



Day Five: Diversity and Valuing People

Time Allowed

60 Minutes

Teaching Format

Troop Presentation

Learning Objectives

As a result of this session, participants will be able to do the following:

1. Define diversity.
2. Recognize that similarities and differences we share with others can help groups be stronger.
3. Understand that the Scout Oath and Scout Law guide us in valuing other people.
4. Use the ROPE principles in their home units and daily lives.

Materials Needed

- Visual aid(s) developed by the presenter
- Video clip(s) available on the National NYLT Google Drive
- Computer
- LCD projector and screen
- Appropriate sound system for presentation venue
- Piece of rope long enough for the entire troop to hold (optional)
- Four large envelopes:
 - One containing a picture of a square
 - One containing a picture of a square with an X in it
 - One containing a picture of an equilateral triangle
 - One containing a picture of a pyramid

Recommended Presenter

NYLT staff member

Recommended Location

Troop assembly area

PRESENTATION OUTLINE

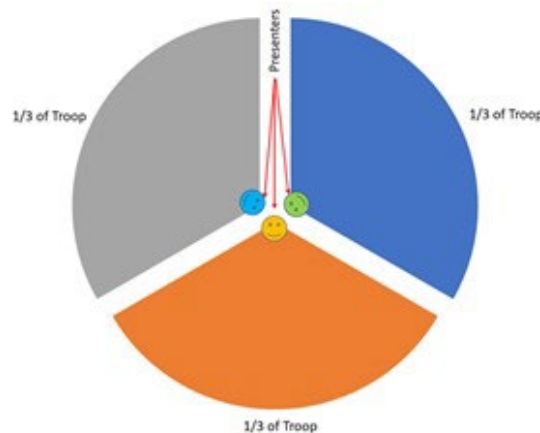
Note: Guide participants to locate the Participant Notes sheet for this session in the Participant Notebook. Encourage them to be taking note of key words, key points, and their top three takeaways from the session.

Opening Activity: It's All About How You View It (15 min)

Note: This activity deliberately presents each group with only partial information needed to solve and discover what three-dimensional shape they are viewing. Each group receives a different two-dimensional view of the figure, which represents a different frame of reference or point of view of the figure, and asked to figure out the solution. It is very rare that the groups come together and identify the combined pictures they see. When the two-dimensional views are combined, however, the solution—a pyramid—becomes obvious.

This activity deliberately forces diverse viewpoints on participants as a way to illustrate that it is only with diversity that complex problems can be identified and solved. The aim of this activity is not necessarily to solve it, but to understand in the debrief how the activity is solved and how it links with real life.

Divide the patrols into three groups, each occupying a third of a circular area, as shown in the diagram below.



Show each group only the figure in their envelope.

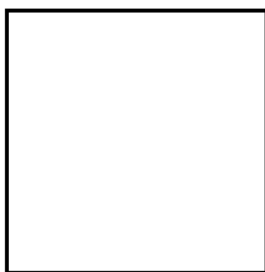


Figure 1

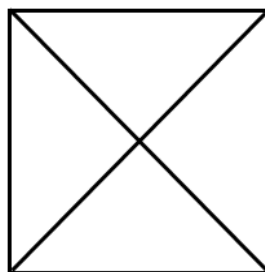


Figure 2

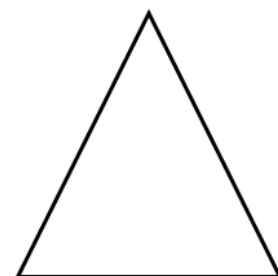


Figure 3

Tell the troop that they are all being shown the same thing. Care should be taken so that no group can see what the other groups are shown. After the group has viewed the figure, put



the figure back in the envelope. Give the groups two minutes to discuss what they have seen.

Lead a discussion among the different groups on what they have seen. Remind them that they have all seen the same thing. Allow 3–5 minutes for this discussion, then ask the group collectively what they all saw.

Show everyone the pyramid in the fourth envelope with each shape also shown side-by-side.

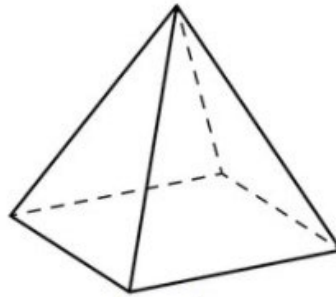


Figure 4

If the group solved it, ask how they were able to solve the problem and what information they received from the other groups that enabled them to solve it. If the group did *not* solve it, ask why they were collectively unable to solve the problem and what they could have done differently to try to solve it.

