

Patch Program

We Are Friends Facilitators Guide

Lead conversations of diversity, equity, and inclusion with your Girl Scouts.

As Girl Scouts, we strive to be friendly and helpful, considerate and caring, and respectful to all people. We are sisters to every Girl Scout and can help to make the world a better place by exploring and celebrating diversity. Through the We Are Friends patch program, Girl Scouts will explore inclusivity, the value of each person in a society, and discover the confidence to stand up for what is right. Girl Scouts encourages every child to develop their own beliefs and to advocate for others.

A note to facilitators.

Girl Scouts of Central Texas aims to provide a safe space develop strong voices and leadership that will influence our neighborhoods, cities, states, and nation in moving towards a brighter future.

As our society is constantly developing and changing, it is important that we start difficult conversations about racism and the importance of diversity and inclusivity with children. By doing so, they can learn from their experiences. It is vital that we accept the realities of our modern world and find healthy ways to help our children to do the same.

This guide is not intended to be an independent study, nor for individuals, but rather a discussion guided program in the troop or family setting. In a troop setting, it is up to the leader to direct the discussion based on the grade level of the participants.

We welcome and encourage you to be creative while completing these activities, and if you come across another activity that adequately teaches the lesson, feel free to incorporate it.

You know your troop best and what works for them so be creative and have fun while completing this patch program!

Thank you, Girl Scout volunteers, for leading this very important conversation with your Girl Scouts. It's important for you, as a role model and leader, to not let your personal opinions or bias influence the participants' view.

We want this patch program to serve as a discussion guide to help you navigate unfamiliar and sometimes difficult topics in a neutral and respectful way.

The facilitator's role is a caring adult who can help participants acquire their own skills and knowledge in a supportive atmosphere rather than as an advocate of any position.

If you find yourself disagreeing with information in the patch program, remember that purpose of this program is to open a dialogue about situations Girl Scouts and our youth experience in their day-to-day lives. Girl Scouts prepares youth to face any situation with courage, confidence, and character. We encourage facilitators to do the same.

Based on the topics and conversations to be covered, facilitators may want to inform caregivers and have them complete a permission form. This form notifies them that the troop/group is planning to participate in a program or activity which involves subject matter that may be considered sensitive or controversial.

How do you talk about difficult conversations?

Some of the discussions might make you feel uncomfortable, which is completely normal when confronting new or unknown experiences.

We encourage facilitators and youth participants to examine why they might be feeling that discomfort. Perhaps your discomfort comes from not knowing or understanding something about the topic. It's okay to feel this way!

There is a simple solution: learn more about the subject so that you can be fully prepared and have a discussion with others. We've included a list of resources below that you can use to better educate yourself on topics of diversity and inclusivity, as well as find resources to help your participants understand the topics at hand.

The most important part of learning to facilitate this patch program is to figure out how you are comfortable presenting it. There are plenty of resources to help you learn, including a vocabulary list that can be used as a quick reference point to clear up misconceptions.

Through included links, volunteers can connect with trusted sites that may help them succeed. These links will open in another window and are not managed by the council.

How do you handle difficult questions?

Over the course of the training, they may ask questions that may seem inappropriate, or that you don't have the answer to. If that happens, do not shut them down, instead tell her that you will have to do some research to find her the correct answer or help her rephrase her question in a more respectful way.

It is okay to not know. It is okay to have an open dialogue. This training should be a safe space for participants to ask the questions they have regarding racial inequality and the changing landscape in America. Always thank everyone for their questions and validate their participation. This is about creating a safe space for learning, and we should encourage their curiosity.

Glossary

The included vocabulary list is for the adult facilitator to become familiar with the current definitions of commonly used terms. The more familiar you are with these terms, the more easily you will be able to use them while facilitating a discussion with your Girl Scouts. When we aren't exposed to something regularly, it can feel uncomfortable or inappropriate to us because we do not fully understand its meaning or context.

Bias: A form of prejudice that results from our need to quickly classify individuals into categories.

Culture: The customs, arts, social institutions, and achievements of a particular nation, people, or other social group.

Disability: Physical or mental impairment that affects a person's ability to carry out normal day-to-day activities.

Discrimination: The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favors one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.

Diversity: Socially, it refers to the wide range of identities. It broadly includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

Equity: The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there

are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups.

Ethnicity: Belonging to a common group with shared heritage, often linked by race, nationality, culture, and language.

Inclusion: The act of creating an environment in which any individual or group will be welcomed, respected, supported, and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.

