.33%	16.28%	11	52.38%	25.58%	7	38.89%	16.28%	10	55.56%	23.26%	43	48.86%	100.00%
Yes	11	57.89%	29.73%	4	33.33%	10.81%	8	38.10%	21.62%	9	50.00%	24.32%	5	27.78%	13.51%	37	42.05%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Of the NSOs that participated, 49% stated that they don't have individuals with disabilities in leadership positions while 42% stated that they do. An important trend here was visible vs invisible disabilities, and whether leaders had disclosed their disability status. For almost all NSOs, this was not something they had data on, with those that answered "Yes" indicating that they were aware of a specific individual or case. More work needs to be done to ensure full participation and retention of individuals with visible and invisible disabilities.

What This Means for WOSM

There is awareness and sensitivity regarding the importance and relevance of the inclusion of people with disabilities; however, there is a gap here, and a need for greater support and training, to allow for inclusion to happen more efficiently in practice.

Best Practice

Arab Parajamboree Sets the Bar for Hosting Inclusive Scout Events

Imagine a place where diversity is celebrated, inclusion is the norm, and barriers are broken down. This is exactly what the second [Arab Scout Inclusive Camp \(Parajamboree\)](#) was about. From 29 April to 5 May 2023, Scouts from Arab countries came together in Morocco for an event that showcased the power of Scouting to create a more inclusive and welcoming world for all people with diverse abilities.

Youth in Conflict With the Law



The objective of this section is to understand the inclusion of youth in juvenile correctional facilities in Scouting. It discusses the policies and practices of NSOs in this area, emphasising the balance between ensuring safety and providing opportunities for rehabilitation and inclusion of young people in conflict with the law.

“Yes, we offer Scouting for youth in conflict with the law for both their mental health and learning skills to support them. Everyone should have the opportunity to benefit from Scouting!”

NSO from the Arab Scout Region

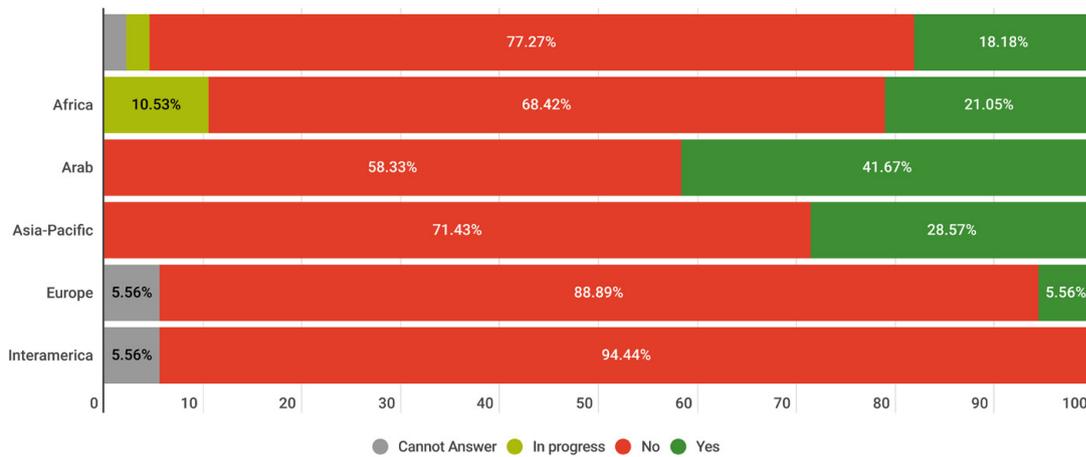


Table 19: Percentage of NSOs surveyed that offer Scouting to youth in juvenile correctional facilities.

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer	2	10.53%	100.00%							1	5.56%	50.00%	1	5.56%	50.00%	2	2.27%	100.00%
In progress																2	2.27%	100.00%
No	13	68.42%	19.12%	7	58.33%	10.29%	15	71.43%	22.06%	16	88.89%	23.53%	17	94.44%	25.00%	68	77.27%	100.00%
Yes	4	21.05%	25.00%	5	41.67%	31.25%	6	28.57%	37.50%	1	5.56%	6.25%				16	18.18%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Of the NSOs surveyed, 18% reported that they collaborate with institutions that work with young people in conflict with the law. Others reported that they had projects in the past, but for financial and government support reasons, they had to discontinue these projects.

Some NSOs do development work or practise Scouting with these young people; however, this is not the majority (77%). When asked about the topic, some NSOs noted they are thinking of developing actions in the future and expanding their projects for this young audience. One of the reasons relayed was the positive impact of Scouting on a young person’s full development to become active citizens in their communities. Ticket to Life is another door to offer Scouting for children in conflict with the law in the Asia-Pacific and Africa regions.

Education



The education dimension explores the educational requirements for volunteering in Scouting. By assessing whether there are minimum educational qualifications and how Scouting competencies are developed, we aim to ensure that Scouting remains open to a diverse range of individuals with varying educational backgrounds. This focus emphasises the importance of skills and training over formal education in contributing to the Scout Movement.

“Everyone with the smallest background or educational background can volunteer in our association as long as they join the Scout Leader training course.”

NSO from the Asia-Pacific Scout Region

Figure 33: Minimum educational requirements to be able to volunteer in the NSOs surveyed.

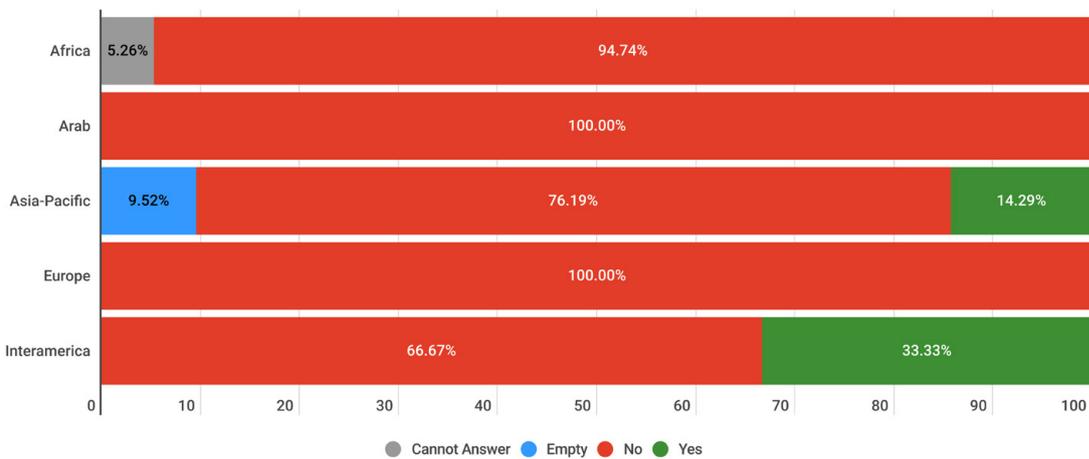


Table 20: Minimum educational requirements to be able to volunteer in the NSOs surveyed.

Region	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
Answer	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer	1	5.26%	100.00%													1	1.14%	100.00%
Empty							2	9.52%	100.00%							2	2.27%	100.00%
No	18	94.74%	23.68%	12	100.00%	15.79%	16	76.19%	21.05%	18	100.00%	23.68%	12	66.67%	15.79%	76	86.36%	100.00%
Yes							3	14.29%	33.33%				6	33.33%	66.67%	9	10.23%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Regarding the basic level of education, the majority of NSOs surveyed (87%) do not have minimum traditional educational requirements to volunteer in Scouting. However, many indicated that they require a specified level of Scouting Education – Leaders Training or Wood Badge. NSOs mentioned being open to all adults who are interested in contributing to the Scout Movement, and able to be trained to do so. In the case of NSOs that offer school-based Scouting, the teacher ends up being the leader, so in this case, the requirement is due to the profession, and not necessarily the practice of Scouting.

What This Means for WOSM

Scouting is open to adult volunteers who adhere to our principles and understand how to deliver the Youth Programme to young people. In the majority of cases, this does not have a minimum educational requirement, but rather Scouting competencies obtained through the different training and capacity-building structures of the NSOs. It is essential that Scouting remains open to a diversity of individuals with different competencies, who carry different expertise, points of view, and skills, enhancing the Scouting Programme delivery and contributing to the full development of young people. For this to happen, the Scouting educational approach and practice needs to remain simple and easily applicable.

Identity and Sexual Orientation



The Identity and Sexual Orientation dimension examines the inclusion of LGBTQIA+ individuals within the Scout Movement. According to the legal framework of the countries, this analysis was focused on how Scouting is a safe and welcoming space for individuals of all identities and sexual orientations, fostering diversity and equality.

“We have a group of volunteers linked with the D&I team who is offering support and providing programme and tools to guide local groups. If there are reports of any issues, these are escalated to the D&I Team.”

NSO from the Europe Scout Region

Note: The following data was not requested from NSOs in countries that have laws criminalising LGBTQIA+ individuals. These are reflected as “Cannot Answer” in the data. This information has been cross-checked according to Human Rights Watch and Equal Dex.

Figure 34: Percentage of NSOs surveyed that had cases where a group or subsection has requested support in including individuals of different identities and/or sexual orientations (e.g. support with rules around accommodation, sanitation, and gender).

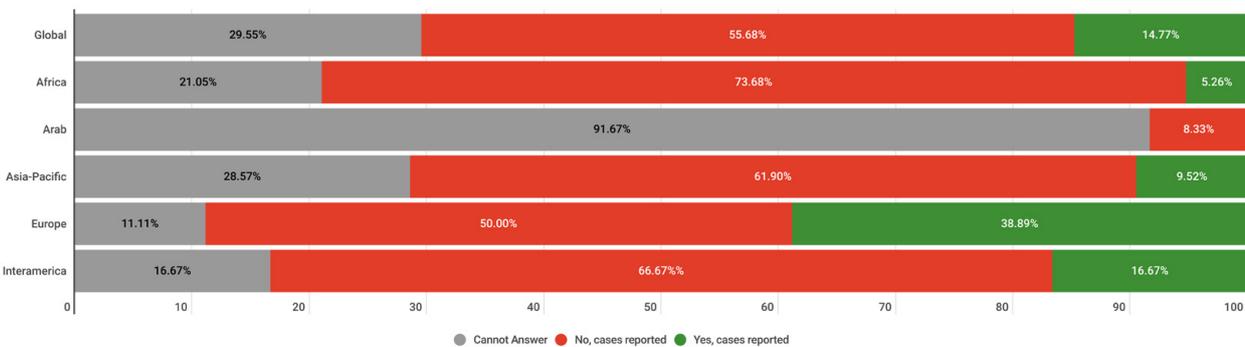


Table 21: Percentage of NSOs surveyed that had cases

has requested support in including individuals of different identities and/or sexual orientations (e.g. support with rules around accommodation, sanitation, and gender).