Make the following points:

- Life today is full of complex problems that require different points of view to solve.
- Diversity brings different points of view. Working together and embracing different viewpoints allows us to solve the complex problems we face today.
- We need diversity to become a high-performing team—diverse teams overcome limitations and maximize a variety of skills and talents.

What is Diversity? (15 min)

Diversity is defined as anything that may be used to differentiate groups and people from one another. People are more different from each other than they are alike, and that is the power of diversity. It is also the unique qualities each person brings to a group.

Differences can often push us apart. Think about the differences between your patrol members. What are some of those differences? Some differences may be simple—“We live in different towns.” “I like to play soccer, and everybody else is into football.” Some may be more complicated—“My religious beliefs are different from the rest of the group.” “I was born in a different nation than everybody else.”

There are lots of differences even within an NYLT course. Those differences are the diversity we share and embrace.

Keep the discussion lively and moving along by asking participants to suggest different kinds of diversity they witness in their schools, communities, and nation. Write down their answers on the flip chart.

Encourage participants to think about some of these areas of diversity and to give examples from their own experience of the differences:

- Gender identity
- Race/ethnicity
- Age
- Physical appearance
- Sexual orientation
- Education
- Family structure
- Friendships
- Geographic location
- Occupation
- Language
- Heritage
- Belief systems and social norms
- Religious beliefs
- Traditions
- Health/physical ability/disability

Other questions that can help participants think about the nature of diversity:

- What are some of your experiences of times when you realized you were different from other people?
 - What were the consequences of being different?
 - What were your feelings about it?
- If you are trying to solve a problem and the team all thinks the same way, you may only come up with one solution. What can you do to make sure all solutions are heard?

Each of us have characteristics that make us unique and different. We all have knowledge and experiences that set us apart from other people. We can each contribute something special to the groups to which we belong.

But if our differences tend to push us apart, the values we share through the Scout Oath and Scout Law draw us toward each other and bind us together. Let me share a story about how we overcome our differences.

The Story of the Unknown Japanese Boy Scout Soldier

In Yokohama, Japan, near Tokyo, there is a statue in memory of a true event that occurred after a ferocious battle on an island somewhere in the South Pacific during World War II. When silence had fallen over the battlefield, an American soldier lay severely wounded.

At the sound of approaching footsteps the soldier opened his eyes. Before him stood a Japanese soldier holding a bayonet fixed on his rifle. "This is it. I am about to die," thought the American soldier and he lost consciousness.

After some time had passed, the American soldier opened his eyes. His wounds had been bandaged. He noticed a scrap of white paper lying nearby and put it in his pocket.

Shortly thereafter, he was rescued and taken to a field hospital. While recovering, he recalled the note and asked the medical personnel to show him the piece of paper he had had on him. When he read it, he finally understood why his life was spared.

On the paper was written the following message: As I was about to stab you, you saluted me with three fingers. I, too, am a Scout. Scouts are brothers. It is forbidden to kill anyone who no longer can fight. I applied a bandage to your wound. Good luck.



After the war, this soldier and his father visited the Boy Scouts of America (now known as Scouting America) headquarters and related this story. When officials from the Boy Scouts of America visited Japan in 1952 to assist with reorganizing the Scout movement there, they informed their hosts of the story. Two years later, the chairman of the Boy Scouts of Japan began a fundraising drive to build a memorial in honor of the story of the two Scout soldiers. Eventually, the funds were raised to make a *bas-relief* featuring the interaction of the two men, an accompanying text plate, and a statue of a saluting Scout.

On May 5, 1966—the annual Children’s Day in Japan—some 2,500 Japanese and American Scouts gathered at the site of the memorial for its unveiling. It is a monument to our shared humanity—that, in the midst of war and violence, of hatred and bloodshed, two young men found that they were, in fact, brothers. It is a monument to the ideals of Scouting—that even when thus deeply divided, Scouting is a link that joins us and encourages compassion, mercy, understanding, and peace.

The statue stands tucked in a peaceful, wooded part of an amusement park devoted to children, a monument to the spiritual values of the worldwide movement known as Scouting. It is also a monument to hope—the hope that if we can only recognize our common bonds, the world would be a better place.



Mumei Senshi no Hi (Unknown Soldier Memorial) located in Kodomonokuni (Children’s Country), Yokohama, Japan

Ask the troop what they thought of the story? Allow responses, then ask how the Scout Oath and Law bring and bind us together?

The message is that even in the very worst of times, the Scout Oath and Law is a force that can overcome the biggest differences, binding us together. The counterbalancing force of diversity pushing us apart is the Scout Oath and Law pulling us together.

Dealing with Differences (10 min)

Show “5_04_Diversity and Valuing People–Video Clip 1” about President George W. Bush and Ellen DeGeneres (available on the National NYLT Google Drive or at <https://www.youtube.com/watch?v=ISZtjol7mJA>).