Multicultural competency: A process of embracing diversity and learning about people from other cultural backgrounds. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.

Prejudice: A unfair feeling of dislike for a person because of their race, sex, gender, religion, or other grouping that denies the right of individual members of certain groups to be recognized.

Race: Grouping of humans based on shared physical or social qualities into categories generally viewed as distinct within a given society (such as skin color, country of origin, or history).

Racism: Prejudice or discrimination directed at someone because of their race, based on the belief that one's own race is superior.

Socioeconomic status: Social standing or class of an individual or group. It is often measured as a combination of education, income, and occupation.

Traditions: Customs or beliefs passed down from generation to generation

Xenophobia: Intense or irrational dislike or fear of people from other countries.

If you have any questions about the material or need support in delivering this program to youth groups, please reach out to Girl Scouts of Central Texas at customercare@gsctx.org. We appreciate your support in leading difficult conversations for our youth and allowing them the space to feel welcome, included, and connected to friends.

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I am a friend that is honest and fair.

Discover

A part of being a Girl Scout is being honest and fair. What do you think this means? When we think about honesty and fairness, we think it means to tell the truth and not to cheat, which is correct! But it can mean other things too. Have you ever heard of equality and bias? You may not have realized it, but these words go together with honesty and fairness.

All people should be treated fairly and equally. It seems simple enough, however it is something that our society is still struggling with. People of color or people that appear different, can face discrimination, and are not treated the same way that you may be treated. Equality is something we are still working towards and even though we are doing much better than we were just 60 years ago, it is still a major issue facing our country.

Equality means ensuring individuals or groups of individuals are not treated differently or less favorably, based on their specific, protected characteristics, including areas of race, gender, disability, religion or beliefs, sexual orientation, and age.

Bias means prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. So, what does this look like? How does being honest and fair relate to equality and bias?

In a perfect world, people would not face discrimination and would be treated fairly. You see, to be honest and fair is to treat people with equality under every circumstance. To treat people with equality is to be honest and fair about why certain people are being treated a certain way or why those people are receiving things.

To make fair decisions, it must be based on honesty, not because you like one person better than the others. Were these decisions made because of someone's skin color, beliefs, or differences or because they put in the work and earned whatever role or award they received? You may have witnessed or experienced these before at one time or another. They don't always happen in big ways but can be small acts or passing comments. It's important to recognize when you or others are making choices and comments that are honest, fair, and unbiased.

- Have you ever seen someone treated unfairly?

- Did you speak up about the injustice? Why or why not?
- Do you feel like your voice could help someone who is being treated unfairly?
- Have you ever treated someone unfairly? How could you correct that behavior in the future?

Understanding our nation's past surrounding inequality can help us to move forward in a positive way. It is important to be honest about the injustices that occurred and are still occurring and understand our role to move forward while creating a world that is better for people of all races.

Everyone deserves to have the same rights and opportunities as their friends and neighbors. But because of societal and political divides, not everyone is allowed the same opportunities. We need to be mindful of the fact that many people do experience life in vastly different ways than we do, for many different reasons, and realizing when we can help by being conscious and sympathetic of that reality will make us honest and fair to all of our friends.

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

- Maya Angelou

Connect

Play to Win

(10 minutes)

This game helps us to see how each of us experiences the same situations in our own unique, and sometimes very different ways. It is important for each of us to realize and understand that we are not only unique in our personality and appearance, but we are also unique in our life experiences. The exact same situation may be experienced by someone else in an entirely different way than your own. It is important for each of us to be sensitive to that fact and work to promote equality whenever we can. This can be done by simply being aware of unfair treatment and doing our best to encourage fairness for all. You don't always see inequality until you experience it, but a major component of being a friend and ally is to look out for equality imbalances.

People of color have been experiencing inequality and bias their whole lives. They have been the ones sitting in the back row of chairs not by choice. For us to be honest and fair moving forward, we need to understand their past experiences. Let's discover more about the Civil Rights Movement in America.

Supplies:

- Chairs, one for each participant
- Bucket
- Balls (Ping Pong, plush, tennis, one that is suitable for your space), at least one for each participant
- Small Prizes (candy, small toy or book, etc.). enough for each participant

Set up:

- Create 3 straight rows of chairs (each chair sitting behind the other)
- Place a bucket in front center of the chairs (about 2 feet from the first row of chairs).

