



girl scouts
river valleys



Diverse Inclusive Together



Brownies



**Diverse
Inclusive
Together**

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river valleys

Brownies: Diverse. Inclusive. Together. Patch

Patch Purpose

When Girl Scouts have earned this patch, they will have developed an appreciation of their own uniqueness, as well as an appreciation of human differences. Girl Scouts will feel empowered to celebrate the rich diversity of various cultures in their own communities and in the world. Girl Scouts will have discovered a cultural understanding through creativity; they will be ready and excited to listen to other viewpoints, celebrate differences in new friends, and work to create a diverse, inclusive, and equitable future.



Girl Scouts River Valleys – an anti-racist organization

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To read more about our mission to lead boldly as an anti-racist organization, please see our website below:

[Diversity, Equity, Inclusion, Access, Racial Justice \(DEIARJ\) and Anti-Racism | Girl Scouts River Valleys \(girlscoutsrv.org\)](https://www.girlscoutsrv.org)

A Note to Adult Leaders:

For a long time, many people, including social learning experts believed that if we didn't call attention to racial differences, then children would be less likely to discriminate against others. This is commonly known as the "colorblind" approach to handling discussions and interactions dealing with race.

Research, however, has since disproven this theory. Studies have shown children notice and begin assigning meaning to race at a very young age (examples of this include distinguishing between white and black people and drawing conclusions about traits inherent to those groups of people). The good news is that research has shown that parents and guardians who meaningfully talk to their kids about race end up with better racial attitudes than kids with parents or guardians who don't.

Erin N. Winkler, a professor at the University of Wisconsin who studies racial identity, states, "Children pick up on the ways in which whiteness is normalized and privileged in U.S. society." It is no longer enough to take a passive, non-racist approach to teaching our children about race. Racism is a system and being not racist does not require active resistance and dismantling of the system of racism. Racism is the foundation upon which our society and institutions stand, and choosing to interact with these institutions in a neutral way allows them to thrive. Being anti-racist allows us to create a new system in which policies, practices, and procedures can promote racial equity. Being anti-racist uplifts the humanity and individuality of Black, Indigenous, and People of Color.

When working through these activities with your troop, make a concerted effort not to make whiteness the default and inadvertently making other races as "other". Lead these activities with empathy and understanding; some of these activities will discuss sensitive topics which may be hard for some Girl Scouts to discuss. Leave space for Girl Scouts to step away and process the information they are taking in; however, talking about discrimination is not always a pretty conversation, and it is important to speak on the ugliness. For more resources on how to guide a conversation on race and to support your troop in earning this patch, refer to the next section.

Some of these activities involve watching videos

If you are unable to watch a video with your troop but are able to watch them on your own, take notes on the videos and have a discussion with your troop about the topic. Find an age-appropriate book or activity to do with your troop that is related to the topic. You can find resources below or at your local library.

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Meetings

This patch can be earned in two meetings or three, depending on the pace you and your Girl Scouts decide on. Activities have an amount of time they will take listed; however, it's important to give space to these topics and that may require moving out of the suggested time limit.

While these lesson plans are focused on race and racism, Girl Scouts come from all walks of life and some of these activities will focus on personal identities outside of race. It's important to create a supporting environment, so your Girl Scouts feel comfortable sharing their personal identities, race or otherwise. If you're unsure how to speak on identities such as, gender, sexuality, religion, etc., begin by making the space and allowing your Girl Scout to share in a judgement free zone. The way our identities intersect with each other is a common theme through these lesson plans, so it is natural for your Girl Scouts to want to share about themselves. As the patch purpose is to develop an understanding of the uniqueness behind human behavior and to celebrate those differences, the first step in that is to celebrate themselves. If you're looking for resources on how to discuss identities outside of race, see the resource section below.

These meetings will deal with heavy topics; however, you should still begin them how you would one of your other Girl Scout meetings. Start off with the Girl Scout Law and Promise, then move into your activity plans.

At the end of the lesson plans will be a list of closing activities that you can do at the end of your meetings to leave your Girl Scouts feeling prepared and excited for the next meeting.