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer	4	21.05%	15.38%	11	91.67%	42.31%	6	28.57%	23.08%	2	11.11%	7.69%	3	16.67%	11.54%	26	29.55%	100.00%
No cases reported	14	73.68%	28.57%	1	8.33%	2.04%	13	61.90%	26.53%	9	50.00%	18.37%	12	66.67%	24.49%	49	55.68%	100.00%
Yes, cases reported	1	5.26%	7.69%				2	9.52%	15.38%	7	38.89%	53.85%	3	16.67%	23.08%	13	14.77%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

As this data demonstrates, the vast majority of NSOs have sensitivities regarding this dimension, even where there are no laws in their countries that criminalise LGBTQIA+ people.

In some NSOs, there is a commitment to taking a public position and promoting the inclusion of this dimension as well as the development of actions, activities, and documents to raise awareness of, welcome, and support the topic. These are being carried out and tested, and based on the knowledge acquired, improved.

In societies that are more open concerning the dimension, there are a greater number of reports and requests for inclusion or support, precisely because there is openness on the topic.

What This Means for WOSM

It is important to collaborate with NSOs to support their inclusion efforts, including by developing materials and resources to ensure that every young person feels safe in Scouting.

NSOs' Perception of the Demographic Makeup Changes

It was important for this research to understand beliefs and trends on how NSOs perceived changes in their adult and youth membership demographics.

This was processed as qualitative data and should be cross-checked with quantitative data when available.

For the NSOs as a whole, the following indicators were noted:

- Organisational development has enabled diversity and inclusion policies and strategies.
- Changes in perception have led to better inclusion.
- Many noted a perception challenge where Scouting is seen as a middle-class offering.
- NSOs have increased their geographic reach from urban to rural areas.
- There has been more outreach to underserved/vulnerable communities.
- Some NSOs have not registered any demographic changes.
- Awareness of invisible disabilities has increased.
- Noting socioeconomic barriers was common, as well as their effect across dimensions.
- Ethnic minorities are better represented at the local level rather than the national level.
- Some NSOs reported increases in ethnic/racial representation.
- Scouting is reflecting the change in gender roles in broader society.

For children or youth members, the following indicators were noted:

- The Scouting offering has been expanded to include more ages.
- There has been a decrease in the general youth population of some countries, especially in Europe.
- The COVID-19 pandemic led to membership reductions among children and young people.
- The range of competing options for youth to choose from has led to decreases in membership, especially in more developed countries.
- The gender balance has become more equal, with more girls in Scouting and more female adult volunteers.
- There has been an increase in youth members with disabilities.
- An increase in ethnic diversity in countries has been tied to the inclusion of migrants and refugees.
- There have been increases in religious diversity (especially in religion-based organisations).

The most referred to demographic change is an increase in female members and leaders, Gender balance is more equal. An increased geographic reach has also contributed to overall membership demographic shifts.

For changes in demographics in leadership, the following indicators were noted:

- The overall trend is still that the National Boards are mostly composed of men.
- There is a trend in younger people in national leadership (not necessarily under 30 but rather younger than in the past).
- The biggest trend identified by the majority of the NSOs surveyed is more women and young people in national leadership positions.
- There is an increase of women in national leadership positions; however, it is still not an equal ratio.
- Most of the national leadership is still from big urban areas, with some improvement in representation from rural areas.
- Some NSOs have added or expanded their organisational structure to accommodate specific roles for diverse groups, for example, gender and youth.
 - These roles are often also described as advisory/ consultative.
- There have been increases in LGBTQIA+ people in leadership positions.
- There are no mentions of the inclusion of elderly people.

A significant trend identified across many NSOs is the increase of women and young people in national leadership positions. Data shows that Scouting is moving with societal changes, reflecting the change in gender roles. Despite progress, men still dominate the national leadership positions. NSOs have noted that National Boards are younger, including not necessarily people under 30, but rather people younger than in previous years, reflecting a shift in age towards younger generations.

Ethnic minorities are more prominently represented at the local level, with some NSOs reporting improvements in ethnic/racial representation overall.

While a predominant representation in the national leadership of individuals from big urban areas can be observed, there are encouraging signs of increased representation from rural areas.

What This Means for WOSM

The analysis of demographic shifts within NSOs provides valuable insights into evolving trends and the factors influencing these changes over time. Despite facing challenges such as declining membership due to increased competition and pandemic-related disruptions, NSOs have demonstrated resilience and adaptability. Efforts to address these challenges include prioritising the active inclusion of women and girls and members with disabilities and extending outreach to underserved communities. Positive shifts in the perception of diversity and inclusion, alongside organisational development changes, have contributed to fostering a more inclusive environment.

The most remarked upon demographic changes in NSOs are strongly linked to changes happening in society, such as the gender equality movement and politico-geographic changes such as the increase of conflicts. The strong focus of the Scout Movement on youth involvement and gender balance is reflected in the qualitative data.



4.2. Diversity and Inclusion Policy and Implementation

We have analysed the different diversity and inclusion dimensions in the NSOs surveyed. Understanding the institutional framework of diversity and inclusion was relevant for the study to comprehend how the NSOs surveyed address challenges or prevent discrimination of all sorts. Given the regional structure that operates in WOSM, we considered this method the most suitable for analysing the data.

Diversity and Inclusion National Policy

The Diversity and Inclusion National Policy section explores how NSOs are institutionalising their commitment to diversity and inclusion through formal policies. This dimension establishes the framework and guidelines for promoting diversity and inclusion across all levels of the organisation. By examining the prevalence and specifics of these policies, we aim to understand how NSOs are structuring their efforts to create inclusive environments and address the needs of diverse members.

Figure 35: Percentage of NSOs surveyed that have a Diversity and Inclusion Policy.

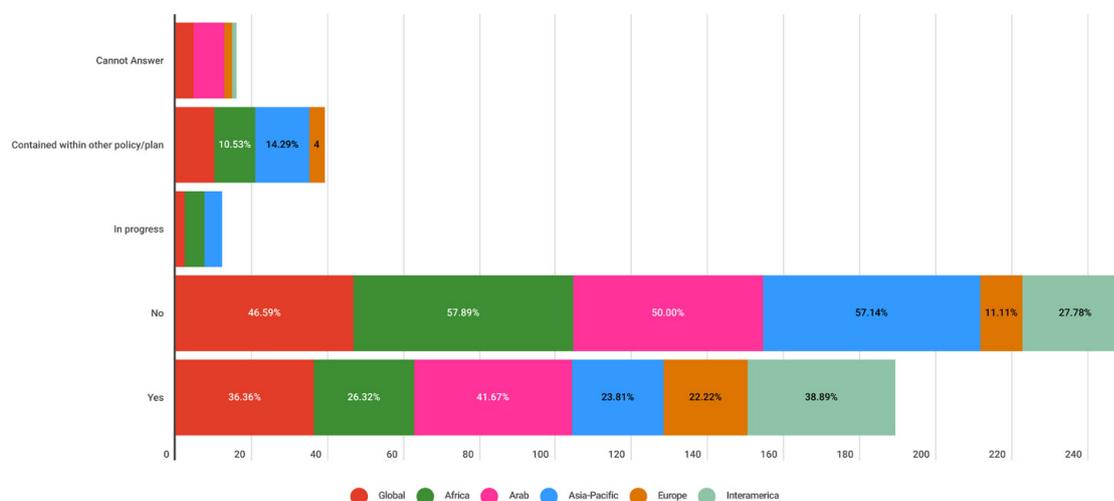


Table 22: Percentage of NSOs surveyed that have a Diversity and Inclusion Policy.

Region	Africa			Arab			Asia-Pacific			Europe		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer	2	10.53%	18.18%	2	16.67%	18.18%	1	4.76%	9.09%	5	27.78%	45.45%
Contained within other policy/plan	2	10.53%	18.18%	2	16.67%	18.18%	1	4.76%	9.09%	5	27.78%	45.45%
In progress	3	15.79%	50.00%	0	0%	0%	0	0%	0%	2	11.11%	33.33%

Of the NSOs surveyed worldwide, 36% have developed a diversity and inclusion policy, which serves as an institutional framework to advance the work in the area; 10% indicate the policy is "Contained within another policy", with 2% indicating "In Progress".

Diversity and inclusion policies have had the most uptake amongst NSOs interviewed in Interamerica, followed by Europe. Some of the NSOs that have a Diversity and Inclusion Policy in place indicated they were given tailored support in developing it through the WOSM Services platform and associated consultants.

What This Means for WOSM

There is an indication that WOSM Services has positively impacted policy in this area. Regional variance or uptake in this area is quite high, and globally, more NSOs do not have policies than those that do. It may be important for some NSOs to be supported in further understanding what a diversity and inclusion policy means for their organisation, considering their regional and legal context. There is some indication that not all diversity and inclusion dimensions are fully understood to be part of the whole, and that some NSOs surveyed understand certain dimensions but not others.

Diversity and Inclusion Strategy/Implementation Plan/Operational Plan

This section focuses on the strategies, implementation plans, or operational plans that NSOs have to work towards diversity and inclusion. Unlike formal policies, these plans often operationalise the work done covering different diversity and inclusion dimensions, within their programmes, events, or even strategies.

Figure 36: Percentage of NSOs surveyed that have a strategy or implementation plan or operational plan for diversity and inclusion.

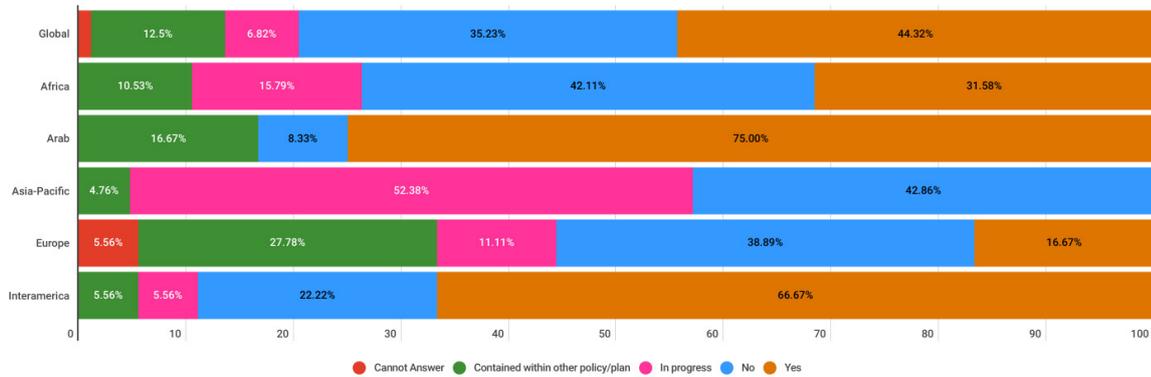


Table 23: Percentage of NSOs surveyed that have a strategy or implementation plan or operational plan for diversity and inclusion.