Instructions:

1. Have the participants to pick a random chair to sit in for the game.
2. Give each participant a ball.
3. On your signal, the participants will all throw their ball to try and land it in the bucket.
4. *Participants must stay seated in their chair for the game.
5. Participants who made their shot should get a small prize
6. Make sure every participant gets a prize upon ending the game.

Discuss:

- Did you think this activity was fair for every player? Why or why not?
- Was it harder or easier to be in the back row of chairs?
- Do you think the chair selection was fair?
- What could be changed to make it fair for everyone?
- Do you think only those who made it into the bucket should be the only ones to get a prize?

Take Action

As a Girl Scout, you can make the world a better place!

All ages

- Read or watch Martin Luther King’s “I Have a Dream” speech and discuss.

Daisy and Brownie (grades K-3)

- Complete the [Civil Rights Activity Book](#) created by the Southern Poverty Law Center

Junior and Cadette (grades 4-8)

- Learn about protesting and other ways People of Color advocated for change. Then, create your own sign and plan to address a current civil rights issue that you feel strongly about.

Senior and Ambassador (grades 9-12)

- Throughout history People of Color have written letters, poems, songs, and stories about their experiences. Read some of them and then recollect a time when you were excluded from something on an unfair basis. Write letters to the people who excluded you, or poems expressing what it felt like to be treated unjustly.
- Pick a past or present leader in civil rights to research. Then present your findings about their life and accomplishments to your troop or friends and family.

I am a friend that is courageous and strong.

Discover

Doing what is right is not always easy. You are taking a stand and voicing your opinion for all to hear and possibly criticize. It can be nerve-wracking to put yourself out there! But there is more to lose by sitting by and doing nothing while someone is disrespected or hurt. Don't stand by! Girl Scouts stand up, stand strong and stand together.

It takes strength and courage to stand up for what is right. Courage and belief in what you are saying and strength to say it loud and proud! Words hurt and sometimes all someone needs is a friend who will stand up for them and their rights. We are all different, but equal, and we need to stand up for our friends. Knowing what's right doesn't mean much unless you do what's right.

Have you ever witnessed someone being bullied?

Is it easier to stand up for what is right or stand by?

What will you do in the future if you see someone being treated unfairly?

Why do you think it is important to speak out when you see something wrong?

Girl Scouts need to learn how to identify behavior that could hurt someone and have the courage to stand up against it. Bullying is not always super obvious; it can be a combination of little comments and actions that slowly wrinkle someone over time. If you ever see someone else being hurt, it is important to always report it to an adult. It is never okay to say mean or hurtful things to someone else and it is never okay to witness it and stay silent.

When people witness bullying, and stay silent, this is a form of approval towards the bully. Bystanders can feel like they're dodging a bullet if it isn't them being bullied and choose to not to say anything, fearful they'll be the next target. Even if you feel too young or too small to help someone else, something small can grow into something bigger than anyone could imagine, it just takes a little bit of courage and love to flourish! Bullying has lasting negative effects on all people involved and needs to be stopped.

*"In the end, we will remember not the words of our enemies,
but the silence of our friends."*

- Dr. Martin Luther King Jr.

Mean and hateful words have surrounded Black, Indigenous, and People of Color communities in America for decades. They have been bullied and need more people and friends to stand up and courageously speak out for what is fair and just. It is imperative for us to fight for the injustices we see.

If we can keep other people's feelings and best interests at heart, it will be easy to be courageous and strong for all our friends.

Connect

Wrinkled Heart

(10 minutes)

Supplies:

- Construction Paper
- Scissors
- Markers/crayons

Instructions:

1. Give each participant a piece of construction paper
2. Have them fold the paper in half and cut out a heart
3. On their heart have them write positive characteristics about themselves
4. down
5. Have the participants turn the heart over so you cannot read the words and
 - a. pass their heart to the person on their right.
6. Once everyone has someone else's heart have them crumple them up.
7. Once crumpled, squeeze tight! Then carefully un wrinkle and try to flatten
 - a. out the hearts.
8. Once unwrinkled, have the participantss read the positive qualities that
9. were on the part they could not see originally.
10. Ask: will the heart ever return to normal, with no wrinkles or damage?
11. Ask: can you easily read all of the qualities on the damaged heart?
12. *Before you speak, think and be smart. It's hard to fix a wrinkled heart. *

Discuss:

- How did you feel watching, someone crumple up the heart you made without reading the back?
- How did you feel crumpling up someone else's heart?
- Would you have still wanted to crumple the heart up if you had gotten to read the positive qualities on the back?
- What should we do when we see people wrinkling people's hearts at school or among our friends?

