

VIRGINIA HEADWATERS COUNCIL COMMITMENT TO DIVERSITY PATCH REQUIREMENTS

(UPDATED 12/27/2023)

Virginia Headwaters Council's understanding of diversity: "The existence of human differences (including but not limited to race, culture, religion, gender, language, family status, economic status, physical and cognitive ability) which affect our relationships, institutions, and interactions with others."

The "Commitment to Diversity" patch was created by the Virginia Headwaters Council's Diversity and Inclusion Committee to strengthen inclusiveness, celebrate diversity, and create cultural awareness and understanding.

This patch is meant for a Scout to complete with a parent or guardian, or any adult leader.

There are 4 levels of individual Scout requirements.

1. Cub Scouts
2. Scouts under age 14
3. Scouts over age 14 & Venturers
4. Scout Leaders

Cub Scout Requirements for Commitment to Diversity Patch

1. Complete the adventure for your Rank:

- Lion Elective Adventure: Pick My Path
- Tiger Elective Adventure: Stories in Shapes (with an emphasis on arts from your own or another culture) or Games Tigers Play (with an emphasis on a game and healthy snack from another culture, explaining its origin)
- Wolf Elective Adventure: Cubs Who Care
- Bear Elective Adventure: Bear Picnic Basket (with an emphasis on preparing food from your own or from another culture)
- Webelos/AOL Elective Adventure: Aware and Care

Date Earned _____

2. Attend a cultural event or faith service that is different from your own.

Examples: Cville's Festival of Cultures, Powwows.com, Pride parades and marches, different religious services, Day of the Dead celebration, Lunar New Year, mosque services and celebrations, weddings of a different culture, Jewish celebrations and services, etc.

Name of Event _____

Date Attended _____

3. Exchange with another Scout or another Scout's family member your family's oral histories and stories that highlight each family's differences.

Date Completed _____

4. Submit a written summary or draw pictures of what you did and what you learned while earning this award. Be prepared to discuss if asked. (Lions can share verbally with their parent or den leader)

5. Pledge: I will do my best to be friendly to all people, and be brave in welcoming those who are different than me.

Sign off: Den leader or Cubmaster _____

Date: _____

Scouts BSA under Age 14 Requirements for Commitment to Diversity Patch:

1. Complete **ONE** of the following merit badges:

- American Cultures Merit Badge
- Disabilities Awareness Merit Badge
- Citizenship in Society Merit Badge

Date Earned _____

2. Exchange with another Scout or another Scout's family member your family's oral histories and stories that highlight each family's differences.

Date Completed _____

3. Complete **ONE** of the following research activities:

- Research the cultural impact and influence of sports from a different culture on the United States.
- Research the cultural impact of music from a different culture on the United States.
- Research the cultural impact of art from a different culture on the United States.
- Research the cultural impact of food from a different culture on the United States.

Date Completed _____

4. Submit a written summary of what you did and what you learned while earning this award. Be prepared to discuss if asked.

5. Pledge: I will do my best to be friendly to all people, and be brave in welcoming those who are different than me.

Sign off: Unit leader or Scoutmaster _____

Date: _____

Scouts BSA Over Age 14 and Venturer Requirements for Diversity Patch:

1. Complete all the requirements for Scouts under age 14.
2. Write a report on one person who has affected change with a point of view, experience, background or orientation that is not your own. This does not have to be a hero report.
3. Submit a written summary of what you did and what you learned while earning this award. Be prepared to discuss if asked.

Sign off: Unit leader or Scoutmaster _____

Date: _____

Adult Leaders Requirements for Diversity Patch:

1. Attend a cultural event or faith service that is different from your own.
Date Attended _____
Name of Event _____
2. Exchange with another Scout leader your families' oral histories and stories that highlight each family's differences.
Date Completed _____
3. Assist youth in your unit to earn the diversity award. Adults who do not directly work with youth may earn the award by promoting it at Scouting events or at meetings.
OR
Lead four diversity moments in your unit.
4. Pledge to maintain commitment to diversity in their scout leadership role.

Commitment to Diversity ribbon will be awarded to any scouting unit (Pack, Troop, Venturing) that has at least one Scout and 1 adult leader who meet the individual requirements stated above. The ribbon will be awarded to the unit to add to their pack flag.

Submitted Respectfully,

Virginia Headwaters Council Diversity and Inclusion Committee

Jim Battaglia, Former Scout Executive

Anne Blair, D&I VP and Committee Chair, Pack 77 Den Leader

Preston Campbell

Kayla Capps, Unit Scouter Reserve, Troop 138, Merit Badge Counselor

Jim Echols

Liz Harmon, Assistant Council Commissioner for Diversity & Inclusion

Sue Hart, Assistant Scout Executive

Sam Peacoe, Pack 222 Webelos Den Leader

Adam Sowers, Pack 79 Cubmaster, VAHC Executive Board Member

Abigail Watson

Melissa Watts, Pack 174 Committee Chair and Webelos Den Leader

