Regional Scout Committee, European Region Comité Scout Régional, Région Européenne

Report to the European Scout Committee

EMBRACING CHANGE Working Group

1. Introduction

This report deals with 'Strategic Objective 3 – Embracing Change' as outlined in the Regional Scout Plan 2010-2013. It should be read in conjunction with the Regional Scout Plan 2010- 2013, which can be accessed at www.scout.org/europe.

The 4 days training on diversity was organized from 5 to 10 June 2013 in Bratislava, Slovakia, with 24 participants from 20 NSOs/NSAs in European and Eurasia Region. The event is supported by the European Youth Foundation with EUR 14'000.00

2. Progress in implementing Objectives, Actions and achieving KPIs
Since the last meeting of the European Scout Committee

OB 3.1   **Encourage the monitoring of membership composition and comparison with population data - IN PROGRESS**
KPI – 30 NSOs/NSAs with functional membership management systems

AC 3.1.1 – IN PROGRESS
Support NSOs/NSAs with the collection and analysis of dynamic membership data in order to inform strategic development

Progress:
Active follow-up and discussions are taking place (ICT Roundtable Group)

AC 3.1.3 – IN PROGRESS
Collate dynamic data from NSOs / NSAs and provide a European analysis on membership evolution, emerging trends and forecasts

Progress:
As a result of the ICT Roundtable, a concept of shared common data format will be presented – postponed to end of June 2013

OB 3.2   **Develop approaches to include young people and adult volunteers from different backgrounds - IN PROGRESS**
KPI – 15 NSOs / NSAS document and share their approaches

Progress:
The succession planning module jointly developed by WOSM and WAGGGS and tested during the Academy 2012 was adapted and finalized. It consists of 1 self-use module and a second, more complete, which can be used during Tailored Support Action.

This objective also is covered through Tailored Support Services to NSOs/NSAs

OB 3.3   **Explore the impact and potential of communications technologies in Scouting**
KPIs - 25 NSOs/NSAs exploring the issue and sharing best practices

AC 3.3.1, **AC 3.3.2**, **AC 3.3.3** and **AC 3.3.4** - **IN PROGRESS**

Progress:
Done through Consultancy Services provision in SEE countries particularly and follow-up discussions after the ICT Roundtable

OB 3.5   **Promote the development and implementation of equality and diversity policies**

AC 3.5.1 - IN PROGRESS
Support NSOs/NSAs with the review, development and implementation of their equality and diversity policies
Progress:
Finalisation of a Strategic Planning tool in 6 steps "Social Inclusion: step by step".
The document will be posted online.

AC 3.5.2 - IN PROGRESS
Initiate an exchange of best practices on how to mainstream equality and diversity

in the day-to-day operations of NSOs/NSAs
Progress:
Training in Diversity "Minorities + Youth Organisations = Inclusion"? took place in Bratislava, Slovakia (5 – 10 June 2013)

3. Next steps in implementing Objectives, Actions and achieving KPIs
Until next meeting of the European Scout Committee

- **AC 3.1.1**
Support NSOs/NSAs with the collection and analysis of dynamic membership data in order to inform strategic
Next Steps
Prepare a study linking membership data with strategic development

- **AC 3.1.2**
Support NSOs/NSAs in establishing and improving the quality of membership data collection and management of membership management systems
Next Steps
Disseminate the evaluation and feedback on ICT Roundtable and Membership systems – postponed end of June 2013

- **AC 3.2.1; AC 3.2.2 and AC 3.2.3**
Next steps
Prepare a couple of articles about diversity, trends and environment, best practices – postponed end of June 2013

- **AC 3.3.1**
With the growth of communications technologies, identify how NSOs/NSAs are using them to become leaner, more flexible and more responsive
Next Steps
Prepare a report including case studies and publish on EuroScoutInfo

- **AC 3.3.2**
Identify how NSOs/NSAs are using communications technologies strategically to communicate and engage directly with young people and adult volunteers
Next Steps
Propositions to be made for the European Scout Conference in Berlin

- **AC 3.5.2**
Initiate an exchange of best practices on how to mainstream equality and diversity in the day-to-day operations of NSOs/NSAs

Next Steps:
Organise the follow-up and post-evaluation of the Training in Diversity Event in Slovakia (June 2013)
Dissemination of a Strategic Planning Tool in 6 steps "Social Inclusion: step by step" on Euroscoutinfo, scout.org, other

- **AC 3.5.3**
Identify barriers that impede the review, development and implementation of equality and diversity policies and provide guidance to NSOs / NSAs
Next Steps:
To collect and analyse information from the Training in Diversity Event in Slovakia

- **AC 3.5.4**
Assist NSOs/NSAs in their efforts to balance their membership composition and maintain cohesion by reaching out to under-represented groups
Next Steps:
To collect and analyse information from the Training in Diversity Event in Slovakia

4. **Successes**
Succession Planning Module 1 and 2 are reading for wider dissemination.

5. Challenges
None

6. Issues for the consideration of the European Scout Committee
None

31 May 2013