The crumpling you did of someone else's heart represents how people feel about being bullied or treated differently. The crumpling could be harsh words, mean gossip or rumors, untrue or rude posts or comments on social media, or even physical bullying or violence.

Just like someone's heart, once paper is crumpled, it can never be 100% smooth again. No matter how hard you try, that heart will always have some damage to it and it can affect how their positive attributes come out and how they portray themselves to others.

Take Action

As a Girl Scout, you can make the world a better place!

All ages

- Learn more about [Bystanders to Bullying](#), and how you can help stop it.
- Take an Anti-Bullying Pledge
- Research and play the "4 Corners Game Stand up to Bullying"

Daisy and Brownie (grades K-3)

- Read and Discuss *The Tiny Seed* by Eric Carle
- Create a Courageous and Strong Chain

Junior and Cadette (grades 4-8)

- Use the role-playing cards to act out scenarios where you can practice being courageous and strong!
- Read and discuss *You, Me & Empathy: Teaching Children About Empathy, Feelings, Kindness, Compassion, Tolerance and Recognizing Bullying Behaviors* by Jayneen Sanders

Senior and Ambassador (grades 9-12)

- Play the “Erasing Meanness” Game. Search online for the rules.

I am a friend that is responsible and respectful.

Discover

As Girl Scouts, we aim to develop skills that mold us into the leaders we want to become, more specifically we focus on developing life skills. Life skills can be anything from decision-making, creativity, emotional intelligence, social skills, empathy, and self-awareness; all of these skills embody being responsible and respectful for your words and actions. As you get older, you will continuously be developing life skills; you're never too young or too old to learn new skills.

Let's focus specifically on awareness. There are different types of awareness, commonly heard as self-awareness and social awareness. You begin to develop self and social awareness through your own experiences and environment. Being self-aware is being conscious of the fact that you are doing something or simply being aware of yourself.

Social awareness is the ability to understand and appropriately react to both broad problems of society and interpersonal struggles. This means that being socially aware relates to being aware of your environment, what's around you, as well as being able to understand the emotions of people with whom you interact.

As you mature with age, you realize the world you live in is filled with bias, inequality, injustice, and a lot of other complex things. It can be confusing and scary trying to understand all of this, and that's okay, with these experiences comes opportunity.

Everyone you meet will have different life experiences from you, so sometimes it might be hard for you to understand why certain things upset others or why someone doesn't think the same way as you. With self-awareness we are given the opportunity to be responsible and respectful of others by trying to understand them.

You will never fully agree with everyone on everything. And hopefully you wouldn't want to! Think of what a boring world it would be if we all thought the exact same way and had the exact same experiences. It is not wrong to think differently than someone, but it is wrong to be dismissive, rude, or mean about your differing opinions. It is always okay to disagree with our friends and engage in a respectful conversation, if we remain responsible of our reactions and respectful of their opinions and experiences. It is especially important to

remember this in a virtual world of social media since tone cannot be deciphered through a screen.

*Remember this, you are free to choose,
but you are not free from the consequence of your choice.*

- Anonymous

Connect

I am Responsible

Supplies:

- Bucket or basket
- Pre-cut cards with “in control” scenarios
- Pre-cut cards with “out of control” scenarios

Instructions:

1. Place all of the cards into the container, make sure it is mixed together.
2. Have each girl step up and draw a card from the basket and act it out. (They can use other participants in the scene if needed).
3. Ask participants to decide if this scenario was something that they were in control of or out of control of.
4. Allow for open discussion.
5. If they are in control of it, how and what were they responsible for?
6. Discuss how they are not responsible for certain things that are out of their control.

Discuss:

Another way for participants to learn responsibility is to have them act out different scenarios. By role-playing, you're giving participants a chance to see what responsibility looks like in action. You can help guide participants during these role-play scenarios, helping them understand the true meaning of responsibility in all types of situations.

- How do awareness and responsibility go hand-in-hand?
- Why does responsibility seem so vital among other skills?

- Can you control every situation? Yes, no, both? As a group discuss deeper.
- How do you think the people involved in these situations were impacted by the actions or words used?
- What are things that you are responsible for? Do your choices only affect you?

It is up to us to be responsible for what we say, do, and learn. By being aware, we can support those around us and gain a better understanding of diverse groups. This is the kind of responsibility that develops us into becoming better allies for those friends who are different colors, religions, genders, and those who are all worthy of respect.

Take Action

As a Girl Scout, you can make the world a better place!