Resources for Adult Troop Leaders

Articles

<https://diversity.unc.edu/anti-racism-resources/> - This site is great for troop leaders looking to deepen their anti-racism work. This site has general resources and resources for adults looking to raise anti-racist children.

<https://www.learningforjustice.org/sites/default/files/general/TT%20Difficult%20Conversations%20web.pdf> - Let's Talk! This is a guide for discussing race, racism, and other difficult topics with youth.

<https://www.nlc.org/article/2020/07/21/what-does-it-mean-to-be-an-anti-racist/> - What does it mean to be anti-racist?

<https://nmaahc.si.edu/learn/talking-about-race> - Talking about Race – this site offers tools and guidance to assist educators and adults when discussing race.

<https://netimpact.org/blog/talking-about-race> - The 10 R's when talking about Race

<https://www.pbs.org/education/blog/a-call-to-action-for-white-educators-who-seek-to-be-anti-racist> - A Call to Action for White Educators who want to be Anti-Racist

<https://www.nytimes.com/2017/03/15/learning/lesson-plans/25-mini-films-for-exploring-race-bias-and-identity-with-students.html> - 26 Mini Films for Exploring Race and Racism with Students

<https://pbs.org/parents/talking-about-racism> - A collection of articles and videos on talking to young children about racism

Resources for Adult Troop Leaders

Books

If unable to purchase a book – check your local library for copies or audio books. Thriftbooks.com or Betterworldbooks.com are good websites to find used books for good discounts.

So You Want to Talk About Race by Ijeoma Oluo – guides readers of all races through subjects ranging from intersectionality and affirmative action to “model minorities” in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.

White Fragility: Why It’s so Hard for White People to Talk About Racism by Robin Diangelo – explores the counterproductive reactions white people have when discussing racism that serve to protect their positions and maintain racial inequality.

Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations about Race by Beverly Tatum – a book that explores the dynamics of race in America.

Black Faces, White Spaces by Carolyn Finney – challenges assumptions that the environmental movement makes universal values, individualism, and agency, arguing that they reflect a class-based and racial power structure that denies participation from people of color.

Just Mercy by Bryan Stevenson – speaks on the wrongfully imprisoned and injustices of the court system.

How to Be an Antiracist by Ibram X Kendi – a story on the journey to be an antiracist through ethics, history, law, and science.

Hood Feminism: Notes from the Women that a Movement Forgot by Mikki Kendall – a collection of essays criticizing the modern feminist movement, arguing that it has chronically failed to address the needs of women of color.

Extra Resources to Share with Girl Scouts

Movies

Listed under each movie is where the movie is streaming/available to rent. Check your local library to see if they have the DVD available as well.

Hidden Figures – the true story of three brilliant African American women working at NASA as they work as the brains behind one of the greatest operations in history, the launch of astronaut John Glenn. This film is available to stream on Disney+, or to rent on Amazon Prime Video and YouTube.

The Princess and the Frog – the story of Tiana, who dreams of one day opening the finest restaurant in New Orleans. She faces a lot of hardship, as she works toward this dream, most notably, when she meets Prince Naveen, who has been turned into a frog. This film is available to stream on Disney+.

Ruby Bridges – the true story of young Ruby Bridges, who was one of the first African American children to attend an integrated school in the deep south. This film is available to stream on Disney+.

Zootopia – this film follows Judy Hopps, a bunny, as she moves to Zootopia, a mammal metropolis, where various animals can live and thrive together. She is the first rabbit to join the police force, and she quickly learns that everything is not perfect in Zootopia. This film has themes of racism and bias. This film is available to stream on Disney+.

Spider-Man: Into the Spider-Verse – teenager Miles Morales was living in New York City, when he was bitten by a radioactive spider that turned him into his dimension's Spider-Man. Miles works hard to understand his powers; it's a coming-of-age story that showcases how what sets us apart in the world and makes us different makes the world a better place. TW: violence. This film is available to rent on Amazon Prime or YouTube.

Encanto – this film follows Mirabel Madrigal and her magical family. Encanto shows audiences that we're all special in our own way. This film is available to stream on Disney+.

