



Commitment to Diversity, Equity, and Inclusion

The Order of the Arrow's commitment
to become a model for diversity,
equity, and inclusion in the
Boy Scouts of America



BOY SCOUTS OF AMERICA®
ORDER OF THE ARROW



Introduction

Inspired by the Boy Scouts of America's Diversity, Equity, and Inclusion Statement's call to "lead by example," the Order of the Arrow is actively working to be a role model so that every segment of the BSA can understand how to create an open and inclusive culture where more and more young people feel welcomed. These actions are grounded in the century-long culture of Scouts holding themselves to the highest standards of good character, friendliness, and citizenship.

The BSA's Diversity, Equity & Inclusion Statement

The Boy Scouts of America promotes a culture where every youth, volunteer, and employee feels a sense of belonging and builds communities where every person feels respected and valued.

Leading by example and encouraging each other to live by the values expressed by the Scout Oath and Scout Law, we welcome families of all backgrounds to help prepare young people to serve as successful members and leaders of our nation's increasingly diverse communities.

The OA's Mission and Purpose

The Order of the Arrow was founded in 1915 to serve a useful purpose: to cause the Scout Oath and Law to spring into action in all parts of the nation. We're committed to being a model for diversity, equity, and inclusion in the Boy Scouts of America to enable us to live our mission and purpose.

Mission

The mission of the Order of the Arrow is to fulfill its purpose as an integral part of the Boy Scouts of America through positive youth leadership under the guidance of selected capable adults.

Purpose

As Scouting's National Honor Society, our purpose is to:

- Recognize those who best exemplify the Scout Oath and Law in their daily lives and through that recognition cause others to conduct themselves in a way that warrants similar recognition.
- Promote camping, responsible outdoor adventure, and environmental stewardship as essential components of every Scout's experience, in the unit, year-round, and in summer camp.
- Develop leaders with the willingness, character, spirit and ability to advance the activities of their units, our Brotherhood, Scouting, and ultimately our nation.
- Crystallize the Scout habit of helpfulness into a life purpose of leadership in cheerful service to others.

Our Commitment to Diversity, Equity, and Inclusion

Throughout our history, Order of the Arrow members have set a positive example of leadership for others to follow. In December 1960 — at a time when racial segregation was legal and Black Americans had unequal access to restaurants, transportation, libraries, and other private and public places — the Order of the Arrow elected Ron Temple to be its first Black National Conference Chief. During that turbulent time in American history, Order of the Arrow members exemplified leadership by electing Ron to our highest leadership position.

Subsequent generations of Order of the Arrow members have continued the tradition of widening our circle to include others. Order of the Arrow members have been at the forefront of efforts in their lodges and beyond to openly welcome people from diverse backgrounds - including, but not limited to, people with disabilities, people with financial need, people of color, young women, and LGBTQ+ people - into the Scouting family, and to maintain an environment where people of all faiths and beliefs can join together in service to others. In doing so, these leaders embodied the Order of the Arrow's third purpose (developing leaders with the ability to advance Scouting, society, and our nation) and our highest calling: to love one another.

In the Order of the Arrow, we believe that love is at the heart of leadership. We facilitate opportunities for our youth members to practice leading with love so that they may be equipped to create change in Scouting and our nation. In our diverse society, it is critically important that leaders have the ability to lead across lines of difference — and that leaders know how to build loving communities where everyone feels welcome and valued and thrives. Thus, in order to prepare our youth members to meet their leadership potential and the needs of our diverse society, and in keeping with our long history of leading by example, the Order of the Arrow aspires to become a model for diversity, equity, and inclusion in the Boy Scouts of America.

Diversity, Equity, and Inclusion Vision

The Order of the Arrow is committed to preparing our youth members to effectively lead in our diverse society and to fostering a community where:

- People with different identities, backgrounds, and beliefs are present, respected, valued, and celebrated;
- Empathy is practiced;
- Grace is offered when people inevitably make mistakes;
- Everyone feels responsible for helping others succeed;
- All are loved unconditionally.

