



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

Regional Scout Plan 2013-2016

Report to the European Scout Committee

Group: Diversity & Inclusion Project Priority Group

Reporting period: 24/02/2014 – 25/05/2014

1. Introduction

This report deals with DIPPG as outlined in the Regional Scout Plan 2013-2016. It should be read in conjunction with the Regional Scout Plan 2013-2016, which can be accessed at www.scout.org/europe

2. Progress in implementing Objectives, Actions and achieving KPIs

- **Act. 4.1** Almost all of the DIPPG affiliates and members, and consultants met in Brussels for the Training I
- **Obj. 2:** Meeting held with the Center for equal opportunities and opposition to racism, Equinet, and Chip/Daggi has taken place with a positive output. It was agreed not to develop a Memorandum of Understanding as Equinet not normally engaged with NGOs. However, Equinet offered their help to facilitate contact to potential trainers or organisations and possibly give relevant input to the RSP. The Cent offered to get in contact with Belgian NSAs looking for areas of cooperation
- **Act. 5.2.** A cooperation with the OD-group has started
- **Obj. 1:** Timeline has been settled.

3. Next steps in implementing Objectives, Actions and achieving KPIs

- A meeting for the DIPPG and consultants has been settled for June 21-22 in Antwerp for the group to discuss:
 - The coming training in Brno
 - How to communicate our activities better
 - How we better respond to the needs of the NSO/NSA's
 - How the objectives have been fulfilled to the time being
- **Act. 4.2:** Contact ICs for contact information to the Diversity teams in their organisation and ask the IC what the needs of their organisation might be in order to start the work with act. 4.2 (which extend further to other objectives and activities).
- Workshop to be held at the Route Nazionale, Italy.
- **Act. 4.3.1.** Training II to be held at Brno, Czech Republic
- **Act. 1.3.1** Workshop to be held at the Academy 2014.
- Overall better and clearer communication targeted at the NSO/NSAs.

4. Successes

- Change in internal roles: We have decided (following the diversifying and including agenda) to rearrange in our roles and have two coordinators as to help the team work as well as possible.
The two equal coordinators are now Claire and Kasper.
This means that we now have one assisting coordinator, Joana and kept the arrangement of the 3 project managers.
- Established a corporation with Equinet, which helps us with **act. 2.1 and 4.3** as overall activities and potentially more activities.
- A well prepared Training I conducted with the help of a very qualified external trainer.

5. Challenges

Following challenges has been identified:

- We had to cancel the Training II in May due to lack of participants.
- We need to find ways quickly to make sure that we met the needs of the NSO/NSAs and most importantly, get them engaged in the area of D&I.
- Not all project managers are fully responding and are hard to reach.
- The consultants are not all trained and are maybe not yet finding themselves prepared to reach NSO/NSAs to facilitate D&I-workshops etc. We are trying to approach this with the June meeting.

6. Content of the work

It is crucial for the DIPPG to better understand what the needs of the NSO/NSAs are and to better reach them. We are aware that we need to make much clearer goals and aims of e.g. our provided trainings, but also that we need to be better at using our consultants as gate keepers to the NSO/NSAs.

The area of D&I is in many ways an unexplored territory for the Region and the aims, goals and target points for the individual NSO/NSAs are not always clear or given. We know, in the DIPPG, that this needs to be addressed and the positives should be highlighted. And we know we have a big, difficult, but interesting work to do in this area and we are doing this already by trying to be messengers of the D&I at all forums attending. But we also need the ESC to help us in engaging the member organisations/associations and motivate them in starting, either e.g. their own project with our support or giving interest in the work carried by the DIPPG (which we know has to be communicated better and more often).

7. Issues for the consideration of the European Scout Committee

1. **Support:** As we have faced difficulties in reaching out to the members, we would be pleased if the committee members would help us in reaching the NSO/NSAs emphasising the potentials within the field for the members.
Additionally, we would like to provide input if relevant for the European Meeting at the WSC in Slovenia.
2. **Route Nazionale:** There has been a change in how many we can send from 2 to 1. For us in the DIPPG, this is not the best in order to hold a satisfying workshop. Neither does it correspond with the grants given.
We would therefore like the ESC to consider what the best action would be in order to maximize the overall level of satisfaction for all partners' involved.

Date of reporting: 25 May 2014

YiS,
Claire McAroe and Kasper Pedersen