

# Scouts Vision for Race Equity



**This is a time for change. It's a time for every one of us, as Scouts, to live by our promise, law and values by becoming a place that's inclusive of all races and ethnic backgrounds, so that all young people can be themselves and thrive.**

We recognise that racism and racial inequality exists in society and in our movement. These inequalities are deep-rooted and can be found at every level. It means that some people get more opportunities, while others miss out, purely because of their race.

The evidence tells us there is a problem. While people from Black, Asian and minority ethnic backgrounds make up 14% of the UK population, they comprise just 8% of the Scouts' membership. And for some members, negative experiences have led them to feel Scouts isn't a place for them.

That's why it's not enough to say 'Scouts is open to all'. We must each do more so that people from all backgrounds can fully be themselves, benefitting from, contributing to, and taking leading roles in our movement.

## **But what does this mean in practice? It means:**

- We will make sure our programme is relevant, enjoyable, and impactful for young people from Black, Asian and minority ethnic backgrounds, because a 'one size fits all' approach isn't enough.
- We will celebrate and explore Black, Asian and minority ethnic identities, because young people thrive when they feel included and able to be themselves.
- We will provide more shared experiences between young people from different ethnic backgrounds, because all young people benefit from the trust, respect and understanding these builds.
- We will increase the number of section leaders from Black, Asian and minority ethnic backgrounds, because young people need role models who look like them.
- We will increase the number of volunteers and staff from Black, Asian and minority ethnic backgrounds influencing decisions and holding power, because their unique experiences and insights will make Scouting more relevant, accessible, and impactful.
- We will increase the proportion of staff from Black, Asian and minority ethnic backgrounds who feel included, supported to be themselves and empowered to contribute, to harness the power of our diverse teams.
- We will educate ourselves about, and speak up against, the assumptions, slights and insults directed at people from Black, Asian and minority ethnic backgrounds because of racial bias, because they can do deep and lasting damage to a person's sense of belonging.
- We will enforce a zero-tolerance approach to racism, because it harms individuals, damages our society, and goes against our Scout values.

**#SkillsForLife**

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