



2021-2022 Diversity and Inclusion Plan

DIVERSITY & INCLUSION VISION:

The Tuscarora Council will partner with all families and communities in raising young people of high moral character, developing their leadership skills and preparing them to serve and thrive in a world of increasing complexity and challenge.

GOALS:

To grow and be mindful of representation amongst stakeholders to reflect the communities we serve. Expand partnership opportunities and build alliances while fostering an inclusive positive culture that enhances cultural understanding and acceptance.

TACTICS:

- Increase/ mirror the diversity of all Scouting stakeholders by diversifying the Executive Board of the Council.
- Create a culture that welcomes and respects diverse perspectives.
- Support growth in ethnic membership diversity to reflect the demographic profile of the council.
- Maintain or exceed diversity makeup of the executive board over the previous year
- Work towards building alliances with multicultural partners, along with government, community and corporate entities.
- Within constraints of operating budget, create multi-channel marketing efforts to attract youth membership from multicultural and all socio-economic backgrounds.
- Administer targeted workforce recruiting campaigns via college recruiting, events, community associations, and specific organizations to support diversity membership growth.
- Explore opportunities to create alliances with ethnic charter partners, community partners, trade associations partners, and corporate partners by hosting events, conducting service projects, and thought leadership initiatives.

Note: Include progress in council's annual report to stakeholders.