

# Patch Program

## Stand Against Racism

Girl Scouts stands against racism and pledges to work for a just society for all. Recent events in America require us as citizens and as Girl Scouts to “be a sister of every Girl Scout” and “to make the world a better place.” Learn how to focus your efforts to fight the racism that exists in our society.

### Grade level requirements:

- **Daisies, Brownies, Juniors (grades K-5):** Two activities from each category
- **Cadettes, Seniors, Ambassadors (grades 6-12):** Three activities from each category
- **All levels (required):** Pledge to uphold the [GSUSA commitment to anti-racism](#).

### A note from our CEO, Paula Bookidis:

Dear Girl Scouts,

Today, to make the world a better place for all people, I believe we as individuals and as an organization must reaffirm our commitment to inclusion and to being antiracist.

We have a collective responsibility to model and teach respect for one another, to speak out against injustice, and to provide a safe space where all girls are heard and are valued. We have a huge opportunity and privilege to help thousands of girls learn how to build a world of justice and equality. My promise to you is that Girl Scouts of Central Texas will continue to invest in this work.

Racism and hate have no place in Girl Scouts. Thank you for your commitment to encouraging every girl to believe in herself, to advocate for herself, and to achieve her highest potential.

Yours in Girl Scouting,



Paula Bookidis  
Chief Executive Officer  
Girl Scouts of Central Texas

## Discover

Identify subjects related to the topic and realize that you have the power to impact the topic of the patch.

- Daisies, Brownies and Juniors: Watch the reading of the book [A Kids Book About Racism](#) by Jelani Memory on YouTube. Then, answer and discuss the following questions with your troop or family:
  1. Have you noticed people being treated unfairly because of the color of their skin?
  2. How do you think it made the person who was being treated unfairly feel?
  3. When we see someone who's being racist and treating someone unfairly, what we can do?
- Cadettes, Seniors and Ambassadors: Watch the [Kids on Race](#) video on YouTube by WNYC Being 12. Then, answer and discuss the following questions with your troop or family:
  1. Have you personally experienced or noticed people being treated unfairly because of the color of their skin? Share your experience.
  2. Why do you think others bully or tease people of different races? Discuss your reasons and any examples if you have any.
  3. How can you be a better ally to those of different races in your troop? School? Community? Share your ideas.
- Learn about Marley Dias by watching [this video](#) on YouTube. She began this list when she was in sixth grade as a response to the lack of resources on books about black women. What kind of project would you create based on a need you see?

- Who are some of the heroes who fought against racism in history? Today? Research and learn about some who have used their voice to help others. How can you fight against racism in your world?
- Learn about [Josephine Holloway](#) and how she fought to create a Girl Scout troop for African American girls in the segregated south in 1942. Why was it important to allow all girls the chance to be a Girl Scout? Why is it important to give all girls equal opportunities in life?
- Learn about racial bias. Have you or someone you know experienced racial bias? How do movies like 1997's *Cinderella* starring Brandy and Whitney Houston and the 2021 *Little Mermaid* film fight racial bias?
- Learn about [privilege](#) on page 8 and answer the questions. Discuss with your troop and family.

## Connect

Connect to the topic and collaborate with other people, locally and globally to make a difference or learn more about the patch topic.

- Daisies, Brownies and Juniors: Did you know that schools in America remain highly segregated along racial, ethnic, and socioeconomic lines? Watch the video "[Kids Talk About Segregation](#)" on YouTube. Then, answer and discuss the following questions with your troop or family:
  1. What did you think about this video? Did it surprise you? Did it upset you? Discuss your thoughts and feelings.
  2. What makes segregation bad and unfair?
  3. How can you make sure everyone in your school feels welcome and equal and not separate and different?
- Cadettes, Seniors and Ambassadors: Did you know that schools in America remain highly segregated along racial, ethnic, and socioeconomic lines? Watch the video "[Being a White Student at A 99% Black School in a Segregated Town in America](#)" on YouTube. Then, answer and discuss the following questions with your troop or family:
  1. What are your initial thoughts about this video? Did it surprise you? Did it upset you? Discuss your thoughts and feelings.
  2. Sometimes it only takes one person to make change, and Mykenzie and her mom are trying to change their town and make it more unified. Would you be willing to do what Mykenzie did to change your town? Discuss why or why not.

