



Outdoor Service Guides

Diversity, Equity, Inclusion and Accessibility

Outdoor Service Guides believes that diversity, equity, inclusion, and accessibility are central to our identity as an organization and align with the principles of our shared Scout Law¹. We expect all members to embody, protect, and uphold these values and to actively create and cultivate an affirming, equitable, and inclusive environment.

Outdoor Service Guides defines Diversity, Equity, Inclusion, and Accessibility as follows:

1. **Diversity:** Acknowledging and accepting our differences. Examples include race, color, ethnicity, sex, gender expression, gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious beliefs or nonbelief, age, ability, health, neurodivergence, political perspective, marital status, and veteran status.
2. **Equity:** Working actively to challenge systemic bias by ensuring everyone has the resources they need to thrive. This differs from equality in that it considers individual needs rather than using the same approach for all.
3. **Inclusion:** Deliberately ensuring that our organization is a place where individual personhood is valued, identity is affirmed, all perspectives are respectfully heard, and where every individual experiences a sense of belonging.
4. **Accessibility:** Creating an environment where each member of our organization and our larger community has full opportunity to enjoy and participate in scouting by embracing accommodations and adaptability while working to remove barriers to receiving them.

Our commitment to these values reflects our recognition that diverse perspectives enrich us by broadening our communal knowledge, encouraging creativity and innovation, fostering empathy and team-building, and ultimately enhancing our contributions to the communities we serve.

¹ [Appendix A: DEIA and the Scout Law](#)

Some of the ways OSG supports these values are:

- Actively removing barriers to participation
- Providing reasonable accommodations as needed
- Encouraging member feedback and participation at all levels
- Adapting and amending our programs to be more equitable for all participants
- Respectfully addressing individuals using their preferred names and pronouns

We recognize that dedication to these values sometimes requires difficult conversations with scouts, families, and other members of the community. When engaging in these discussions, we respect the following guidelines:

- Stay Engaged
- Listen Actively
- Communicate Respectfully
- Expect to Experience Discomfort
- Speak Your Truth
- Expect and Accept a Lack of Closure

For more detailed information regarding our expectations for scout conduct and our policies on discrimination and harassment, please refer to our Code of Conduct².

² [Code of Conduct](#)

Appendix A: DEIA and the Scout Law

Scout Law, based on 1938 Policy, Organisation, and Rules

1. A scout's honor is to be trusted.
2. A scout is loyal.
3. A scout's duty is to be useful and help others.
4. A scout is a friend to all and a sibling to every other scout, no matter to what class, country, or creed the other may belong.
5. A scout is courteous.
6. A scout is kind to animals.
7. A scout obeys orders.
8. A scout smiles and whistles under all difficulties.
9. A scout is thrifty.
10. A scout is clean in thought, word, and deed.

We believe that our DEIA Policies are prescribed by our Scout Law and that it is our duty as Scouts to cultivate an atmosphere of inclusion. Specifically:

- Law four specifies that a scout is a friend to all. This inherently charges us to welcome and accept those who are different from us, which is directly related to both diversity and inclusion.
- Law three says that it is our duty to help others, which speaks to our equity and accommodation policies. The founder of the scout movement, Robert Baden-Powell, said that a scout "is to do his duty before anything else, even though he gives up his own pleasure, or comfort, or safety to do it." If we are to truly serve our communities, we must consider barriers to access and be flexible and thoughtful about removing them.
- Law five charges us to be courteous, especially to those who may not always be afforded courtesy. This means treating others with respect and affirming their identities.

- Finally, law ten says that a scout is clean in thought, word, and deed, which speaks to the ethical imperative that we have to ensure our words and actions make the world a better place.