



WE DISCOVER, WE GROW

Girlguiding



# Reflecting on the next steps in our diversity and inclusion journey

We want Girlguiding to be a place where everyone is welcome, free to be themselves, and has an equal sense of belonging - whoever they are and wherever they're from. We also want to reflect the diversity of society.

Being inclusive is one of our values. During our strategy consultation, girls, volunteers, parents, carers and staff told us they want inclusion to be a top priority for Girlguiding now and in the future.

However, we know from our research that we haven't always been inclusive enough. We need to go further to get to where we want to be. We have a bold new plan to achieve our ambition - and the next step is for each of us to think about what diversity and inclusion means for us, as individuals and in our guiding roles.

Our new diversity and inclusion strategic plan includes a lot of information. We've come up with some questions to help you reflect on what you've learnt from the plan, where we are now and our plans for our future. You might like to talk them over, but we'd encourage you to reflect on your own first so you can digest the information.

Pour yourself some tea, settle somewhere comfortable, and give yourself some time to work through the list below.

- How did reading the findings from the audit make me feel?
- Was there anything in the findings that surprised me?
- How can my behaviours and actions help make Girlguiding more inclusive?
- How can inclusion benefit everybody at Girlguiding?

Thanks for taking the time to think these through. Our new plan will help us get to where we want to be. But we can only make our organisation a place where everybody feels welcome and valued with your help.

# What can you do to help make Girlguiding more inclusive?

We'd like you to make a pledge to do your bit towards improving inclusion at Girlguiding. There's no need to share or shout about your pledge, just note it down somewhere you can refer back to. Your pledge could be big or small, for example:

- Pledging to listen to, believe and support your friends, colleagues and fellow members when they speak about any instances of exclusion or discrimination they've experienced
- Pledging to celebrate a wider variety of awareness days and holidays as part of your termly programme
- Pledging to report any incidents where you feel someone has been excluded or discriminated against

## Where can you go for help and support?

If reflecting - or reading our new diversity and inclusion strategic plan - has brought up memories of being excluded or any discrimination you've experienced or encountered, we're here to listen and support you.

- If you have any questions or general feedback about the new diversity and inclusion strategic plan, you can contact [inclusion@girlguiding.org.uk](mailto:inclusion@girlguiding.org.uk)
- We actively encourage you to report any incidents of discrimination, bullying or harassment. This could be something that's happened to you, or something you've witnessed. We encourage you to report this, no matter how big or small you feel the incident was, or if you're not sure what happened counts as discrimination, bullying or harassment. In line with our Anti-bullying and harassment policy, you should report an incident by contacting [safeppractice@girlguiding.org.uk](mailto:safeppractice@girlguiding.org.uk)

*'One of my leaders offered to speak to the other girls about my equipment and disability, which made me feel really included.'*

Ranger