Region Answer	Africa Count Answers	Africa % Region	Africa % Overall	Arab Count Answers	Arab % Region	Arab % Overall	Asia-Pacific Count Answers	Asia-Pacific % Region	Asia-Pacific % Overall	Europe Count Answers	Europe % Region	Europe % Overall	Interamerica Count Answers	Interamerica % Region	Interamerica % Overall	Total Count Answers	Total % Region	Total % Overall
Cannot Answer	1	5.56%	100.00%	1	8.33%	13.64%	1	4.76%	9.09%	1	5.56%	100.00%	1	5.56%	9.09%	1	1.14%	100.00%
Contained within other policy/plan	2	10.53%	18.18%	2	16.67%	18.18%	1	4.76%	9.09%	5	27.78%	45.45%	1	5.56%	9.09%	11	12.50%	100.00%
In progress	3	15.79%	50.00%	1	8.33%	3.23%	11	52.38%	35.48%	2	11.11%	33.33%	1	5.56%	16.67%	6	6.82%	100.00%
No	8	42.11%	25.81%	1	8.33%	3.23%	11	52.38%	35.48%	7	38.89%	22.58%	4	22.22%	12.90%	31	35.23%	100.00%
Yes	6	31.58%	15.38%	9	75.00%	23.08%	9	42.86%	23.08%	3	16.67%	7.69%	12	66.67%	30.77%	39	44.32%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

In terms of strategy, implementation, and operations regarding diversity and inclusion, 44% of NSOs surveyed globally indicated they have some form of implementation plan in this area, with 12.5% indicating that it is "Contained within another plan" (Figure 34, Table 23). This response varied as some NSOs indicated that their strategy/implementation plan/operational plan is specifically delineated for certain diversity and inclusion dimensions, such as disability.

What This Means for WOSM

The incidence of a strategy/implementation plan/operational plan for diversity and inclusion is higher than that of a policy in four of the five regions. This indicates that activities and implementation are more common than formal policy, which may be due to complex processes for creating and ratifying such policies. This may also be due to the feeling that practical inclusion practices that can be developed and implemented for specific activities and events are impactful and worthwhile. There is a lower regional variability in this area, indicating most NSOs in most regions have some form of strategy, implementation, and operations regarding diversity and inclusion.

Relationship Between Diversity and Inclusion Policy and Strategy/ Implementation Plan/Operational Plan

Understanding the relationship between diversity and inclusion policies and their corresponding strategies or implementation plans is essential for comprehending how institutional frameworks translate into practical action plans. This section investigates how well NSOs integrate their policy frameworks with actionable plans, highlighting the coherence and effectiveness of their diversity and inclusion efforts. It aims to reveal the synergy or gaps between policy and practice.

Figure 37: Relationship between strategy and policy (Global).

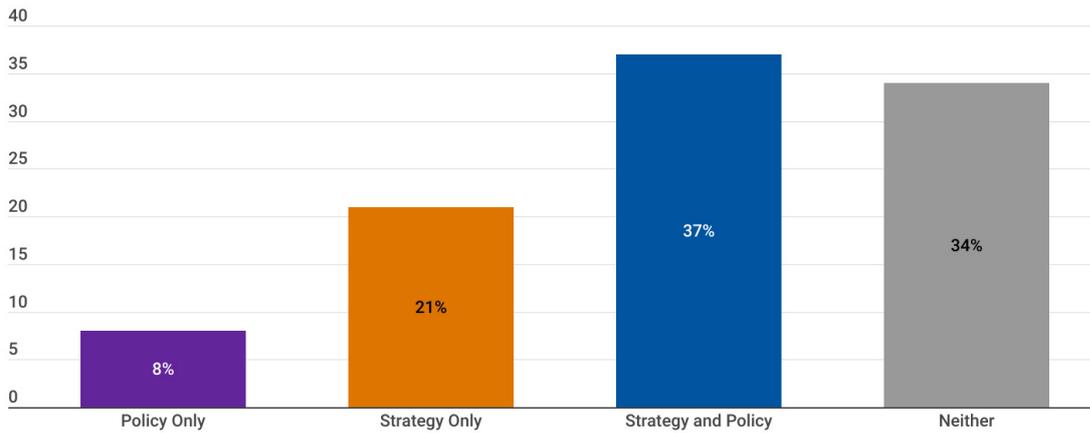
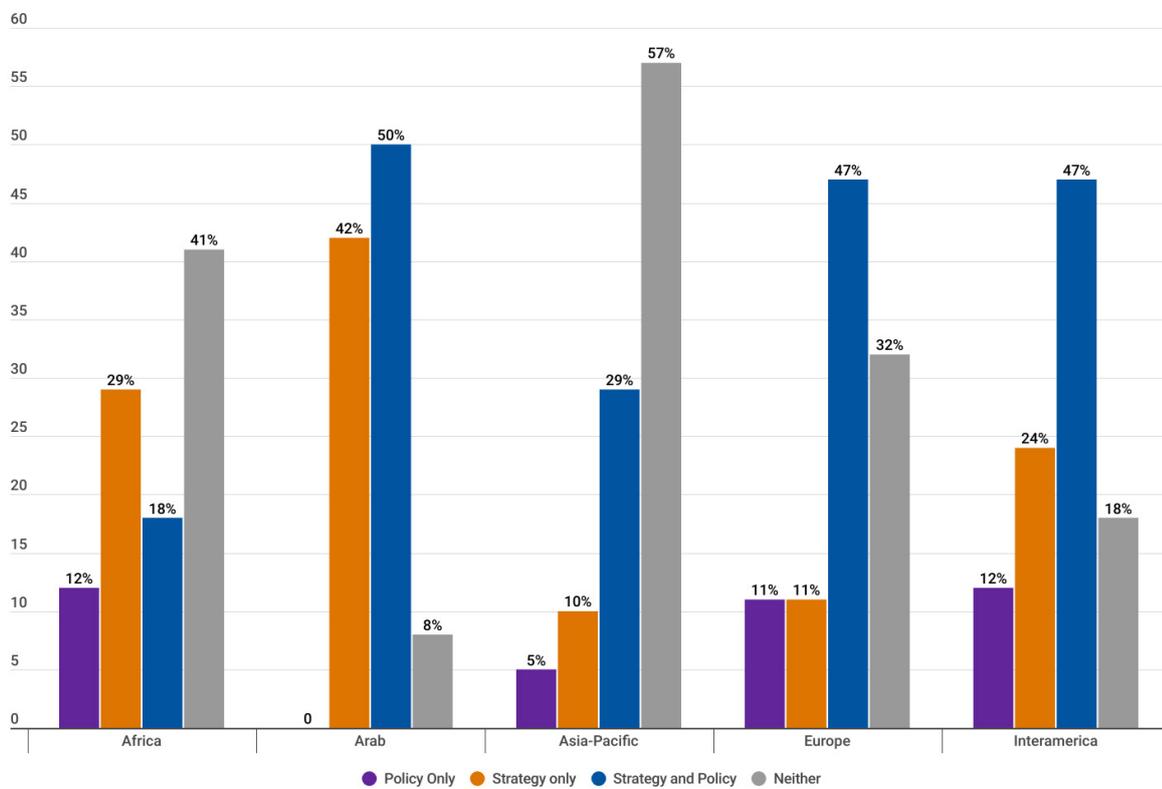


Figure 38: Relationship between strategy and policy (Regional).



Note: Where NSOs gave the response "Other" or "In progress" for this correlation, it was analysed as having no policy or strategy.

There appears to be a link between strategy and policy. From this correlation, and the quantitative inputs, it seems common for NSOs to begin by including diversity and inclusion in their strategy/implementation plan/operational plan, and once this is progressing, to build out a policy.

What This Means for WOSM

Having a strong institutional framework in diversity and inclusion through a policy encourages NSOs to build their strategies or operational plans considering different diversity and inclusion dimensions. The majority of the NSOs that have diversity and inclusion as part of their strategic plans or operational frameworks are more likely to be working towards diversity and inclusion institutionally through a policy.

Diversity and Inclusion Dimensions Specifically Referred to in a Policy or Plan

Figure 37: Diversity and inclusion dimensions specifically referred to in a policy or a plan.

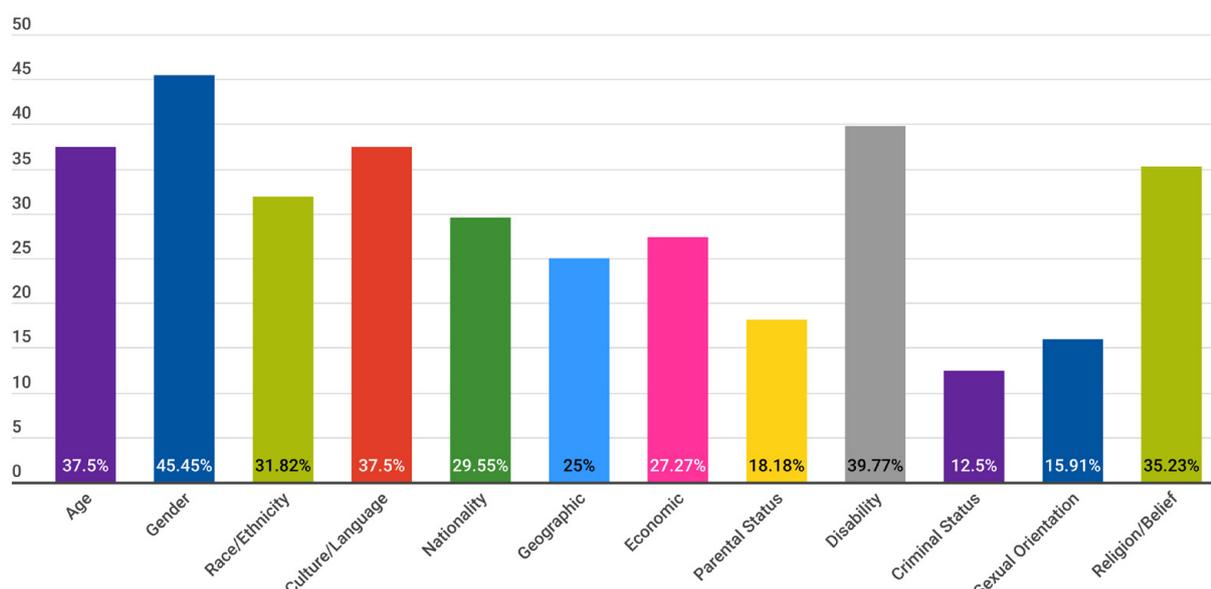
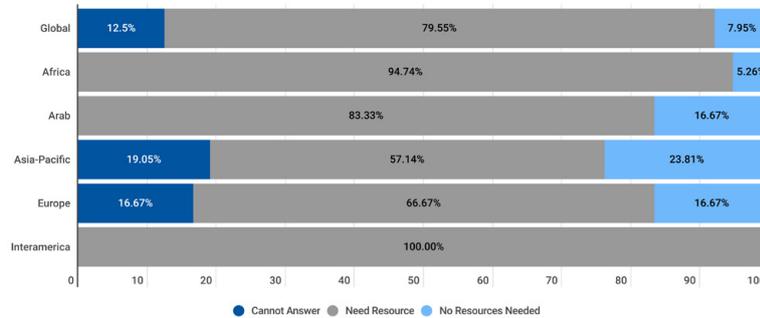


Table 24: Diversity and inclusion dimensions specifically referred to in a policy or a plan.

