

SCOUTS CANADA'S JOURNEY AT A GLANCE

Diversity, Equity, Inclusion and Reconciliation

QUICK WINS • KPIs TO MEASURE CHANGE • LEARNING OPPORTUNITIES & TRAINING • LISTENING AND ONGOING FEEDBACK

Self-Awareness

Systemic Inclusion Audit: Evaluate gaps, maturity, practices, root causes, analysis, records review

Our Champion Teams:

- 1. Historians, Archives, & Research Coordination Team
- 2. Amplifiers Toolkit Team
- 3. Quick Wins Team
- 4. Audit Coordination Team

2022

Owning Our History, Apology, Commitments, Equity and Inclusion Principles

2023

A New Relationship & Journey

2023+

- ↑ STRATEGIC
- Reconciliation advisors
 - Global DEIR NSO team
 - Climate assessment (Listening sessions, phase I)
 - Youth advisors
 - Sharing existing best practices in Scouting
 - Developing and curating tools and resources: Curiosity Tool, Reconciliation Journey Tool, pilot partner relationships, Raven Reads
- ↓ TACTICS

- Intersectional inclusion evaluation and metrics
- Customized and prioritized equity and inclusion action plan
- Centering an inclusion mindset: responsible allyship, humility and cultural safety
- Listening sessions, phase 2
- Specific relationship and healing journey with First Nations, Métis and Inuit communities

- Developing and implementing ongoing best practices/processes
- Pilot partnerships
- Listening & feedback

