



GIRL GUIDES
AUSTRALIA
VICTORIA



Building Inclusive Communities- Guide Units

Girl Guides Victoria (GGV) is committed to building a Guiding movement in Victoria that is socially inclusive and provides opportunities for all girls and young women to participate, and gain skills and confidence beneficial to their personal development.

In the coming months and years, GGV will be putting the learnings and recommendations from its *You, me, us – Building inclusive communities* strategy into practice, ensuring each and every Unit in the state is a place where girls of all social, cultural and religious backgrounds are able to come together and share in the opportunities that have brought joy, friendship and advancement to countless girls for more than a century.

What is diversity?

Diversity is when an organisation comprises members with differences in: age, race, marital status, physical capability, ethnicity, religions, sexual orientation, socio-economic status, educational background, personality styles, interests, learning styles and working styles. This is when an organisation truly reflects society.

Why does Girl Guides Victoria need greater diversity?

As we enter our second century of Girl Guiding, Girl Guides Victoria recognises the need to do more to encourage and embrace participation from a wider cross-section of the Victorian community.

Our Girl Guide Units should more accurately reflect the local community to which we serve. This includes increased adult and youth membership of people from more culturally and linguistically diverse backgrounds.

What steps can we take to become a more inclusive and diverse Unit?

As Girl Guides Victoria embarks on our social inclusion journey we acknowledge that practises everywhere from management to Unit levels may need to be adapted in order to be more inclusive.

At a Unit level this will include deeper consideration/change in areas such as:

- wordings of opening/closing songs
- spiritual exploration including graces, the Promise, festivals and holidays
- understanding the demographics of your local area

Opportunities for Units to embrace diverse practises:

Girl Guides Victoria Diversity Award

We hope every Guide Unit will come on board our diversity journey. To help and reward those who do we have created the 'Diversity Award'. Units can apply for the award at 3 levels (Bronze, Silver & Gold). The Award will help you consider diversity more fully and embrace more diverse Unit practises.

Meeting resources

An 'Our Community' themed meeting plan has been created for use in Units. This meeting plan explores many of the areas required for a Unit to become Bronze Diversity Award accredited. Through 2014 faith and philosophies sheets will be released with suggestions for exploration during Unit meetings.

Diversity related badgework

Youth members can learn more about diversity through these badges:

- * Explore-A-Challenge: Faith Awareness & World
- * Create-A-Challenge: Other People, World, Candles

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