Region Attribute	Africa		Arab		Asia-Pacific		Europe		Interamerica		Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Age	31.58%	6	75.00%	9	33.33%	7	11.11%	2	50.00%	9	37.50%	33
Gender	42.11%	8	66.67%	8	33.33%	7	27.78%	5	66.67%	12	45.45%	40
Race / Ethnicity	26.32%	5	16.67%	2	28.57%	6	27.78%	5	55.56%	10	31.82%	28
Culture / Language	21.05%	4	66.67%	8	28.57%	6	27.78%	5	55.56%	10	37.50%	33
Nationality	21.05%	4	41.67%	5	28.57%	6	11.11%	2	50.00%	9	29.55%	26
Geographic	21.05%	4	58.33%	7	23.81%	5			33.33%	6	25.00%	22
Economic	10.53%	2	50.00%	6	23.81%	5	27.78%	5	33.33%	6	27.27%	24
Parental Status	10.53%	2	25.00%	3	28.57%	6	16.67%	3	11.11%	2	18.18%	16
Disability	47.37%	9	41.67%	5	38.10%	8	27.78%	5	44.44%	8	39.77%	35
Criminal Status	15.79%	3	16.67%	2	19.05%	4	5.56%	1	5.56%	1	12.50%	11
Sexual Orientation	10.53%	2			19.05%	4	16.67%	3	27.78%	5	15.91%	14
Religion / Belief	31.58%	6	41.67%	5	28.57%	6	27.78%	5	50.00%	9	35.23%	31

Figure 40: Percentage of NSOs surveyed that specifically refer to any diversity and inclusion dimensions in their policy or plan



Note: For this question, the data was analysed as a percentage of NSOs surveyed that were able to answer

From the data collected, it can be seen that NSOs with policies or plans focus on gender, disability, culture/language, age, and religion/belief. Criminal status, sexual orientation, and parental status in particular are not frequently mentioned in NSO policies and plans. The qualitative data indicates that criminal status is linked to Safe from Harm and societal belief and considered for adult members as part of the initial Adults in Scouting procedures for recruitment of leaders; sexual orientation and identity are highly variable and linked to the legal landscape and societal context; and parental status is often not considered, or is considered out of scope for Scouting policy and addressed at group level.

What This Means for WOSM

The societal focus on some areas of inclusion has carried across to NSOs' dimensions of focus. There is some indication that not all diversity and inclusion dimensions are fully understood as part of the definition, and that some NSOs surveyed understand certain dimensions but not others.

Prioritisation of Diversity and Inclusion

Prioritising diversity and inclusion in Scouting, especially within NSOs, is a fundamental step towards fostering a better more inclusive world. This section examines how NSOs rank the importance of diversity and inclusion compared to other organisational priorities. By understanding the emphasis placed on these initiatives, we can gauge the level of commitment and resources allocated to fostering a diverse and inclusive environment within Scouting.

“Diversity and inclusion needs to be a huge priority. I would argue that for volunteers to understand it as a priority needs to be part of their everyday, rather than something that is added as an extra task. For Scouting to continue to be relevant today it needs to be a movement that is able to update and change in accordance with the relevance of society. So, if we want Scouting to continue, it needs to reflect the society that we serve.”

NSO from the Europe Region

Figure 41: On a scale of 1 to 5, how strongly does the NSO believe they should prioritise initiatives aimed at promoting greater diversity and inclusion?

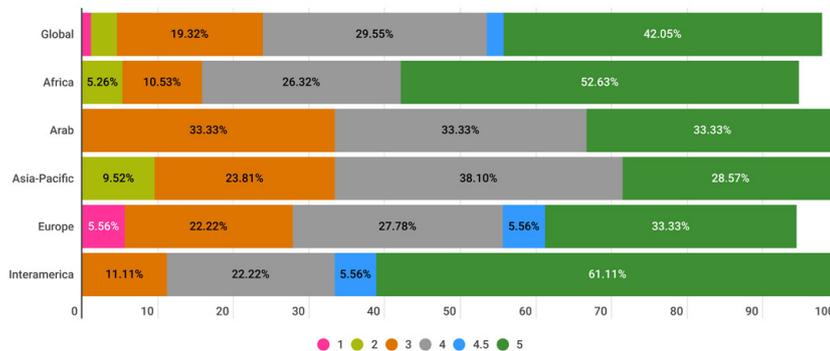


Table 25: On a scale of 1 to 5, how strongly does the NSO believe they should prioritise initiatives aimed at promoting greater diversity and inclusion?

Region Answer	Africa Count Answers	Africa % Region	Africa % Overall	Arab Count Answers	Arab % Region	Arab % Overall	Asia-Pacific Count Answers	Asia-Pacific % Region	Asia-Pacific % Overall	Europe Count Answers	Europe % Region	Europe % Overall	Interamerica Count Answers	Interamerica % Region	Interamerica % Overall	Total Count Answers	Total % Region	Total % Overall
1										1	5.56%	100.00%				1	1.14%	100.00%
2	1	5.26%	33.33%				2	9.52%	66.67%							3	3.41%	100.00%
3	2	10.53%	11.76%	4	33.33%	23.53%	5	23.81%	29.41%	4	22.22%	23.53%	2	11.11%	11.76%	17	19.32%	100.00%
4	5	26.32%	19.23%	4	33.33%	15.38%	8	38.10%	30.77%	5	27.78%	19.23%	4	22.22%	15.38%	26	29.55%	100.00%
4.5										1	5.56%	50.00%	1	5.56%	50.00%	2	2.27%	100.00%
5	10	52.63%	27.03%	4	33.33%	10.81%	6	28.57%	16.22%	6	33.33%	16.22%	11	61.11%	29.73%	37	42.05%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Of the NSOs surveyed, 74% prioritised diversity and inclusion as high (4) or very high (5). Most regions indicated a score of 3 or higher out of 5, with all regions showing more than 50% of NSOs scoring diversity and inclusion as high (4) or very high (5). Some NSOs from the Europe region noted that they did not highlight diversity and inclusion as a very high priority because it had been made a priority in the past and work was already embedded in their current efforts without the need for current prioritisation.

The majority of the NSOs that identified diversity and inclusion as a priority have aligned it with their existing growth strategies. This strengthens the strong link between fostering diversity and inclusion and achieving organisational growth and development.

Several NSOs that gave lower scores stated that they cannot prioritise diversity and inclusion as they are currently working on other priorities such as Adults in Scouting, Youth Programme, and Safe from Harm. This particularly applies to priorities that are either linked to WOSM membership requirements or GSAT (Global Support Assessment Tool) minimums and indicates that there is a core set of functional needs that NSOs must address for effective operations before they prioritise other areas. This also indicates that not all NSOs surveyed believe diversity and inclusion to be part of this core or understand that the development of these policies within the NSO cannot be achieved without the implementation of diversity and inclusion practices. It is not an add-on but fundamental to our continued operations.

What This Means for WOSM

Diversity and inclusion is a very important priority for WOSM but cannot be looked at in isolation from other related areas and additional urgent priorities. The connection between diversity and inclusion and areas such as Growth, Safe from Harm, and Youth Programme is also important for NSOs to understand how transversal diversity and inclusion is for the mission and vision of Scouting.

Ensuring Diversity and Inclusion in Decision-Making

Inclusive decision-making processes are vital for ensuring that diverse perspectives are considered within NSOs. This section explores the mechanisms and strategies NSOs employ to ensure that their leadership and decision-making bodies reflect the diversity of their membership. By focusing on inclusive decision-making, it aims to highlight practices that promote equity and representation at all organisational levels.

The trends identified by NSOs to ensure diversity and inclusion in decision-making are as follows:

- Policy and leadership elections that facilitate diversity and inclusion.
- Active outreach for the inclusion of underrepresented groups.
- Training and awareness support targeting recruitment and inclusion.
- Quotas to increase the participation of determined groups of people (mainly women and youth).

The qualitative data collected offers valuable insights into how NSOs ensure that their leadership and decision-making processes reflect the diversity of their membership, particularly in regions with unique demographic profiles.

NSOs believe policies and procedures are needed and should be designed to facilitate diversity and inclusion in leadership roles and decision-making. Active outreach initiatives play a significant role in promoting the inclusion of underrepresented groups, ensuring that diverse voices are heard at all levels of the organisation. Some of the NSOs stated that they have quotas for including women and young people in leadership positions

Additionally, targeted training and awareness programmes are instrumental in supporting recruitment efforts and promoting a culture of inclusion.

What This Means for WOSM

There is a need to foster more representative and equitable decision-making processes for the inclusion of diverse demographic profiles. WOSM can support this with targeted training and awareness programmes as well as strengthening the institutional processes in place (e.g. with the development or updating of policies to ensure diversity and inclusion).



Membership Growth

The majority of NSOs working on growth are focusing on geographic growth via expanding into new geographical areas: remote, rural, or other cities. Expansion is also happening in different Scouting contexts. In several cases, community-based Scouting is expanding or seeking to expand to schools, and the reverse trend is seen for NSOs with strong school-based Scouting.

In many growth strategies, NSOs have identified specific ethnic or underrepresented groups for more active and effective inclusion. NSOs that want to grow their organisation by including people with disabilities have highlighted the need for capacity-strengthening training for adult volunteers.

Figure 42: Resources and support required by the NSOs to support identified growth contexts/areas/communities.

