



RENEWING OUR COMMITMENT TO OUR IDEALS

OUR PLEDGE TO THE NYC SCOUTING AND EXPLORING COMMUNITY



As an organization, The Greater New York Councils, BSA, stands united against racism and for a more just and equitable society. We are very proud of our youth participants and the tireless efforts of their volunteer leaders to instill in them the merits of kindness and service to others. We acknowledge that this moment calls for an examination and affirmation of our policies, mission, and support for both our youth members and NYC communities.

Authored with input from the GNYC staff in collaboration with the council's volunteer executive board.



Resources

Creation of a resource library containing age-appropriate websites, books, and videos for Scouts and their families to facilitate discussions and learn about ways to address and overcome racial and ethnic discrimination and injustice.



Support

We pledge to support staff who feel unsafe or have concerns in any of our communities – by finding appropriate avenues for counseling and dialogue.

We pledge to support volunteers as they navigate a changing landscape. This will help us best serve our young people and continue to provide a positive environment for their learning and development.



Town Halls

We pledge to enable older youth to discuss social issues which they deem important by providing an outlet and a safe collaborative setting for Scouts BSA, Venturers, and Explorers to participate in a Town Hall series curated by the GNYC Exploring team with special guests.



Training

GNYC will review available leader trainings and discussion topics. The council will facilitate the inclusion of Implicit Bias Training in an annual training event.

Additionally we will seek to improve upon existing culture and diversity staff trainings: including increased focus on appreciation and celebration of the diverse cultures within our organization and our city.



Assistance

Scoutreach provides afterschool Cub Scouting to children in disadvantaged neighborhoods and affordable weekend and summer options. We pledge to continue to deliver and expand this program whenever possible. To inquire about Scoutreach in your elementary school visit nycscouting.org/scoutreach.

We believe financial hardship should not be an insurmountable obstacle for a youth attending summer camp. GNYC will continue our fundraising efforts to provide financial assistance (Camperships) for those in need.



Partnership

Business Exploring allows young people to view the operation of businesses and receive first hand experience in a variety of industries. We will form a taskforce for Exploring to partner with more Black-owned businesses as well as minority and women-owned business to increased visibility and representation for our participants.



Review

We will look into our own history and be sure that we are being honorable and respectful. A committee with the help of outside experts will review the use of Native American imagery in GNYC. We must be sensitive and be sure that we are not re-creating harmful stereotypes or tropes.



Reflect

The Greater New York Councils will observe Juneteenth as a holiday for reflection and celebration of the Emancipation Proclamation.

We will also review additional culturally significant and appropriate holidays.



Advocacy

There is no place for racism or discrimination in Scouting and Exploring. It will not be tolerated from our employees, volunteers, or members.

Greater New York Councils pledges to implement an online reporting tool for Scouts and Explorers to seek assistance if they feel they are experiencing racial or religious discrimination, bigotry, ableism, sexism, etc.

The council will impart upon our youth members that opposition to racism and discrimination is the duty of every Scout and citizen.



Inclusion

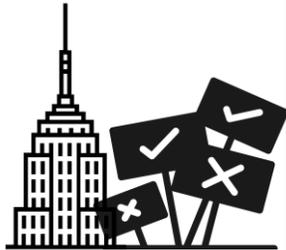
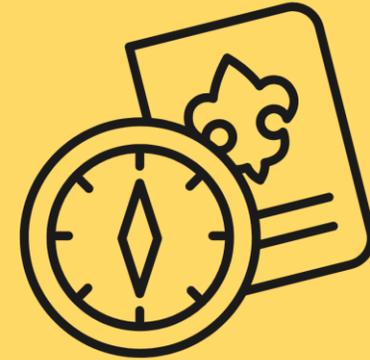
GNYC has many initiatives to provide Scouting programs to communities of color and immigrant communities in NYC. We reaffirm our commitment to serve young people from all parts of our city.

GNYC Boards' nominating committees will continue to seek candidates from diverse walks of life to improve our boards by adding valuable points of view.



Awards

The Greater New York Councils will create awards that enable Scouts and Explorers to learn about racism, civil rights, and social change.