Akeelah and the Bee – 11 year old Akeelah has an excellent talent for spelling, which she hopes to use at the National Spelling Bee. Despite her mother's objections, she doesn't give up on her goal. This film is available to rent of Amazon Prime and YouTube.

The Color of Friendship - a 2000's television film based on the true story of a friendship between two girls; Mahree and Piper, one from the United States and the other from apartheid in South Africa, who learns about tolerance and friendship. This film is available to watch on Disney+.

Extra Resources to Share with Girl Scouts

Books

If unable to purchase a book – check your local library for copies or audio books. Thriftbooks.com or Betterworldbooks.com are good websites to find used books for good discounts.

Stamped: Racism, Antiracism, and You by Jason Reynolds and Ibram X Kendi – explores the history of racist ideas in America and the hope of an antiracist future.

Pet by Akwaeke Emezi – a critical examination of the society we live in today, of the future we hope to create, and of the constant, enduring need to keep our eyes and hearts open so that we can take care of the most vulnerable among us.

Hidden Figures: The True Story of Four Black Women and the Space Race by Margot Lee Shetterly – a retelling of the story of four black women working at NASA; their calculations helped fuel some of America's greatest achievements in space.

The Anti-Racist Kid: A Book about Identity, Justice, and Activism by Tiffany Jewel – an illustrated guide on antiracism to empower the young people in your lives.

Activity 1: Introduction Bingo

Activities

Activity #1: Introduction Bingo

Time: 20 minutes

Materials Needed:

- Bingo card (see below)

Steps:

1. Have your Girl Scouts raise their hand if they think it's easy to tell a lot about someone just by looking at them. Take a few minutes to discuss.
2. Form a circle and go around and have each Girl Scout say something special about themselves. This could be anything (they like to draw, they enjoy pizza, their favorite color is orange, etc.)
3. Hand out a bingo card and a pen/pencil to each Girl Scout. Go over what is written on each card to make sure everyone understands.
4. Explain that they will be walking around the room asking each other questions to find someone who matches one of the boxes on their bingo chart. The goal is to complete their chart before the time is up. (You can decide how much time your Girl Scouts need).
5. After they're done, discuss the activity. Re-ask the question you asked at the beginning of the activity: is it easy to tell a lot about someone just by looking at them? Ask your Girl Scouts if they discovered anything new about their group members. Was it fun to learn about everyone?

DO YOU...	DO YOU...	CAN YOU...	CAN YOU...
<p>have a pet?</p> 	<p>like to dance?</p> 	<p>speak another language?</p> 	<p>skip?</p> 
<p>play a musical instrument?</p> 	<p>like to paint or draw?</p> 	<p>ride a bike?</p> 	<p>do a cartwheel?</p> 
<p>have at least 2 siblings?</p> 	<p>own a collection of something?</p> 	<p>jump rope?</p> 	<p>sing?</p> 
<p>like sports?</p> 	<p>have a summer birthday? (June, July, August)</p> 	<p>balance on one leg for 1 minute?</p> 	<p>count to 10 in another language?</p>

Activity #2: Self Portraits

Time: 45 minutes

Materials Needed:

- Paper (construction or white) (enough for each Girl Scouts to have 2 pieces)
- Markers/Crayons/Colored Pencils
- Pencils
 - If possible, Colors of the World by Crayola would be a good addition to this activity
- Mirrors

Steps:

1. Recall the video you watched in your recent activity. In the video, they talked about how you are made up of more than your skin tone.
2. Tell your Girl Scouts that they're going to be drawing self portraits of themselves.
3. The first photo, they should draw themselves how they see themselves without a mirror.
 - Allow them to be very creative with this portion of the activity; they can draw themselves as animals, aliens, in their dream job, etc.
4. On this portrait, they should write things around the photo they draw that are true to themselves. (Things they like, characteristics they have, etc.)
5. After they're done with this drawing, give each Girl Scout a mirror and tell them to draw a portrait of what they see in the mirror.
6. After they're done, give your Girl Scouts time to share if they are comfortable.
 - You can hang each picture on the wall and do a gallery walk for the sharing portion or do a pair and share.
7. Have a discussion about the difference in each Girl Scouts photos. What do they notice?
8. Discuss with your troop the importance of getting to know someone beyond what's on the outside. Have them reference the first photo they made vs. the second. Some guiding questions:
 - What characteristics did you write down on your first photo that aren't represented in the second?
 - How would you feel if someone judged you for something out of your control?
 - What are some questions you can ask potential friends to get to know them?