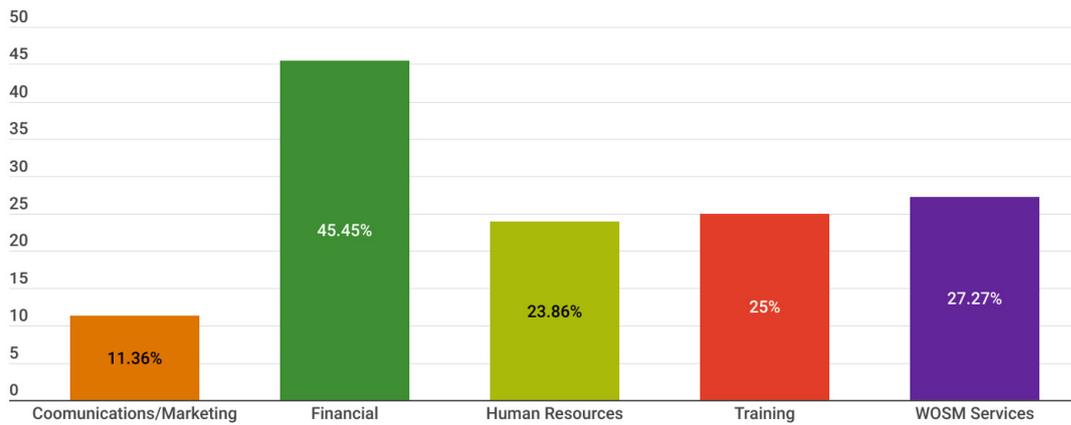
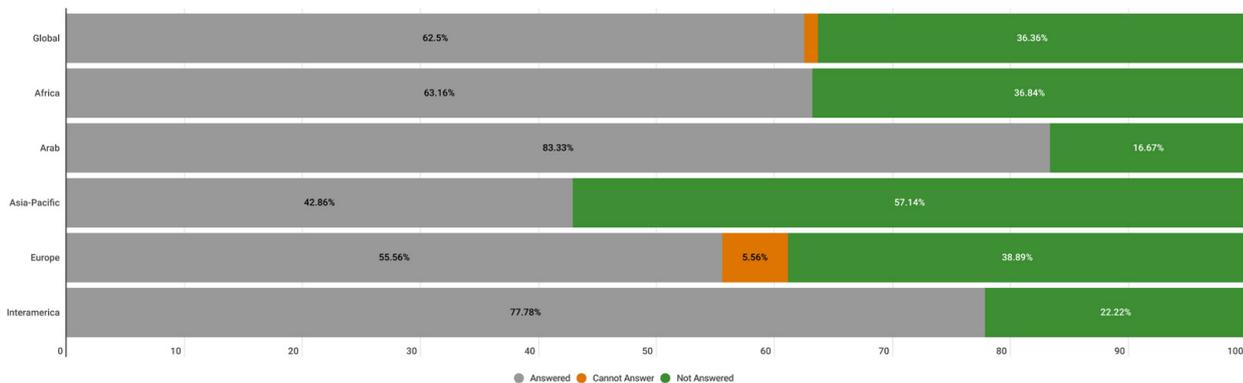


Table 25: Resources and support required by the NSOs surveyed to support identified growth contexts/areas/communities.

Region Attribute	Africa		Arab		Asia-Pacific		Europe		Interamerica		Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Communications/Marketing	5.26%	1			14.29%	3	16.67%	3	16.67%	3	11.36%	10
Financial	68.42%	13	66.67%	8	33.33%	7	27.78%	5	38.89%	7	45.45%	40
Human Resources	21.05%	4	8.33%	1	14.29%	3	33.33%	6	38.89%	7	23.86%	21
Training	42.11%	8	16.67%	2	23.81%	5	16.67%	3	22.22%	4	25.00%	22
Wosm Service	31.58%	6	25.00%	3	33.33%	7	11.11%	2	33.33%	6	27.27%	24

Figure 43: Percentage of NSOs surveyed that can identify what resources and support are required to support identified growth contexts/areas/communities.



Note: Figure 43 was aggregated as a percentage of NSOs surveyed that indicated the need for resources

Human and financial resources are essential for growth, and they are lacking in the majority of the NSOs: 50% of the NSOs surveyed highlighted the need for financial resources for growth; 45% identified the need for additional human resources and/or training in diversity and inclusion dimensions to support the inclusion of diverse individuals and expansion of Scouting into new contexts.

Regarding training needs, the qualitative data indicates NSOs require not only capacity strengthening but also training in the broader sense of diversity and inclusion awareness and practice. Some of the trends identified in the resources needed for growth can be tackled through a Growth, diversity and inclusion, or Partnerships service; for example, training, partnerships, strategy development, and Adults in Scouting.

Of those surveyed, 27% of the NSOs believe that a resource that can be supplied via a WOSM Service (in various service areas) is the support they need to grow their organisation. Therefore, there is a need for WOSM to keep giving tailored support if growth is to be attained. In addition, 25% of NSOs surveyed identified the need for capacity building to grow, which can again be connected to the delivery of WOSM Services. These resources, however, were coded as potential WOSM Service requests by the project team, not necessarily by the NSOs themselves. NSOs need to be made aware that the resources they require are accessible via the WOSM Service platform.

What This Means for WOSM

The majority of the NSOs surveyed (69%) identified financial and human resources as essential for their sustainable growth. This might indicate that NSOs should consider diversifying their resource mobilisation. In addition, financial resources were strongly linked to human resources, especially where NSOs expressed a desire to hire a professional staff member to support growth. This may indicate a need to train NSOs in other ways of gaining these professional skills through micro-volunteering, corporate partnerships, or training of volunteer resources. Financial support was key for many NSOs surveyed. Further research should be conducted to see if this indicates a need for NSOs to further examine their strategy to find other ways of acquiring resources (if finance was indicated as a way to acquire other resources), as well as their expectation of how they may acquire these financial resources where they are not always available through WOSM.

Best Practice

Boy Scouts of America to Become Scouting America

Boy Scouts of America will rebrand to [Scouting America](#), reflecting the organisation's ongoing commitment to welcome young people and families in the United States of America to experience the benefits of Scouting. The change will go into effect on 8 February 2025, the organisation's 115th anniversary.



Resources

Resources Allocated to Diversity and Inclusion

Allocating resources effectively is crucial for the success of diversity and inclusion initiatives. This section assesses the financial, human, and material resources NSOs dedicate to promoting diversity and inclusion. By examining resource allocation, it aims to understand the investment NSOs are making towards achieving their diversity and inclusion goals and identify areas where additional support may be needed.

Figure 44: Approximate percentage of the NSO's resources (e.g. funding, staff time) allocated to promoting diversity and inclusion initiatives.

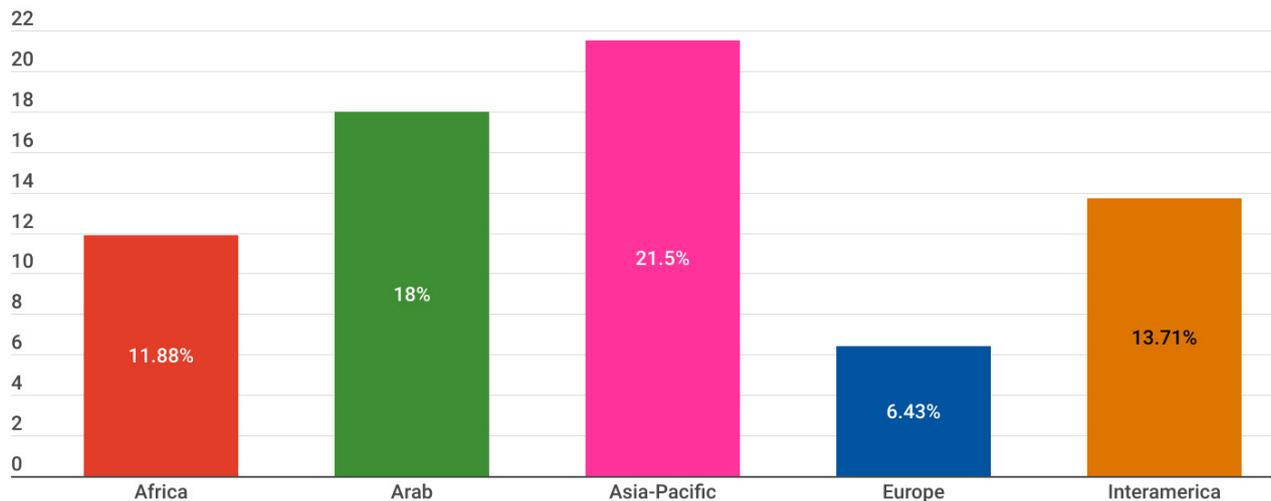


Table 26: Approximate percentage of the resources (e.g. funding, staff time) of the NSOs surveyed allocated to promoting diversity and inclusion initiatives.

Region	Average
Africa	11.88%
Arab	18.00%
Asia-Pacific	21.50%
Europe	6.43%
Interamerica	13.71%
Total	14.79%

Note: This data was aggregated as a percentage of NSOs surveyed able to answer the question.

The majority of the NSOs surveyed noted they do not know the resource allocation for diversity and inclusion (or indeed most of their services/areas). This is not something they have ever considered or believed to be important. The few NSOs that were able to estimate the allocation of resources to diversity and inclusion noted the following:

- Most allocated a maximum of 10% to diversity and inclusion.
- A smaller percentage noted allocations of 10%-20% and 20%-30%.
- Very few allocated above 30%. Of these, it was noted that all their projects or programmes are linked to diversity and inclusion in some way.

Figure 45: Percentage of income or funding of NSOs surveyed split by type.

