

## **Be Prepared - Join us on our Journey to Move from Bias to Inclusion.**

- We have so much in common; she'll fit in great!"
- "When I look at people, I don't see color."
- "He's too young to have enough experience for the role."
- "She's too old to understand the new technology needed for the role."
- "She has young children, so will need a lot of time off."
- "They speak English so well."
- "He wears such bright colors – I should tell him about the VIEW."
- "They're tall, we have to invite them to join the softball team."

Ever had any of these thoughts, voiced these opinions, or been on the receiving end of someone who has? These are all examples of implicit bias. Implicit bias, also commonly known as unconscious bias, refers to the various social stereotypes and judgments that people unknowingly assign to others based on a variety of factors. We all have them. They don't make us bad people - they are "blind spots" that we need to recognize to empower us to consciously address.

In order to keep building a culture where every youth, volunteer and employee feels a sense of belonging, we need to:

- Be aware of what implicit bias is.
  - Beliefs and values gained from family, culture and a lifetime of experiences heavily influence how we view and evaluate both others and ourselves.
- Question biases in ourselves and raise awareness in others.
  - Is the opinion factually true?
  - What evidence supports it as fact?

We're excited to introduce training that will empower participants to identify and recognize implicit bias. This training also provides best practices for thoughtful inclusion and decision making.

"Moving from Bias to Inclusion" is available in Skillsoft and will go live on Tuesday, 3/14/2023. It is required for all National council employees and recommended for local council employees. The due date for completion by National council employees is Friday, 4/28.

In the Scout Oath and Scout Law, we've all pledged to help other people at all times, and to be friendly, courteous and kind. This training is designed to help us make good on this pledge by optimizing the inclusivity of our culture. Doing so is integral to realizing our DEI vision of partnering with all families and communities, and enabling more people to benefit from the Scouting program. Thanks for your collaboration.

Yours in Scouting,

*Lisa*

Lisa Schuchart, DEI Director

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It is not our differences that divide us.  
It is our inability to recognize, accept,  
and celebrate those differences.”

- AUDRE LORDE