All ages

- Pay attention to what bothers you about other people. This could give some insight to better understand ourselves.
- Read books about other countries and their special culture. Identify the similarities and differences. A great place to start is *Maps* by Aleksandra & Daniel Mizieliński.

Daisy and Brownie (grades K-3)

- Think back to choices you have made or situations that you have been in. Were you responsible for what happened? It can be anything from a toy breaking, getting a scraped knee, not listening to a parent, hurting someone's feelings, etc.
- Come up with five calming words to use when you are feeling angry to help you think before you respond.

Junior and Cadette (grades 4-8)

- Learn traditions, languages countries speak, and foods they commonly eat. Try recreating a dish for family dinner or come up with another way to immerse yourself into a foreign culture.

Senior and Ambassador (grades 9-12)

- Set aside a daily reflection time. People benefit greatly when they can understand their own emotions. This can include quiet time, yoga, and journaling.
- Research what is emotional intelligence? How can this be applied to society and within yourself?

I am a friend that will make the world a better place.

Discover

The world is such a big place, it may feel like it is impossible for one kid to change the world. Well guess what? It is possible! As Girl Scouts, we promise to make the world a better place, how will you do that? Will you make the world a kinder place? A safer place? An equal and just place? Creating a better world can be done in so many ways, by discovering an issue that you are passionate about and learning what steps you can take to be the change that you wish to see in the world. It only takes one person to put into motion a change, one person to recognize that there is an issue, and one person to speak up to say that something needs to change.

To change the world doesn't mean that you need to travel to another country or city to make a difference. One of the most important steps in making a change is making an impact right at home. Start making an impact in your community, watch how your passion touches the lives of those around you and grows into a community movement. Do you see any issues that have an impact in your city, are you passionate about a certain issue that isn't being addressed in your community? Maybe your city has buildings that don't accommodate those who have a disability, making it almost impossible to enter without assistance or maybe there are important public signs that do not accommodate non-English speakers or maybe there is a lack in diversity that needs representation.

Take the steps to think global and act local. It's never the wrong time to speak up and make the world a better place. Before you change the world, lay out a plan on what steps you will need along the way, whether it is a small change or a big change!

Steps to Leading a Community Project:

- Find out what your community needs.
- What are you able to do?
- Choose what the project will be.
- Develop a plan.
- Recruit volunteers.
- Make a budget.
- Make a timeline.

- Get publicity.
- Do the project.

When it comes to making the world a better place for people of all colors, ethnicities, abilities, and genders, Girl Scouts can be that hope in the world.

Connect

When You Close Your Eyes

(10 minutes)

Supplies:

- Bulletin Board Letters or Combo Ready Letters
- Sharpies
- White Paper Roll (24x12)
- Multi-colored sticky notes (optional)

Instructions:

1. Find a place to roll out the white paper roll on a wall.
2. Place the Combo letters on the white wall to read: “When I Close My Eyes...”
3. Have participants go up and write down what peace means to them; how do they want the world to be a better place.

This exercise invites students to think about and describe what peace means to them; an important theme that weaves its way through Dr. Martin Luther King, Jr.’s famous speech and goes together with diversity, freedom, and equality. With its colorful sticky notes and contrasting lettering the display is visually appealing and, as a group project, the mural is sure to promote a sense of community.

Discuss:

- What do you think Martin Luther King, Jr. would be most proud to see?
- What do you think he would be disappointed to see?
- Do you think he would approve the way we treat one another today? Why or why not?
- What are ways you can change the world? What steps can you take?
- What are some things that you want to see change in the world?

Take Action

As a Girl Scout, you can make the world a better place!

Daisy and Brownie (grades K-3)

- Grab some construction paper and create a visual of how you can make the world a better place! Use construction paper and crayons to draw an image of the world, cut out an outline of your hands and on your hands write ways that you can change the world.
- Make cards, letters, or care packages for someone who could use some encouragement like senior living homes, children's hospitals, or military veterans.

Junior and Cadette (grades 4-8)

- Watch "How to Change the World (a work in process)" by Kid President on YouTube.
- Ask yourself, do I think I can change the world? What can I do today that can make a better tomorrow? Take a look at these young activists who didn't let their age hold them back from making a change to the world!

Senior and Ambassador (grades 9-12)

- Organize a service project about an issue you are passionate about like serving homeless shelters, bringing awareness to domestic abuse, or foster care, etc.
- Organize a committee that shares similar passions as you to plan events that raise awareness that educate and empower your community.

I am a friend that will be a sister to every Girl Scout.