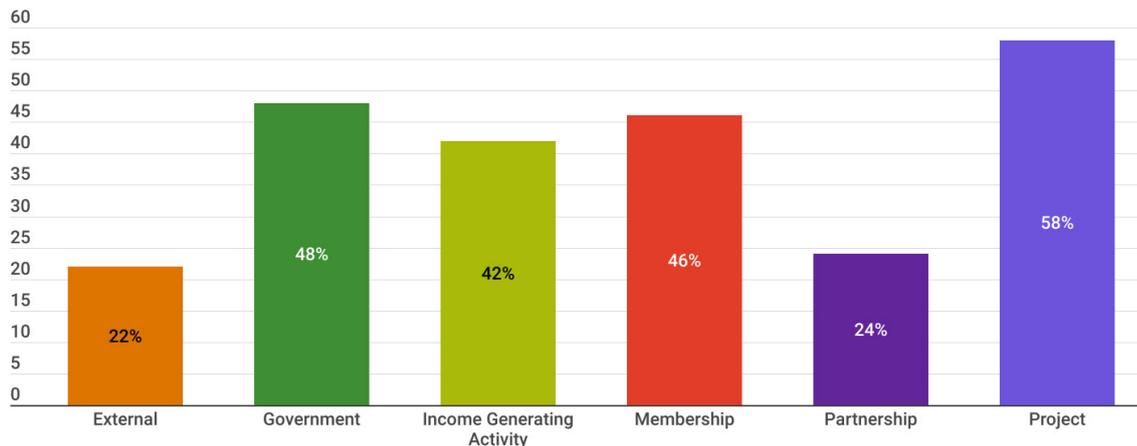
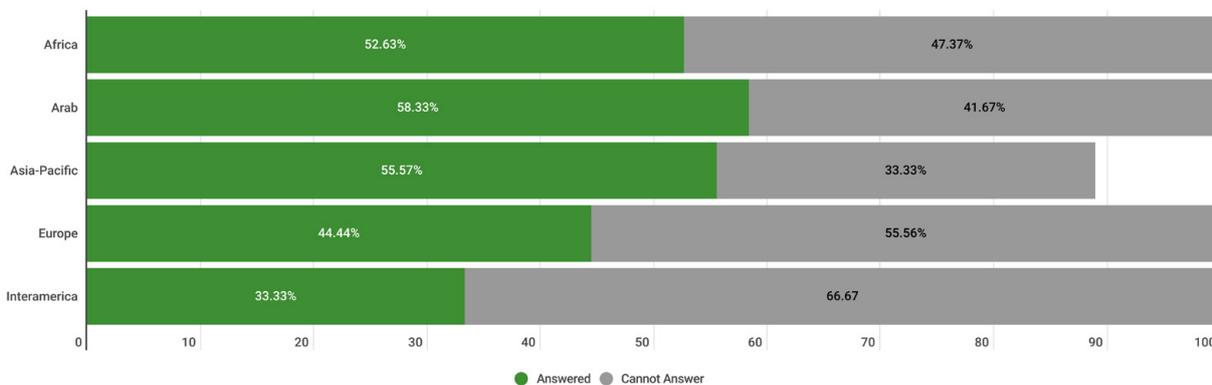


Table 27: Percentage of income or funding of NSOs surveyed split by type.

Attribute	Africa	Arab	Asia-Pacific	Europe	Interamerica	Total
External	45%	20%	29%	9%	10%	22%
Government	10%	81%	54%	47%	32%	48%
Income Generating Activity	63%	50%	60%	26%	33%	42%
Membership	49%	44%	48%	33%	55%	46%
Partnership	28%	8%			23%	24%
Project	70%		40%	80%		58%

Note: The above data was aggregated as a percentage of NSOs surveyed that were able to answer the question.

Figure 46: Percentage of NSOs surveyed that can share how their income or funding is split by type.



Looking at the income allocations of the NSOs surveyed, the data was highly variable across regions and the globe, leading to lower averages. In the raw data, many NSOs surveyed (particularly in the Arab region) noted they received large percentages of their funding from their governments. In other NSOs, many relied predominantly on membership fees to maintain their activities, and some received most of their funds from income-generating activities (Table 27). Some noted that they tried to avoid reliance on membership fees or keep membership fees minimal or symbolic by obtaining project-based and external funding. This was particularly prevalent in the Europe region and parts of Africa. It was tested whether there was any correlation between the size of the Member Organization and whether they were able to obtain meaningful financial support from their government, but no correlation was seen in this regard.

What This Means for WOSM

NSOs appear to gain income in highly varied ways. This could mean that certain NSOs may be able to partner to broaden resource mobilisation. For example, NSOs obtaining income from government support, income generation, or partnerships may be able to share best practices to enhance overall resources, particularly as this links to the common trend of financial resources being required for growth.

Hiring, Retention, and Development

The practices surrounding hiring, retention, and development are critical for fostering a diverse and inclusive organisation. This section investigates the policies and practices NSOs have in place to ensure inclusivity in recruitment, volunteer selection, and professional development. By focusing on these areas, it aims to highlight effective practices for attracting and retaining a diverse membership and leadership within Scouting.

Figure 7: NSOs surveyed that have any specific policies or guidelines in place to ensure inclusivity in your recruitment, hiring, and volunteer selection processes.

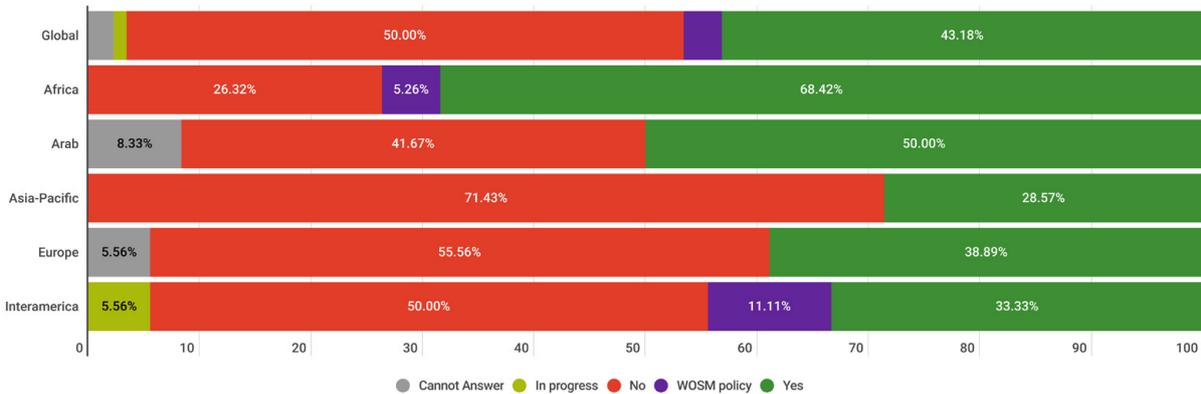


Table 28: NSOs surveyed that have any specific policies or guidelines in place to ensure inclusivity in your recruitment, hiring, and volunteer selection processes.

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer				1	8.33%	50.00%				1	5.56%	50.00%				2	2.27%	100.00%
In progress																		
No	5	26.32%	11.36%	5	41.67%	11.36%	15	71.43%	34.09%	10	55.56%	22.73%	9	50.00%	20.45%	44	50.00%	100.00%
WOSM policy																		
Yes	13	68.42%	34.21%	6	50.00%	15.79%	6	28.57%	15.79%	7	38.89%	18.42%	6	33.33%	15.79%	38	43.18%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Of the NSOs surveyed, 43% have specific policies for recruitment, hiring, and volunteer selection processes in place, while 50% do not. In some regions, NSOs indicated they did not have their own policy, but aligned their practices with the WOSM Adults in Scouting policy. Some NSOs indicated they had more policies in place to recruit staff than volunteers, or they used a standardised equal opportunity employment statement.

When looking at regions, 68% of the NSOs surveyed from the Africa region and 50% of the NSOs surveyed from the Arab region indicated they have specific policies for recruiting, hiring, and selecting volunteers.

This question was designed to assess how the volunteer selection process could be linked with the recruitment of individuals from diverse backgrounds. By understanding the lack of formal processes in the Adults in Scouting life cycle, greater dissemination of global documents and processes on recruitment, hiring, and volunteer selection, can be encouraged, including but not limited to the Adults in Scouting World Policy.

Sharing best practices from NSOs that already have these practices in place, and understanding how they are applied and the results they get should also be a habit within WOSM. The exchange of good practices should be fostered simply, for everyone to see what the possibilities are, what works, and what doesn't work.

Regarding hiring and retaining people with diverse backgrounds, most NSOs reported that their main focus is on youth and gender (more girls/women), rather than on other diversity and inclusion dimensions.

Figure 48: Percentage of NSOs surveyed that have any specific policies or guidelines in place to ensure diverse individuals are retained in the organisation.

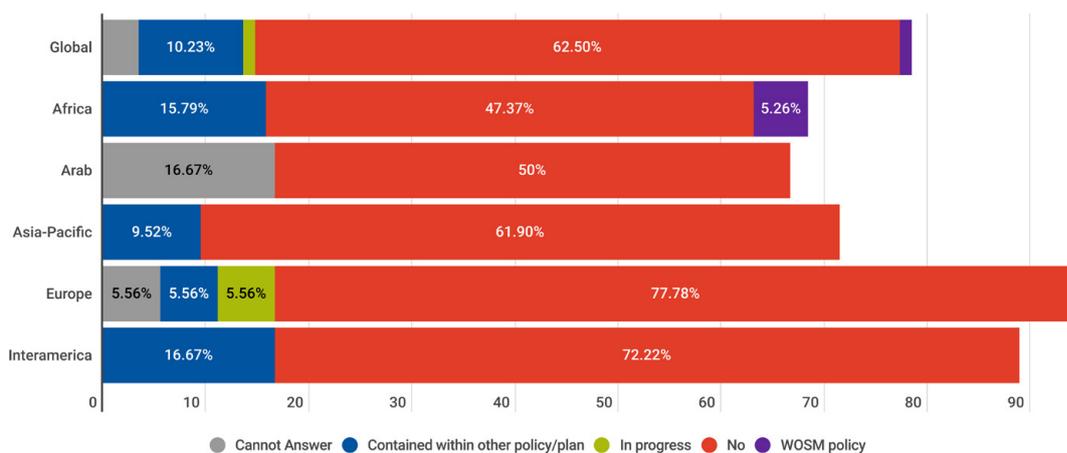


Table 29: Percentage of NSOs surveyed that have any specific policies or guidelines in place to ensure diverse individuals are retained in the organisation.

Region Answer	Africa Count Answers	% Region	% Overall	Arab Count Answers	% Region	% Overall	Asia-Pacific Count Answers	% Region	% Overall	Europe Count Answers	% Region	% Overall	Interamerica Count Answers	% Region	% Overall	Total Count Answers	% Region	% Overall
Cannot Answer	0	0.00%	0.00%	2	16.67%	66.67%	0	0.00%	0.00%	1	5.56%	33.33%	0	0.00%	0.00%	3	3.41%	100.00%
Contained within other policy/plan	3	15.79%	33.33%	0	0.00%	0.00%	2	9.52%	22.22%	1	5.56%	11.11%	3	16.67%	33.33%	9	10.23%	100.00%
In progress	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	5.56%	100.00%	0	0.00%	0.00%	1	1.14%	100.00%
No	9	47.37%	16.36%	6	50.00%	10.91%	13	61.90%	23.64%	14	77.78%	25.45%	13	72.22%	23.64%	55	62.50%	100.00%
WOSM policy	1	5.26%	100.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.14%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

NSOs revealed difficulties in retaining young people passing from the Youth Programme into being adults in Scouting. Many ascribed this issue to life changes, i.e., they leave the country or city for study and work, thus moving away from the Scout Movement.