Citizenship in New York: While Scouts on the Trail to Eagle earn various citizenship badges there is not a badge for the state level. The history of New York is a history of social change - as illustrated in the “Activist NY” exhibit at the Museum of the City of New York. This patch will be centered on the cultures of New York and the many movements for justice and equality, which began in the state.



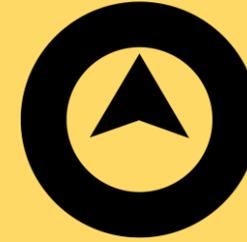
Civil Rights and Liberties: Scouts and Explorers are encouraged to earn this award which will introduce them to knowing and understanding the rights afforded to them under the laws of this nation and understanding the timeline for when these rights were recognized by law. The curriculum will include The Bill of Rights and the 14th Amendment, the UN Declaration of the Rights of the Child, and Universal Declaration of Human Rights.



Children Making a Difference (Cub Scouts): It is often easiest for Cub Scout aged youth to understand and internalize a concept by being able to put themselves in the scenario. Children are encouraged to earn this award by speaking with their parents about school desegregation beginning with Brown Vs. Board of Education through to Ruby Bridges’ historic steps to class in 1960.



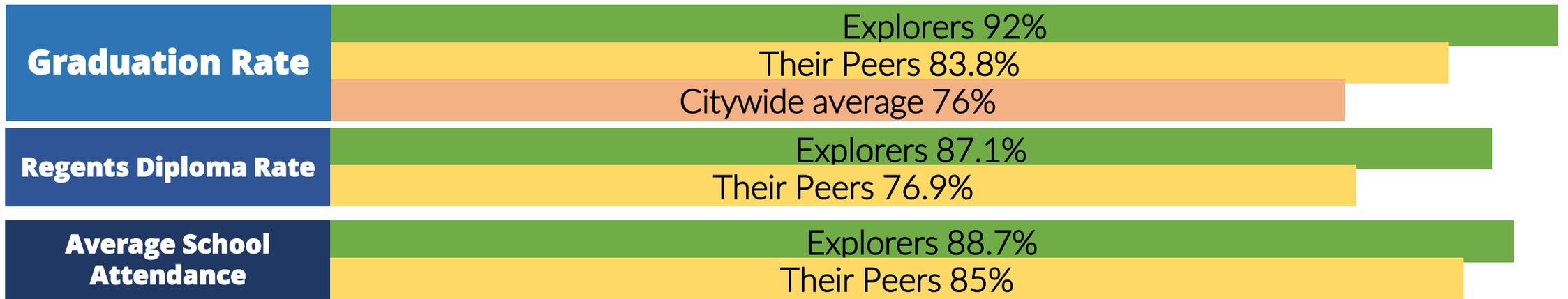
Outcomes



The GNYC Exploring program provides young people an avenue to discover career opportunities. Law Enforcement Exploring has posts throughout the five boroughs with agencies including the NYPD. Learn more at www.nyexploring.org.

As a society, we have largely struggled to make change through traditional educational reform, especially in urban districts with high proportions of students of color.^[i] Scouting has a long history of successful youth development programming that impacts educational outcomes, but has been underutilized in urban communities. Recent studies have shown that GNYC Scouting programs advance educational attainment.^{[ii],[iii]} Studies of effectiveness of similar programs provide strong grounds for expanding opportunity. High-quality out-of-school programs – like those in BSA – comprise a substantial and worthy investment in our young people and communities. ^{[iv],[v],[vi],[vii]}

Findings by an independent evaluator:



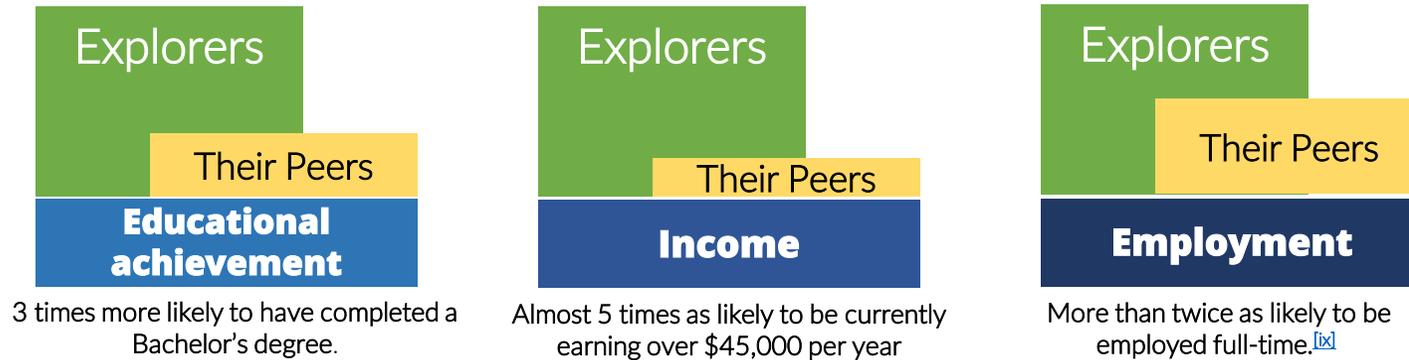
In Examining Outcomes Among Students Participating in the Exploring Program (2019), it was found that, “When compared to a group of students who were similar to them, Law Enforcement (LE) Explorers have higher attendance rates, graduation rates, and Regents diploma rates. This analysis offers evidence that LE Explorers are graduating from high school well-prepared to compete in college and the workforce.”^[viii]



Outcomes



In *The Social Impact of Public Safety Exploring* (2018), LE Explorers report higher rates of:



^[i] Payne, C. M. (2008). *So Much Reform, So Little Change: The Persistence of Failure in Urban Schools*. Cambridge, MA: Harvard Education Press.

^[ii] Casciano, R. & Bohra-Mishra, P. (2019) *Examining Outcomes Among Students Participating in the Exploring Program*. (Glass Frog Solutions). New York, NY.

^[iii] Guzzetta, B.W. (2018). *The Social Impact of Public Safety Exploring*. (Doctoral Dissertation). California Baptist University, Riverside, CA.

^[iv] Levine, P.B., Zimmerman, D.J. (2003). *Evaluating the Costs and Benefits of Afterschool: Final Report*. New York, NY: The Afterschool Corporation.

^[v] Vermont Afterschool (2014). *Return on Investment Study*. Colchester, VT: Vermont Afterschool.

^[vi] Brown, W. O., Frates, S. B., Rudge, I. S., & Tradewell, R. L. (2002). *The costs and benefits of after school programs: The estimated effects of the after school education and safety program act of 2002*. Claremont, CA: Rose Institute.

^[vii] Newman, R. P., Smith, S. M., & Murphy, R. (2001). A Matter of Money: The Cost and Financing of Youth Development. In P. L. Benson & K. J. Pittman (Eds.), *Trends in Youth Development* (pp. 91-134). Boston, MA: Kluwer Academic Publishers.

^[viii] Mader, M. & Sant'anna, A. C. (2018). *The Calculus of Race and Class: A New Look at the Achievement Gap in New York City Schools*. A project of The Milano School of Policy, Management, and Environment at The New School. <http://www.centernyc.org/calculus-of-race>

^[ix] Guzzetta, B.W. (2018). *The Social Impact of Public Safety Exploring*. (Doctoral Dissertation). California Baptist University, Riverside, CA.

^[x] Bowers, E. (2017). *Youth Perceptions of Police in New York City: The Role of Law Enforcement Exploring Experiences*. Exploring Summerfest Investigation. Clemson University, Clemson, SC.



Feedback

Our commitment to the city and families we serve does not end with these initiatives. We know that we must always continue to analyze and make corrections to best fulfil our organization's mission, *"To serve society by helping to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law."*

We will follow through with these commitments, offering transparency of our operations in our *annual report*.

We will listen to and respect feedback from our communities as we continue to work toward continuous improvement.

We must do our best to assist our young people. As Scouters we understand that we always leave a place better than we found it.