



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: 25/05/2014 – 03/11/2014

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 and the update assessment document, which can be accessed at www.scout.org/europe

2. Progress in implementing Objectives, Actions and achieving KPIs

- **Participation at and workshops/sessions held:**
 - Training II: Brno, Czech
 - The Overture Network meetings, The Netherlands
 - The Route Nazionale, Italy
- **Act 2.1.2**
Together with external experts we have prepared a good content for the Training III focussing on how the participants can make concrete action plans when returning home.
- **Act 2.2.2**
 - Videos and updates from Training II available online.
 - Great efforts provided in reaching ICs at the WSC to make them aware of the value of diversity
 - Supporting NSO/NSA and individual members at The Academy to tell their rewarding stories.
- **Act 4.1.4**
Effort put in to sharing of experience between our involved consultants in our trainings
- **Act 4.3.1**
A well conducted Training II held with 16 participants. Evaluations were very positive.
- **Act 4.3.2**
Our involved consultants have been good in passing on key learning-points from our trainings which has improved the programme and thoughts behind our last training in 2014.
- **Act 4.3.4**
The Training III on Roma issues will take place at the same venue as the Academy in the days following with external experts, field visits and motivated consultants! ☺
- **Establishing of partnership with Asocio**
This will help in the fulfilment of many of our objectives.

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

- **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).
- **Act. 4.2:** Slow progress and we have still not decided upon the best ways to collect the material. However, we have now found a responsible, Joana, inside the DIPPG who's very motivated about the task.
- Overall better and clearer communication targeted at the NSO/NSAs.
- Finding the best solution for the loss of one member of the DIPPG and how we are best organized between the members of the group.
- Having the consultants prepare a document on the learnings to bring back after the two trainings.

- All Group meeting in January
- Round table events in the beginning of 2015 (proposed dates internally: Ird/Spirituality 20-22 February, LGBT 6-8 March).

4. Successes

- The DIPPG and consultants met in Antwerp June 21-22, discussing among several subjects:
 - The coming training II and training III
 - How the DIPPG should communicate
 - How we better respond to the needs of the NSO/NSA's
 - How the consultants are seen as key messengers of the D/I project in Europe.
- A successful training held in Brno with good evaluation. The training did not have many participants, however, the participants present were enthusiastic and have in some ways kept this enthusiasm after having returned home.
- The team for Training III shows great strength and motivation.
- Participation at the Route Nazionale in Italy: 3 workshops conducted with very positive outcome (and good evaluations as well).
- Great impact on improving the world level triennium plan part of Diversity/Inclusion at the WSC in Slovenia.
- Initial discussions with the Danish pool of trainers, Asocio about how they can help the DIPPG with resources (e.g. experts, funding, trainers, hosting events etc). A common ground to be found in the last quarter of 2014.
- 2 prepared workshops for The Academy 2014.
- Ongoing working relationship with Overture Network – DIPPG & ERC presence at their most recent meeting in Rotterdam, October 2014

5. Challenges

Following challenges has been identified:

- Not as many participants for our trainings as we had hoped. We have difficulties finding the key reasons why NSO/NSAs don't seem to be interested enough to send 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.

6. Content of the work

The summer has been a good and busy time for the DIPPG and the consultants involved with the Antwerp meeting, Route Nazionale, WSC, and Training II.

However, the DIPPG has had to say goodbye to one of the members, Oliver Mahn, who did not feel that he could dedicate the necessary time for the DIPPG due to new opportunities in his working life.

This means that the DIPPG is now in a process of talking through how the structure internally should be and how the consultants are to be used in the time to come.

One of the most challenging things in the DIPPG work has been the low participation of NSO/NSAs in attending events/workshops.

For the DIPPG, it is crucial to better understand what the needs of the NSO/NSAs are in order to better reach and meet 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.

However, in order to have the NSO/NSAs motivated, we need in some way to get in touch with the volunteers working with the subjects in the NSO/NSAs. We hope this will be done through the gathering of materials and best practices.

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 lot of 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 by giving interest in the work carried by the DIPPG.

Asocio has shown interest in the DIPPG work and it has been discussed how to best target the help and expertise from Asocio with the needs of both NSO/NSAs and the DIPPG. A final outcome has not yet been decided, but will be settled in the last quarter of 2014.

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 their members.
 - How can we better reach the experts and volunteers presently working with Diversity and Inclusion in the NSO/NSAs?

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YiS,
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