Due to the relevance of the topic, many NSOs are currently developing or reviewing their diversity and inclusion policies, and retention and attraction are being considered as part of these documents.

It has been noted that there are diversity and inclusion requirements for the active recruitment and retention of diverse individuals in NSOs that follow the Global Adults in Scouting Policy or have developed their own policy. The vast majority have routine hiring and retention practices and/or the intention to do so but do not have an institutionalised process.

A need for retention interviews was noted to have data on why people stay and why they leave the Scout Movement, and from that, be able to develop more effective actions to improve the process.

What This Means for WOSM

The majority of the NSOs do not have standard procedures for recruiting, hiring, and retaining individuals with diverse backgrounds. There is an identified gap in the retention of young adults transitioning from benefiting from the Youth Programme to delivering it to others. This may also indicate that recognition systems in place and the benefits for adults are not enough and therefore more work should be done in that regard.

Diversity and Inclusion in Adult Training and the Youth Programme

When the issue of diversity and inclusion training for adults, and diversity and inclusion being part of the Youth Programme was addressed, many NSOs reported a specific module being freely available for Adults in Scouting, though it is not always compulsory. In percentages, 63% of NSOs surveyed reported having training for education and training in diversity and inclusion for their volunteers. It is important to highlight that this is diversity and inclusion in the general sense of the topic, without necessarily going deeper into each diversity and inclusion dimension.

Due to this increase in awareness, there was an increase in campaigns and specific activities about diversity and inclusion. Regarding Youth Programmes among NSOs surveyed, some include diversity and inclusion in each advancement stage, others as an additional badge or challenge, and others do not specifically include the topic. Additionally, in some NSOs, diversity and inclusion is done on a project-by-project basis rather than business as usual.

The NSOs also brought up connections between diversity and inclusion and Safe from Harm training, policy, and practice. By increasing their efficiency in and knowledge of these topics, diversity awareness and inclusion among members may also improve.

What This Means for WOSM

A gap was found concerning diversity and inclusion training and awareness for young people. More NSOs mentioned that they have incorporated diversity and inclusion in the training of adults than those that noted it is included in their Youth Programme. diversity and inclusion is a key element in the different areas of personal growth. It enables the holistic education of young people, providing them with the opportunity to develop values and competencies to be active global citizens. More work needs to be done in this core area.

It is important to maintain and increase programmes, documents, and incentives for training and awareness of diversity and inclusion, in the broadest sense of the term. Incentivising NSOs to work together and share knowledge on their different practices, such as Scouting in schools, may aid mobilisation for more inclusive and accessible Scouting.

Best Practice

Inspiring the Next Generation: Belgian Scouts Leading the Way in Human Rights Education

Les Scouts have taken the lead in human rights education. As part of their **#IMPACT** plan in 2019, the organisation initiated a campaign to raise awareness about human rights, in collaboration with UNICEF Belgium, Amnesty International Belgique, and Délégué général aux droits de l'enfant. The campaign aimed to sensitise and prepare Scout leaders to tackle human rights issues through prepared activities for all age groups. **By educating Scouts in human rights, we participate in the construction of a fairer, more egalitarian, more inclusive and more united world.**

Diversity and Inclusion Partnerships

Partnerships can significantly enhance the diversity and inclusion efforts of NSOs by providing additional resources, expertise, and support. This section explores the various partnerships NSOs engage in to promote inclusion, including collaborations with governmental bodies, non-profits, and community organisations. By understanding these partnerships, we can identify successful collaborative models and the impact they have on advancing diversity and inclusion in Scouting.

Figure 49: Percentage of NSOs that partner with any other organisations to support diversity and inclusion in Scouting.

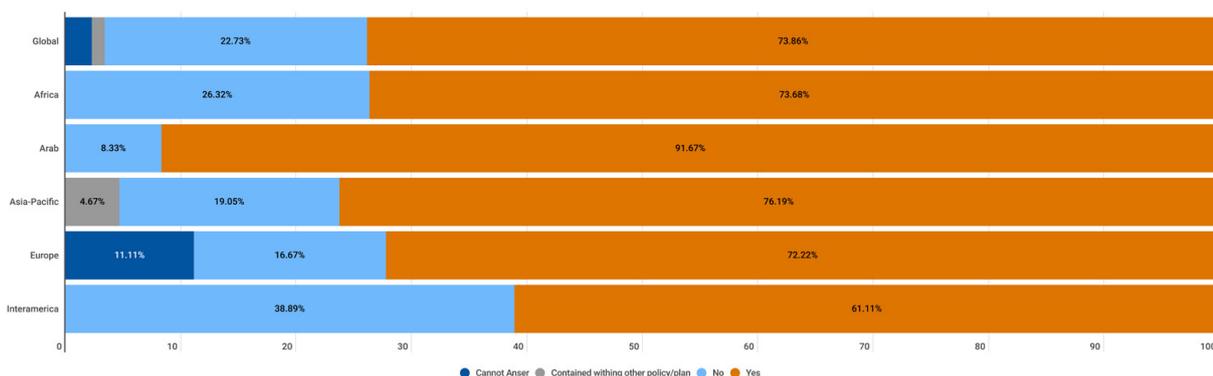
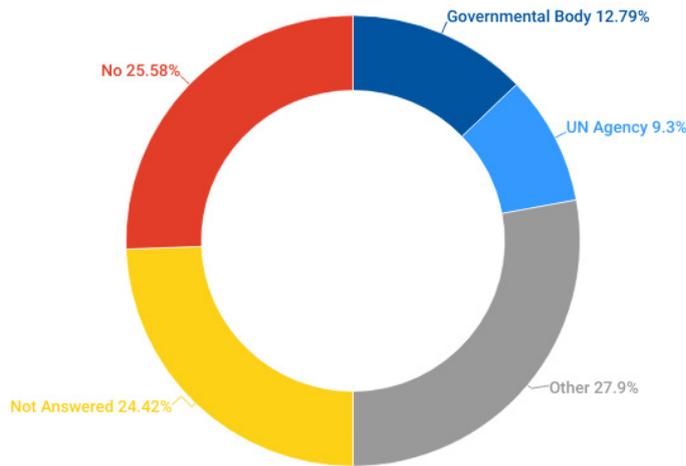


Table 30: Percentage of NSOs surveyed that partner with any other organisations to support diversity and inclusion in Scouting.

Region Answer	Africa			Arab			Asia-Pacific			Europe			Interamerica			Total		
	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall	Count Answers	% Region	% Overall
Cannot Answer										2	11.11%	100.00%				2	2.27%	100.00%
Contained within other policy/plan							1	4.76%	100.00%							1	1.14%	100.00%
No	5	26.32%	25.00%	1	8.33%	5.00%	4	19.05%	20.00%	3	16.67%	15.00%	7	38.89%	35.00%	20	22.73%	100.00%
Yes	14	73.68%	75.00%	11	91.67%	95.00%	16	76.19%	80.00%	13	72.22%	65.00%	11	61.11%	55.00%	65	73.86%	100.00%
Total	19	100.00%	21.59%	12	100.00%	13.64%	21	100.00%	23.86%	18	100.00%	20.45%	18	100.00%	20.45%	88	100.00%	100.00%

Figure 50: Current partnerships NSOs have to support diversity and inclusion in Scouting by NSOs.



In terms of partnering with other organisations to support diversity and inclusion, NSOs that responded affirmatively to this question highlighted partnerships with UN agencies or government structures, as well as a vast variety of other partners, both small and large. Some NSOs reported that they partner with other organisations in specific diversity and inclusion dimensions, for example, juvenile correctional facilities, centres for intercultural dialogue, and local organisations that work with people with disabilities. Some NSOs partner or have partnered with other NSOs to foster diversity and inclusion initiatives.

For this question, the correlation between NSO size and whether they were able to partner with government or UN agencies was also tested. Once again, no such correlation was found.

What This Means for WOSM

Whether an NSO can secure partnerships for projects or resources is not dependant on their size, and may depend on relationships, data gathered, or types of projects. Smaller partners particularly seem to be in place for localised inclusion projects, highlighted by NSOs with a smaller geographical area to cover. This does not necessarily mean NSOs with a larger area do not have these types of smaller partnerships, just that they may be maintained on local or provincial levels rather than nationally.



Recommendations for the Scout Movement

- The Scout Movement should keep promoting tailored support to NSOs in building their policies and/or developing strategies to advance diversity and inclusion efforts according to each NSOs priorities.
- The Scout Movement should consider a feasibility study on developing a global diversity and inclusion policy tied to other key areas of Scouting to raise the awareness of NSOs on the full scope of diversity and inclusion.
- The Scout Movement should consider resource mobilisation as a service area to build the capacity of the NSOs in diversifying their sources of income as well as better mobilising human and other resources.
- The Scout Movement should track Scouting's impact and use this as a mechanism for resource mobilisation in diversity and inclusion and growth.
- The Scout Movement needs to streamline diversity and inclusion across all areas of Scouting. This can be done by simply strengthening the link of diversity and inclusion with other key priority areas such as:
 - Safe from Harm – understanding that for everyone to feel safe they need to feel included and accepted considering all different backgrounds.
 - Youth Programme – making this inclusive by design. When reviewing and updating the Youth Programme, the needs of diverse groups should be considered. diversity and inclusion themes should also be part of the educational offering of Scouting, allowing young people to be active citizens towards the inclusion of all individuals, and valuing differences within the unity of Scouting.
 - Adults in Scouting – when applying the Adults in Scouting Life Cycle in the NSO and any other processes on adult hiring, training, and retention, diversity and inclusion should be strongly considered to allow diverse individuals to contribute to Scouting and to respond to the needs and interests of all adults.