Activity #3: What is race and racism? Snack Chat

Time: 45 minutes

Materials Needed:

- Computer/Phone/Tablet with internet access
- Paper
- Writing utensils
- Snack

Steps:

1. Begin by asking your Girl Scouts if they know what race is. Take some time to have a discussion. Ask them if they have ever thought about their race.
2. After your discussion, have your Girl Scouts raise their hands if they have ever been made to feel bad about the color of their skin. If your Brownies feel comfortable sharing, give them the space.
3. Allow time for Girl Scouts to get comfortable and pass out snack and play this video for them: <https://www.youtube.com/watch?v=fbQBKwdWPg>
 - If Girl Scouts have questions or comments, feel free to stop the video as you see fit to have a conversation.
4. After the video, pass out paper and pencils to each Brownie and have them write down questions or comments they have after watching the video.
5. If Girl Scouts are comfortable sharing their questions out loud, take the time to answer them and have a discussion.
6. Collect the papers from your troop and hold onto them; as you continue working to earn this patch, keep the questions they had in mind to guide some of the activities you do.

Activity #4: Diversity + Representation

Time: 35 minutes

Materials Needed:

- **Ada Twist, Scientist** by Andrea Beaty
 - If you do not have the book, you can check it out from your local library or follow this link: <https://www.youtube.com/watch?v=fAmEQ2deJQQ> for a read aloud.
- Computer/tablet/phone with internet access
- Paper
- Writing Utensils

Steps:

1. Begin by reading **Ada Twist, Scientist** by Andrea Beaty to your group. Allow for commentary as you're reading.
2. After the book, ask your Girl Scouts what their favorite part was and what are some things they noticed about **Ada Twist**.
3. After getting some answers, have your Girl Scouts raise their hand if they thought about **Ada Twist's** race during the book. Ask why or why not. Ask if they think Ada's race was relevant to the story.
4. Once done discussing, have your Girl Scouts think about if they've ever thought about their race when deciding on an activity to do. How did that affect their choice to participate, if at all?
5. Hand out paper and pencils to your Girl Scouts and have them write down a list of careers/activities they think they'd like to experience.
6. Choose a couple of Girl Scouts to read aloud some of the things they wrote down.
7. After your Girl Scouts share, ask your troop if they understand what diversity is. Take some ideas from your Brownies and then share this definition: Diversity means differences. People may be different in many ways, including race or ethnicity, age, disabilities, language, culture, appearance, or religion.
8. Ask if they know what representation means. Share this definition with them: the description or portrayal of someone or something in a particular way or as being of a certain nature.
9. Discuss what your troop believes is the difference between diversity and representation with your Girl Scouts.
10. After your discussion, play this TED Talk for your troop: <https://www.youtube.com/watch?v=v6gj9WJgWgE>
11. Discuss with your Girl Scouts if they have ever felt that they couldn't be something or participate in something due to their race or other identity characteristics they can't control. Some guiding questions:
 - Has anyone made you feel like you didn't belong due to race or gender?
 - How does it make you feel when people exclude you due to things you can't change?
 - Why is it important to see people who look like you out in the world or in the media?
 - How does it make you feel when you see someone like you doing a job/activity you like?
 - Is it enough to have people of different races, abilities, or genders in the media or do we need to do more to be inclusive and representative?