Discover

Sisterhood is defined as a community of women linked by a common interest. Sisterhood is love and understanding. Sisterhood is made up of honesty, courage, strength, responsibility, and respect; all things that make us Girl Scouts. Our sisters in Girl Scouting follow the same promise with the goal of making the world a better place, and though they may be different from us, they are all our sisters.

We share a bond like no other and strive to do what is right with and for our sisters at our sides. Everyone has differences and we should celebrate them! Our differences make us unique and special and including every single one of our unique and special sisters will make us unstoppable.

When no one is left out, there are no hurt feelings, kids can feel comfortable and confident within their sisterhood, and they can flourish. To truly experience the joy of diversity and equality, we need to treat everyone like our sisters and encourage others live by the golden rule.

There is more than one way to be a great sister. It can be as simple as lending a listening ear or shoulder to cry on or it could be supporting her in bigger ways. As sisters we should uplift, encourage, and support each other's endeavors as if they were our own. After all, with so many different people making up our sisterhood, think of all the different, amazing things we can accomplish!

Ways to be a sister to every Girl Scout:

- Encourage them.
- Listen. Let them talk!
- Share your knowledge.
- Give back to younger Girl Scouts.
- Give compliments.
- Help your troop leader and other volunteers.
- Connect new friends with old ones.
- Invite others to join your troop.
- Be inclusive to everyone.
- Live by the Girl Scout Promise and Law.

You must never be fearful about what you are doing when it is right.

- Rosa Parks

Now more than ever, we need to stand up for what is just and support our brothers and sisters of different abilities, colors, ages, nationalities, and religions.

Connect

Together a Masterpiece!

(15 minutes)

Supplies:

- Posterboard
- Construction paper
- Markers/crayons/colored pencils
- Additional decorative supplies (optional)
- Scissors
- Glue or tape

Set up:

In the center of the posterboard write the following quote:

“We are each unique and beautiful, but together we are a masterpiece!”

Instructions:

- Give each participant a piece of construction paper.
- Instruct them to trace their hand and arm onto the paper. (about 2 inches of arm/wrist)
- Have them decorate to represent themselves and cut out.
- Once everyone is done, have them show their hand and describe why they decorated it the way they did.
- Now they are going to create the masterpiece! Help the participants glue their hands onto the posterboard, forming a circle around the quote.

Discuss:

- Do you think it was fun to create a piece of art where everyone could contribute?
- What did you find beautiful about each person's masterpiece?
- Even though every hand is so different, do you think it turned out beautiful?
- How can we create a "masterpiece" in our lives every day?

Even though every hand doesn't match, it may not be symmetrical, or in a specific color scheme, we created a beautiful masterpiece. It is beautiful because it has been touched by everyone.

No one could have created this on their own and its uniqueness is what makes it so amazing. In our day to day lives, we can continue to create masterpieces by letting everyone contribute to our lives and embracing all our diverse and unique sisters.

Take Action

As a Girl Scout, you can make the world a better place!

All ages

- Research and celebrate different holidays from other cultures
- Learn about cultural etiquette

Daisy and Brownie (grades K-3)

- Create and fill out Friendship Hearts
- Read and discuss *The Fruit Salad Friend: Recipe for A True Friend* by Maria Dismondy and Kathryn Selbert

Junior and Cadette (grades 4-8)

- Read and discuss *Barefoot Books: Children of the World* by Kate Depalma

Senior and Ambassador (grades 9-12)

- Get a pen pal and make a new friend
- Join a new club or activity to make new friends

We Are Friends Conclusion

The world is so big, no two people are the same. You will meet people who are from different cultures, they might eat different foods from you, believe in a different religion, or you will meet people who are from the same culture as you that believe in different religions, or their families may look different from yours.

Just because they are different doesn't make them better than you are nor less important; all are equally valued! Growing up differently from your fellow Girl Scouts is an opportunity to learn about how another person lives. Ask them about their lives, what they find important, what they value, and try to better understand their perspective and how they see the world. By learning more about others, this allows you to see through a different lens, developing awareness and understanding of others in the world.

As Girl Scouts, it is your duty to fight for inclusion and equality for yourself and all your friends. The greatest change happens when we open our minds and hearts to do better and work outside of our comfort zones. Take what you've learned and stand up and with communities of all races, ethnicities, and backgrounds because We Are Friends, and they deserve to be treated equally. Never settle for less than what you and those around you deserve.

Purchase the patch.

To purchase the We Are Friends patch, contact the Girl Scouts of Central Texas' Shop.

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