3. The two schools in the town are not only segregated but several stereotypes and rumors exist between the two schools. What could be done to make these schools and their town more unified?
- What does it mean to have a diverse community? How are the people in our communities different or the same? We can learn about diversity in our communities through the Census. The Census is a count of all the people living in the United States. It includes information about where we live and basic facts, such as age, race, and ethnicity. Use the [Census Quick Facts Tool](#) to learn about diversity in your community. You can explore your state, county, city, or neighborhood.
    1. What did you learn about your community? Do you think that your community is diverse? Discuss your results with your troop and family.
  - Learn about racial stereotypes and cultural appropriation from the following videos: Daisies, Brownies and Juniors watch "[What to avoid when choosing your Halloween costume](#)" and Cadettes, Seniors and Ambassadors watch "[My Culture is NOT a Costume](#)." Discuss the following questions with your friends, troop members or family:
    1. How are stereotypes harmful?
    2. Thinking about your past Halloween costumes, have you ever worn something that could be viewed as cultural appropriation? If so, and knowing this now, what are some things you can do differently?
    3. What are some action steps we can do now that we know about stereotypes and cultural appropriation?
  - Read Shane De Rolf's poem "[The Crayon Box that Talked](#)" on page 9. Discuss with others what you think the poem means and why Crayola has begun releasing Colors of the World crayon packs. Make a drawing of yourself using any crayons you have that match your skin tone.
  - Listen to Dr. Martin Luther King Jr.'s "[I Have a Dream](#)" speech. Learn the importance of the speech and Dr. King in the Civil Rights Movement. Which, if any, of his dreams do you think have come true?

We say the Girl Scout Law often at troop meetings, programs and events. How does living the Girl Scout law help create a more diverse and inclusive world? Using the [Celebrate Diversity as a Girl Scout](#) handout (page 10), connect it to different opportunities you can celebrate diversity in your troop. Discuss with your troop.

# Take Action

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

- Daisies, Brownies and Juniors: Have a party with your troop to celebrate Black History Month! Share about legendary African Americans, listen to jazz, enjoy soul food and more!
- Cadettes, Seniors and Ambassadors: Volunteer with an organization dedicated to people of color in your community or volunteer with a community festival surrounding a race different from yours. Immerse yourself in another world while doing some community service!
- Start a book club or have a movie night with friends and/or your troop featuring works by Black voices. Check out the lists of options from Marley Dias's #1000BlackGirlBooks, the Los Angeles Public Library, and Embrace Race in the [resources](#) below. Discuss together how similar the characters and their world are from your world. Also, discuss the differences between their lives and your own.
- Research the National Association for the Advancement of Colored People (NAACP). How and why was the organization started? What is its mission? Who is the current President of the Chapter in your city/county? Invite him/her to speak at one of your troop meetings.
- Practice diversity and inclusion by getting to know some people at your school who are of a different race. Talk to them in class, the hall, have lunch with them or plan time to meet after school. Not only will you learn about the similarities and differences you have with that person, you may also have a new friend!
- Solidarity means unity or mutual support within a group. Show your solidarity with your neighbors and your community by making some signs for your yard or a front yard facing window sharing messages of love, equality, and support for all members of your community.
- A bystander is someone who witnesses bullying and doesn't do anything about it, but an upstander is someone who recognizes something is wrong and takes action to make it right. Learn ways to be an upstander at your school and in your community. Discuss your ideas on how you can be an upstander with your troop and/or family and try one of these ideas out.

## Resources

- [Teaching Tolerance](#)
- Los Angeles Public Library – [Black Lives Matter](#)
- Embrace Race - [Books that Animate Kids to be Racial Justice Advocates for All Children](#)
- HealthyChildren.org – [Talking to Children About Racial Bias](#)
- PBS Kids for Parents - [Talking to Young Children About Race and Racism: A Discussion Guide](#)
- PBS LearningMedia Resources - [Race, Racism, Protests, Civil Rights, Current Events and more](#)
- Nicole the Librarian – [Anti-Racism Resources for All Ages](#)
- [#1000BlackGirlBooks](#)
- [Civil Rights Digital Library](#)
- [Veterans of the Civil Rights Movement](#)

Some curriculum adapted from the following curriculum:

- *Discussion Guide for Amazing Grace*, Ripple Reads – Issue No. 1, 2020.
- Girl Scouts of Northeast Texas *Celebrate Diversity* Patch Program
- Girl Scouts River Valleys *Diverse. Inclusive. Together.* Patch Program
- Girl Scouts of Central Texas *Black History Month* Patch 2019

## Key Terms

- **Equality** means that everyone gets the same thing or is treated the same way, no matter if they have different needs.
- **Equity** ensures that everyone gets what they need to be successful, even if it's different for each person.
- **Justice** fixes the reasons why things were unfair in the first place, so everyone has the same chances.
- **Race** is the man-made idea that people can be divided into groups based on physical differences.
- **Racism** is, essentially, using race to create and support beliefs and systems that discriminate against some people and give privileges to other people. Racism is maintained by individuals, groups, and institutions.
- **Anti-racism** is talking about race and racism and understanding that all the racial groups are equals. It is seeing that there are different colors and different cultures, and we should value them all equally.