Activity #5: Anti-Racism

Time: 30 minutes

Materials Needed:

- Uncooked spaghetti, marshmallows, straws, popsicle sticks (optional)
- Paper
- Writing utensils

Steps:

1. Recall the video you watched in the first activity you did. PBS Kids, discussing race and racism. Ask your troop if they remember what racism is. Take a moment to discuss.
2. Have your Girl Scouts pair and share with someone near them to talk about what they think it means to be anti-racist. After they've discussed, come back together as a large group and allow them to share out.
3. Share this definition with them: Being anti-racist means to actively oppose racism in all its forms.
4. Discuss what they think it means to actively go against racism. What are some things they can do?
5. After your discussion, explain that you're going to play a game that demonstrates how racism affects how people are treated.
6. Randomly divide your group into two halves.
7. Explain that there will be a series of challenges to complete, but that one of the teams will have half the time the other team has.
8. Start the activity by giving a few minutes for one of the groups to complete a challenge and only half the time for the other group to complete the same challenge. Below are some ideas for challenges. You can choose from one of these or create your own based on your group's needs.
 9. Create a pyramid with straws or popsicle sticks
 10. Create a spaghetti and marshmallow tower
 11. Spell a word using sticks
 12. Make up a song, poem, or cheer
13. Once the groups perform one challenge, ask them to do a second challenge, but this time, give the group who had less time the advantage and give them more time.
14. Finally, do a third challenge where each group has the same amount of time. If one group finishes early, they should go help the other group finish.
15. After the three challenges, move into a group discussion. Some guiding questions:
 - How did it feel to be the team with more time? How did it feel to be the team with less time?
 - How did it feel to have the same amount of time and to help each other?
 - Did you think it was fair to play a game where someone had less time? Why or why not?
 - Why did you think it was important to help each other in the last round?
 - What can we do in the world to make sure everyone is treated fairly and has the same opportunities?
 - What did this activity have to do with being anti-racist? (Think about actively helping our friends in the last round)

Activity #6: Who am I?

Time: 30 minutes

Materials Needed:

- Paper
- Pencils/Pens
- Craft supplies (stickers, construction paper, glue, etc.)
- Markers/crayons/colored pencils
 - Colors of the World by Crayola would be a great addition to this activity if accessible.

Prep Needed:

Have your Girl Scouts bring an item from home that represents who they are. This can be a culturally specific item or an item that is special to them.

Steps:

1. Begin by gathering in a circle and having each Girl Scout share what they brought from home. Give each Brownie a minute to talk about their item and why it is special to them and how it represents them.
2. After everyone has shared, explain that you're going to be thinking back on everything they've learned from these meetings. They've gotten to know each other, thought about their own identity, learned about race and racism, and how to be an actively anti-racist person. Give them a moment to reflect on what they've learned; they can pair and share with someone close to them or they can write down some things they're thinking about.
3. After reflection time, explain that they're going to be thinking about how they can make the world a better place and what that would look like. How can they bring people together?
4. Pass out paper and other art supplies. Have your Girl Scouts create a piece that showcases what the world would look like if they could bring people together. Allow your Girl Scouts to write instead of draw if they want to.
5. After they're done, allow time for some Girl Scouts to share their photo and one way they will make the world a better place for everyone.

Note for Adult Leaders

This patch can be earned in two to three meetings, depending on the pace your Girl Scouts works. Each activity has a suggested time limit; however, the topic of race and equity is very important, and it is very important to guide our Girl Scouts through these conversations with care and empathy, so if an activity is taking your Girl Scouts longer to complete, that is okay. Use your best judgement when determining how many activities you do per meeting and how many meetings you will spend on earning this patch.

Leave 5-10 minutes at the end of each meeting to do a wrap up activity so that your Girl Scouts can leave feeling excited about what they've learned and ready to learn more and to continue to live an antiracist lifestyle. Below are a few activity ideas that you can lead with your Girl Scouts to wrap up your meetings.

1. Discussion Based Debrief
 - Ask your Girl Scouts to name a high/low of the meeting or have them talk about what they're excited to do in the next meeting/moving forward. This should be an intentional conversation to bring an end to the meeting. This is a good ending if you have run out of time and are in a rush to end.
2. Pair + Share Debrief
 - Have your Girl Scouts pair off and discuss one thing they're going to do moving forward to be more conscious of discrimination and prejudice and to live an anti-racist lifestyle.
3. Close with a friendship circle and the song Make New Friends.
 - This is a great, traditional Girl Scout way to end a meeting, and if you do this at the rest of your meetings, I encourage you to end with this; this can be paired with another closing that is listed above.