- Growth – the work already happening in growth has a strong link with diversity and inclusion. The link between these two areas should be kept strong as it also helps NSOs understand the full scope of diversity and inclusion (e.g. geographic growth and reaching out to underserved communities).
- The Scout Movement should also consider developing practical tools such as toolkits and training packages that can be used by NSOs in key diversity and inclusion dimensions. These tools may have three different target audiences and purposes:
 - Institutional tools – review the current Diversity and Inclusion Guidelines with a user experience (UX) designer to ensure that the tool can be easily understood and used by NSOs.
 - Adults in Scouting – provide capacity building and training for adults in Scouting in different diversity and inclusion dimensions (to understand the needs of the NSOs and provide tailored training and tools).
 - Youth Programme – offer diversity and inclusion in the Youth Programme. WOSM should consider developing easy resources for NSOs to disseminate through Scouts for SDGs challenges, high-level partnerships, or simple toolkits (e.g. update the HeForShe Action Kit).
- The Scout Movement should create a better culture of sharing best practices and knowledge within NSOs with the same challenges. By doing so, other NSOs can put projects that exist and work into practice, and thus provide greater support to their members. This should be proactively done not only by existing structures – such as WOSM Services – but also through recurrent data collection at key events, studies, and reports.
- The Scout Movement should consider repeating this study to assess the diversity and inclusion of the Membership towards the end of the next triennium. A comparative study could support better strategy and decision-making towards a more diverse, equitable, and inclusive Scout Movement.
- The Scout Movement should continuously collect and use data during events, training courses, and volunteer polls and use this data within a useful period to raise awareness and instigate change.
- The Scout Movement should also promote active efforts for the inclusion of underrepresented groups of individuals in global, regional, and even local structures.
- The Scout Movement should evaluate the impact of perception and consider making specific services and strategies available to support changes.
- The Scout Movement should assist NSOs to be aware of resources and support that can be provided under each area of WOSM Services.



Considerations for National Scout Organizations

- NSOs should consider who is represented in their imagery and photos to promote Scouting. Does it reflect the diversity of their country? Representation of diversity is essential to attract diverse individuals.
- NSOs should continue to request WOSM Services support for cross-cutting issues.
- NSOs should investigate what data they can feasibly and viably gather to support them with strategy and decision-making.
- NSOs should link with other NSOs that obtain their income differently to help both share best practices and diversify income streams, particularly as this links to the common trend of financial resources being required for growth.
- NSOs should consider being part of a community of practice or consider some way of knowledge exchange and sharing of best practices with other local organisations and NGOs or experts in the field.

Appendix 1: Interview Guides (survey 2023)

This guide was used by the Diversity and Inclusion volunteer team, WOSM consultants and World Scout Bureau Staff who conducted the guided interviews to collect data from the NSOs and NSAs interested in taking part in this research.

Overall Diversity and Inclusion Questions

5. Does the Member Organization have a Diversity and Inclusion Policy? Yes/No/Other

If yes, please share it with us.

6. Does the Member Organization have a strategy/implementation plan/operational plan for diversity and inclusion? Yes/No/Other

7. If yes, does either the policy or the plan refer specifically to any of the following types of inclusion:

- Age
- Gender
- Race/Ethnicity
- Culture
- Language
- Religion/Belief
- Nationality
- Geographic
- Economic
- Parental Status
- Disability
- Youth in Conflict with the Law
- Education
- Identity and Sexual Orientation

9. Does the Member Organization have any specific policies or guidelines in place to ensure inclusivity in your recruitment, hiring, and volunteer selection processes? Note: Please also explore growth for this question.

10. Does the Member Organization have any specific policies or guidelines in place to ensure diverse individuals are retained in your organisation? Note: Please also explore growth for this question.

11. In what ways does the Member Organization incorporate diversity and inclusion awareness and sensitivity into its training and development programmes for members and leaders?

12. Approximately what percentage of the Member Organization's resources (e.g., funding, staff time) are allocated towards promoting diversity and inclusion initiatives?

13. How is the income or funding of the Member Organization split by type? For example, the percentage of income made up by membership fees, government funding, external funding, and partnerships.

14. On a scale of 1 to 5, how strongly do they believe that the Member Organization should prioritise initiatives aimed at promoting greater diversity and inclusion?

15. Is there any comment or reason for the previous rating?

16. Does the Member Organization actively collect and use data on the diversity and inclusion of the following to inform diversity and inclusion dimensions?

- Race/Ethnicity
- Parental Status
- Culture
- Language
- Gender
- Youth in Conflict with the Law
- Identify and Sexual Orientation
- Religion/Belief
- Age
- Nationality
- Disability
- Economic
- Geographic
- No, we don't

17. On a scale of 1 to 5, how confident are they that the Member Organization is effectively addressing issues of inclusion of:

- Race/Ethnicity
- Parental Status

- Culture
- Language
- Gender
- Youth in Conflict with the Law
- Identity and Sexual Orientation
- Religion/Belief
- Age
- Nationality
- Disability
- Economic
- Geographic

18. Do they believe that public perception of inclusion of the following groups presents a challenge/barrier to those joining Scouting in the Member Organization?

- Race/Ethnicity
- Parental Status
- Culture
- Language
- Gender
- Youth in Conflict with the Law
- Identity and Sexual Orientation
- Religion/Belief
- Age
- Nationality
- Disability
- Economic
- Geographic
- No, we don't
- Other

19. How has the Member Organization's demographic makeup changed over time, and what factors have played a role in bringing about these changes?

20. What is the representation of diverse members in leadership positions within the Member Organization, and how has this representation changed over time? Note: Please also explore growth for this question.

21. What primary barriers or challenges to inclusion are faced by diverse members within the Member Organization? Note: Please also explore growth for this question.

22. How does the Member Organization ensure that its leadership and decision-making reflect the diversity of its membership, particularly in regions with unique demographic profiles?

23. Does the Member Organization partner with any other organisations to support diversity and inclusion in Scouting?

24. What growth work is happening in the Member Organization? Have they determined new contexts, communities and geographical areas they would like to grow in?

25. What resources and support are required by the Member Organization to support this growth?

Race/Ethnicity

26. How does the racial/ethnic composition of the Member Organization's membership compare to the racial/ethnic composition of the community it serves?

27. What are some of the potential barriers that may prevent individuals from diverse racial/ethnic backgrounds from participating in the Member Organization?

Parental Status

28. What support is available to potential or current youth members who experience a lack of parental support (due to death, jail sentence, abandonment, working away, etc.)?

Culture

29. Do they believe cultural differences are a barrier to members joining the Member Organization?

30. Any comment?

Language

31. Do they believe language is a barrier to members joining the Member Organization?

32. Is Scouting available in all the official languages of their country? If not, to what percentage/fraction is it available? Is it available in other widely spoken languages that are not official?

Gender

33. What is the gender ratio of the Member Organization? Does it reflect the gender makeup of the country? Note: Please also explore growth for this question.

34. Any comment?

Youth in Conflict with the Law

35. Does the Member Organization offer Scouting to youth in juvenile correctional facilities? How does this work?

Identity and Sexual Orientation

38. Has the Member Organization had any cases where a group or subsection has requested support in including individuals of different sexual orientations (e.g. support with rules around accommodation, sanitation, and gender), or where a lack of LGBTQIA+ inclusion has been reported or escalated? If yes, how many of each in the last two years?

Religion/Belief

39. Has the Member Organization had any cases where a group or subsection has requested aid in including individuals of certain religions (or non-faith individuals), or where a lack of inclusion has been reported or escalated? If yes, how many of each in the last two years?

40. Does the Youth Programme and Adult Training contain scope for spiritual activities and inclusion across religious/non-religious groups?

Yes/No/Other

Age

41. What is the average age of adult volunteers in leadership positions at the national level of the Member Organization?

- 18-25 years old
- 26-35 years old
- 36-45 years old
- 46-55 years old
- 56-65 years old
- 66-75 years old
- 76-85 years old
- 86+ years old

Nationality

42. Does the Member Organization require proof of nationality or legal immigration to join (birth certificate, ID document, passport, etc.)? This applies to youth members and adult volunteers – what we want to know is if the NSO is inclusive of refugees/stateless people.

Disability

43. What percentage of the total membership has disabilities?

44. Does the Member Organization provide allowance to adjust advancement requirements in the Youth Programme to enable the participation

of individuals with disabilities? Are there other mechanisms by which the Member Organization enables full participation of individuals with disabilities?

45. Are there individuals with disabilities in the Member Organization in leadership positions?

Economic

46. Are there any minimum educational requirements to be able to volunteer in the Member Organization, and is there a reason?

47. What impact do economic barriers, such as membership fees/uniform costs, have on diversity and inclusion (and growth) within the Member Organization?

48. Are there any economic policies or practices within the Member Organization that inadvertently limit diversity and inclusion?

49. Are there any resources or assistance provided for youth or adults who are experiencing financial insecurity and want to join/volunteer for the Member Organization?

50. Do they believe there are economic issues which cause barriers to their members being included in digital communications, events, platforms, etc?

Geographic

51. Do they have Scout groups in all major towns/cities in the country of the Member Organization? Yes/No/Do Not Know/Other

52. Do they have Scout groups or access to Scouting for youth in rural/inaccessible areas? Note: Please also explore growth for this question. Yes/No/Do Not Know/Other

53. How does the Member Organization address geographic disparities in diversity and inclusion across its membership (please include access to Scout groups, access to events, access to Scouting information and others)? Note: Please also explore growth for this question.

Appendix 2: Additional Sources of WOSM Data

In addition to the data obtained from the guided conversations, we relied on additional WOSM data to analyse the status of diversity and inclusion across WOSM such as the WOSM Census Data and NSO surveys.

The additional sources are:

- WOSM Census 2022 data
 - Female-to-male ratio and age categories are included in this report
- NSO Baseline Survey 2021 data:
 - This data is not as recent but can be used to provide a 2021 status of the available relevant metrics and an indicator of progress for organisations where data was obtained in the guided conversations. This is not included in this report.
 - The data includes the following:
 - Where is Scouting based in your country (school-based or/and community-based)?
 - Does your NSO/NSA have a national diversity and inclusion strategy or policy in place?
 - Which barriers to diversity and inclusion have your NSO/NSA identified?
 - Does your NSO/NSA collect diversity and inclusion data on your membership?
- Do your adult leaders reflect the diversity of the local community (e.g. gender, age, race, ethnicity, religion, disability, socioeconomic status, geography)?
- Is your NSO/NSA actively reaching out to underrepresented communities (e.g. gender, age, race, ethnicity, religion, disability, socioeconomic status, geography)?
- Does your NSO/NSA provide education and training on gender equality for youth members and adults in Scouting?
- Has the gender equality education and training led to improvements at your NSO/NSA?
- Does your NSO/NSA have or engage in reaching out to new communities to create new Scout groups?

Appendix 3: Recommendations for the WOSM Diversity and Inclusion Team

Suggestions for the Next Study:

- Conduct the study in three years considering the questions asked and the lessons learned from this study.
- Separate the number from the reason for the numbering.
- Use the data collected to develop diversity and inclusion reports per region before the Regional Scout Conferences. An effort can be made to conduct guided conversations with NSOs that did not have the capacity to participate in this study.
- Consider the gender ratio of paid staff for future study.



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