Diversity, Equity, and Inclusion Leadership Capabilities

We believe that bringing our diversity, equity, and inclusion vision to life requires us to more deliberately integrate three leadership capabilities into our organizational practices and leadership model. The capability to:

- 1. Build and lead diverse teams.** Leaders strive to build teams that reflect the diversity of their community. Diverse teams are capable of finding solutions that work for more people. For people whose identities are underrepresented in leadership positions, seeing others who share their identities in leadership positions can be empowering.
- 2. Build inclusive teams and embrace learning about others.** In inclusive teams, leaders are - and inspire others to be - their authentic selves, which enables them to contribute to their fullest potential, productively share divergent views, and stay involved. Leaders practice inclusion by seeking to understand others' identities and experiences and by acting on that understanding to create environments where everyone belongs.
- 3. Increase access to opportunities for others (equity).** Leaders are responsible for ensuring impartiality and fairness to those they serve, and to providing them with the resources they need to ensure their ability to access the same opportunities as everyone else, understanding that what people need may differ from person to person or community.

3-Year Diversity, Equity, and Inclusion Priorities

Over the next three years (2023-2025), the national committee commits to further integrating these leadership capabilities into our program by:

- 1. Increasing representation in membership.** We will support members throughout the organization to increase the representation of people with diverse identities in their lodges, on committees/teams at all levels, and at events beyond the local level. Our aim is to reflect Scouting's diversity.
- 2. Improving access to opportunities.** We will identify and remove barriers to full participation and engagement for our membership. This includes, but it is not limited to, women in Scouting, members with financial need, LGBTQ+ Scouts, Scouts of color, Scouts with special needs and disabilities, etc.
- 3. Increasing representation in our materials.** We will better reflect people with diverse identities in our stories of leadership and in our materials (e.g. printed, website, social media, etc).
- 4. Bringing our Admonition to the forefront.** We will explore new ways to foster individual reflection and community discussions among our members about the meaning of the Admonition and how to better practice the Admonition as a leader.
- 5. Developing leaders.** We will facilitate opportunities for our members to learn more about people from backgrounds and identities different from their own, about how to be an "upstander" against bullying, and about how to lead inclusive spaces (e.g. meetings, events, online, etc).
- 6. Listening more.** We will increase our accountability to our membership by finding new ways to collect feedback about member experiences to help us understand progress and pain points on our journey to building and maintaining an intentionally inclusive community.

What You Can Do

Even as the national committee works to further integrate these leadership capabilities into our program, there are ways that each of us can practice these leadership capabilities now. A few examples of what can happen at an individual, chapter, and/or lodge level are located in the chart below.

Leadership Capability	Individual Actions (What you can do)
#1 - Build and lead diverse teams.	<ul style="list-style-type: none"> • Hold unit elections in every eligible unit. Consider how you might establish stronger relationships with units that aren't involved (or aren't active) in the OA. • Strive to ensure that your chapter or lodge executive committee reflects the racial and gender diversity of your Scouting community. Invite and encourage more people from diverse backgrounds to participate. • Ensure that the diversity of your Scouting community is reflected in the photos in your communications (website, social media, etc).
#2 - Build inclusive teams and embrace learning about others.	<ul style="list-style-type: none"> • Be an "upstander". If you see someone being bullied, intervene. • Create opportunities at chapter and lodge events for members to celebrate the community's diversity and educate members about ways to build inclusive communities for all. • Invite chapter and lodge event attendees to share feedback about how you can improve efforts to build an inclusive community for all. • Use inclusive language. • Explore resources on oa-bsa.org/dei and attend national inclusivity webinars.
#3 - Increase access to opportunities for others. (equity)	<ul style="list-style-type: none"> • Consider how to overcome barriers that are preventing some units from electing more Scouts to the OA. For example, some lodges support units with advancement towards First Class. • Consider how to overcome barriers that are preventing some members from attending events. These could be accessibility barriers, transportation barriers, financial barriers, etc. For example, some lodges arrange carpools (addressing transportation barriers) and others offer scholarships (addressing financial barriers). • Ensure that events and meetings are accessible for the Scouts with special needs and disabilities in your lodge. • Consider organizing community service projects that address barriers that are preventing community members from fully participating in society.

Lodge leaders should consult with their Scout Executive about how to incorporate diversity, equity, and inclusion initiatives into their program based on their local context.



BOY SCOUTS OF AMERICA
1325 West Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079
<http://www.scouting.org>

Approved November 2022

CBL
Revised September 2022