- An **advocate** or **ally** is someone who speaks out in support or defense of something or someone, especially someone who fights for the rights of others.
- **White privilege** means that white people do not struggle with being treated unfairly because of their race or skin color. It doesn't mean white families do not experience struggles in life.
- **Discrimination** or **prejudice** is the unjust treatment of people and groups based on characteristics such as race, age, religion, gender, ability, or sexual orientation.
- **Segregation** is the enforced separation of different racial groups. This used to be allowed in the United States and different races would have to use different facilities, such as water fountains, bathrooms, and schools.
- **Desegregation** is the ending of the policy of racial segregation.
- A **stereotype** is a mistaken idea or belief many people have about a thing or group that is based upon how they look on the outside, which may be untrue or only partly true. **Stereotyping** people is a type of prejudice because what is on the outside is a small part of who a person is.
- **Cultural appropriation** occurs when a person from one culture adopts the fashion, iconography, trends, or styles from another culture. Some of the most controversial and harmful examples of cultural appropriation happen when the culture being appropriated is one of a historically oppressed group. This is seen most often during the Halloween season with culturally inappropriate costumes.
- **Microaggressions** are subtle gestures, comments, and biased behaviors towards marginalized groups. For example, telling a child of another race that their hair is beautiful and asking to touch it may leave the child feeling like they are not "normal" even if you intended to compliment.
- **Racial Bias** or **Implicit Bias** are negative associations that people unknowingly hold. They often happen automatically and without realizing the bias has happened or even exists. For example, asking a black girl if Tiana was her favorite Disney princess as if that was the obvious choice for her.

## Privilege

We hear this word a lot when racism and equality are being discussed, but what does it mean? **Privilege** means a special right, advantage, or immunity granted or available only to a particular person or group. Sometimes, we hear the word used as white privilege. **White privilege** means that white people do not struggle with being treated unfairly because of their race or skin color. It doesn't mean white families do not experience struggles in life.

Read the example below and discuss the questions with both your troop and family. Privilege is very important to know about so we can improve our society and our world.

“Privilege, when it comes to race, is about unearned rights.

I can walk into any store and find a doll that matches my daughter's skin.

I can drive in any area near my home and not get pulled over.

I can go to the movies and hold hands with my partner [when I'm straight] and not fear getting hit in the head with a baseball bat.

I can wear a symbol of my religion like a cross necklace and not fear being called a murderer or terrorist.”

- Brené Brown, “We need to keep talking about Charlottesville” - 2017

### Discussion:

- Do you feel privileged or not? Why or why not?
- How does it make you feel that not everyone can feel privilege?
- How can changes be made to society where everyone feels equal?

## **“The Crayon Box that Talked” by Shane DeRolf**

While walking in a toy store the day before today  
I overheard a crayon box with many things to say.

“I don’t like Red!” said Yellow, and Green said, “Nor do I!  
And no one here likes Orange, but no one knows just why.”

We are a bunch of crayons that doesn’t get along,”  
said Blue to all the others, “Something here is wrong!”

Well, I bought that box of crayons and took it home with me,  
And laid out all the colors so the crayons could all see.  
They watched me as  
I colored with Red and Blue and Green,  
And Black and White and Orange and every color in between.

They watched as Green became the grass and Blue became the sky.  
The Yellow sun was shining bright on White clouds drifting by.

Colors were changing as they touched becoming something new.  
They watched me as I colored, they watched ‘til I was through.

## **Celebrate Diversity as a Girl Scout**

How does living the Girl Scout law help create a more diverse and inclusive world? Connect the Girl Scout Law to different opportunities of how you can show respect and celebrate diversity in your troop. Use the examples below and come up with your own and discuss with your troop. Then, try to put these words into action in your troop!

### **The Girl Scout Law**

**I will do my best to be  
honest and fair,  
friendly and helpful,  
considerate and caring,  
courageous and strong, and  
responsible for what I say and do,  
and to  
respect myself and others,  
respect authority,  
use resources wisely,  
make the world a better place, and  
be a sister to every Girl Scout.**

- Ensuring that *all* girls have an opportunity to participate in troop activities.
- Expressing your opinion and valuing other opinions.
- Never using words and phrases that hurt or exclude people.
- Recognizing holidays and traditions of *all* the girls in your troop.
- Introducing yourself to a new girl at school who is of a different background.
- Standing up for someone who is being bullied because of how they look, speak, or where they are from.

What are your ideas of how you can show diversity using the Girl Scout Law?