Emphasize the video's key point: Just because people are different doesn't mean they cannot be friends, colleagues, or teammates. Scouts respect and value others, welcoming people of all differences and backgrounds to join us and to live by the values embodied in the Scout Oath and Scout Law. There will be times these may be unpopular with some, and it is important to be loyal to yourself.

Leaders have the ability to influence other individuals and groups. In a group or team, the personality and values of the leader may become the accepted norms. The influence can be both positive and negative.

Ask for examples of groups or teams that participants are part of. These could include their NYLT patrol; their troop, crew, or ship; a school team or club; their family; etc. Challenge each participant to think about the different groups or teams that they have been a part of and how a particular leader may have had a positive or negative impact on the group.

Valuing others and embracing diversity helps us make the most of the talents of everyone in a group. Everyone is different. All of us share some common values. There are many people who do not share all of our values; however, there may be many things about each one of them that we can appreciate, value, and respect.

Ask participants how we should treat people who do not share all of our core values. What do the Scout Oath and Scout Law tell us about how we should act toward other people?

They remind us that we should respect each individual, for each one of us is a special person. Each of us can enrich our own life experience and that of others by helping each other appreciate the fun times and get through the tough times.

Ultimately, the answer can be found in the Scout Law: A Scout is Friendly. A Scout is Courteous. A Scout is Cheerful. A Scout is Kind. By abiding by the Scout Law, we can value others and, at the same time, continue to serve as examples of the core values we cherish.

Embracing Diversity (10 min)

We've talked about diversity and valuing people as an important part of building strong teams. Now let's talk about ways to put those ideas into action. A good place to practice these ideas is with our home Scouting units.

An effective approach to increasing the diversity of a team is R-O-P-E. Like a square knot and the Scout handshake, R-O-P-E binds us together. Display the following, written out ahead of time on a flip chart:

- Reach Out
- Organize
- Practice
- Experience

Reach Out

Many people who aren't Scouts would be willing to join if someone would just share all the benefits of being a member and invite them.



Look to those who are not like you in terms of religion, race, ability, culture, and traditions. Keep asking. One by one, one member at a time, you can help build a stronger unit.

Once you have a diverse set of members in your unit, it is important that you reach out to them to learn about their experiences and understand them better. Make an effort to sit down with members of your unit who are not like you and ask them about their experiences, taking care to listen carefully as they tell you about what makes them unique. Don't assume that your culture or identity is shared by everyone; instead, listen for different ways that others understand and interact with the world.

Reaching out to others helps them feel included and valued and lets everyone understand that their differences are a valuable addition to the team.

Organize

Once people have joined your troop or crew, do all you can to help deliver the promise of the Scouting program. Help new members feel they are welcome and that they can make real contributions. There is strength in differences. Make diversity work for your unit.

When you are planning meetings, campouts, or other events, look for moments where you can plan ahead to address differences among the members of your team. This could involve making sure you plan experiences that are accessible to members with physical disabilities or that you plan menus that serve members who keep kosher or are vegetarian. It can also include moments when our differences can lead to a better experience, such as asking those of different faiths to contribute to a worship service or working with members from a different culture to learn more and understand their traditions.

Organizing activities that acknowledge our differences and harness them to make everyone's experience better is a way that diversity makes us stronger and more understanding leaders and team members.

Practice

Practice using the skills of NYLT to build on the diversity in your troop or crew. A shared vision of what you want to achieve is a powerful way to bring people together. Practicing leadership in a diverse group doesn't just happen once in a while or when an issue arises. You should at all times be keeping in mind the challenges and benefits of a diverse team. When you are creating a team vision, make sure a diversity of voices is represented. A truly great leader includes the challenges and benefits of diversity as one of the key facets of their leadership process.

Experience

Experience is a terrific teacher. The experiences you have as you include others in your troop or crew can make your Scouting experience richer and can help you learn ways to invite even more people into your life.

As with any leadership skill, experience can be a great teacher but can also sometimes be a harsh one. We will make mistakes when trying to be inclusive of diverse identities, and because identities are personal, those mistakes can hurt. When you, as a leader, fail to acknowledge or embrace diversity, use this experience to grow. Listening, acknowledging

failure, and making a plan to improve in the future helps us to truly use our experience to grow as people, understanding more of the world and about our team members.

Reach out, **O**rganize, **P**actice, **E**xperience . . . Valuing others helps us tie together a team, making it strong and lively. Diversity gives energy to our program and our nation.

Closing Activity and Summary (10 min)

Have the troop form a circle by joining hands, right over left including all staff (an option is to substitute a piece of rope in lieu of joining hands). The circle should be fully closed with the senior patrol leader(s) (SPL) and Scoutmaster(s) standing side-by-side.

The session presenter should reiterate the following key points:

- Diversity is critical to finding solutions to the complex problems facing us as Scouts in a changing and diverse world.
- People are different. Everyone is an individual who brings something special to a team. We value these differences and seek the best from each other.
- The Scout Oath and Scout Law are incredibly powerful guides and have the ability to bind us together regardless of our differences.
- ROPE is a way for you as leaders in your troops, crews, and ships to embrace and engage with people who are different from you.

The SPL makes the following statement to conclude the session:

When you all arrived at our NYLT program you were different. Now, because of this training course and the power of the Scout Oath and Law, we have embraced our shared uniqueness and stand bonded here hand in hand as one united NYLT troop.

As we move forward, if we are going to embrace diversity and valuing people, we need to take the next step. *(The SPL(s) and Scoutmaster(s) separate and open the circle.)* We need to open our circle to welcome others to join us.

Remind participants to take a moment to ensure they have noted their top three takeaways in their Participant Notes for this session.



Day Five: “The Hidden Diversity Within Us” Game

Time Allowed

30 Minutes

Teaching Format

Troop activity

Learning Objectives

As a result of this session, participants will be able to do the following:

1. Recognize the importance of diversity.
2. Identify ways that they are similar to and different from others.
3. Realize the value in treating others with the respect and civility that you expect.
4. Create greater patrol unity.

Materials Needed

- List of activity statements (available below)

Recommended Presenter

NYLT staff member

Recommended Location

Troop assembly area, indoors or outdoors

PRESENTATION OUTLINE

Activity: Take a Step Forward (22 min)

In order to visualize how diverse we are, we’re going to participate in an activity called Take a Step Forward. The exercise itself is fairly simple. I will ask that all of you form a large circle.

I will call out specific categories, labels, or descriptions and ask that all of those to whom this applies take a step forward. For example, I might request that anyone with glasses please take a step forward. If this describes you and you feel comfortable acknowledging it, you would take one step forward.

Get in touch with your feelings and think about those people who stepped forward and those who didn’t. After a few seconds, anyone who stepped forward should step back and I will continue with a new question. Remember, there is no pressure to step forward if you don’t feel comfortable doing so. You will need to make that decision. At the conclusion of the activity, we will discuss what we felt and what we learned.

For this activity, the following ground rules will apply:

- **Listening**—This is a silent activity to allow everyone to experience the activity fully. This means no talking, snickering or giggling throughout.
- **Respect**—Each participant deserves to be treated with dignity and respect at all times, and particularly during this activity.
- **No pressure**—No one should feel under pressure to reveal anything about themselves that they don't want to.

Any questions? Let's begin.

Take a step forward if...

- You play a sport
- You play an instrument
- You can't live without your smartphone
- You have not crossed the line yet
- If you've been to a Scouting America high adventure base (i.e., Florida Sea Base, Northern Tier High Adventure Base, Philmont Scout Ranch, Summit Bechtel Reserve)
- If you were a Cub Scout
- If you are an Eagle Scout
- You are a fan of _____ (*insert local/popular sports team*)
- You are a fan of _____ (*insert specific music genre*)
- People routinely mispronounce your name
- You are left-handed
- You are right-handed
- You are ambidextrous
- You grew up in a (rural/urban/suburban) area
- You are the oldest child in the family
- You are the youngest child in the family
- You have traveled outside the United States
- You have lived outside the United States
- You feel you know very little about your cultural heritage
- You consider yourself religious
- You have ever broken a bone
- You have overcome a major medical issue in your life
- You come from a single-parent home
- Your parents are separated or divorced
- You feel that you are a person of great worth or significance
- You feel that you have someone in your life who is proud of you
- You are proud of the person you are today
- You think you treat others the way that you should
- You have been bullied or picked on in school
- You have ever felt discriminated against
- You have intentionally hurt someone's feelings
- You have broken someone's heart
- You trust others easily
- You have caught yourself judging someone before you have even met them



- You've ever felt alone, unwelcome, or afraid
- You've cried at least one time this past year
- You know someone who has a learning disability or physical disability
- You know someone who is LGBTQ+
- You've ever been peer pressured to do something that you didn't want to do
- You've ever stood by and watched while someone was hurt and didn't intervene
- You've had a close friend or relative die
- You are a leader

Reflection/Discussion Questions (8 min)

- What kind of feelings did you have as you participated?
- How did you feel when there were very few who took a step forward?
- Did you find yourself making judgments of others?
- How were you influenced by the movement of others?
- What did you learn through this activity that can make us a better team?