

Allies for All Patch Program



Growing A More Supportive Space For All

When **Seniors and Ambassadors** have earned the *Allies For All* patch, they'll have developed an appreciation of the uniqueness and commonalities of themselves and others, and the rich diversity of various cultures in their community and in the world. Girls will also deepen their understanding and respect for people who may be different from them and learn ways to be the best friend that can be to all people.

About the Patch

In a diverse garden with its stunning array of colors and contrasts, you can always find something different and unique about each individual flower. Like all those flowers, each individual person adds value to our world in a variety of ways. This garden represents what people see when they appreciate and encourage diversity – a fascinating collection of color, culture, beauty, shape and experiences.



Designed to be earned at all Girl Scout levels, the *Allies for All* patch program activities build progressively as the girls mature. Girls can earn the main piece of the *Allies for All* patch in each of her Girl Scout levels. Girls will also have the option to earn the green chevron-shaped piece, called the *Allies for All* “hug”, if the patch is earned a second time in the same level. For example, if a 9th grade Senior earned the *Allies for All* patch, and then earned it again in her 10th grade year, she will have earned the patch in 9th grade, and can add the hug in 10th grade.

Discover

Understanding your connection to your community, to others in the United States, and possibly around the world, is an important step to understanding our connection to each other, and these connections are something to celebrate! Did you know that Girl Scouts of the USA (GSUSA) is a member of the World Association of Girl Guides and Girl Scouts (WAGGGS), which includes 10 million girls in 150 countries? All those girls, in all those countries, are working to make the world a better place. Celebrate your cultural awareness with these activities:

❑ What is your Worldview?

A worldview is a collection of attitudes, values, stories and expectations about the world around us, which inform our every thought and action. We see the world through the lens of our worldview. All of us have biases that we have learned while growing up. We may feel more

comfortable around certain groups of people or who are similar to ourselves, and that is a normal feeling! What is important is to recognize our biases so that we can think before acting on them. The first step is examining our worldview, and what biases we may have. Try these activities for self-examination:

- **Worldview and Bias** - Socrates said: “The unexamined life is not worth living.” Life is better when you take the time to think about and understand your own actions and reactions! How do you view your community, and the world beyond?

i is required; choose ii or iii

- i. A worldview questionnaire can help you to examine how your vision of the world might be described. Be sure to read about the other viewpoints as well, noting differences and similarities. Take the following questionnaire, or one similar: <https://www.culturalevolution.org/worldview-questionnaire/#about>
- ii. Bias - What is explicit and implicit bias? *Implicit* bias is a reaction your unconscious mind makes. You don't know you are doing it, but it comes from how you see the world. *Explicit* bias is a conscious action that you are aware of. Implicit bias comes from many images and associations over a long period of time. What does peanut butter & jelly have to do with bias? If you consistently see peanut butter & jelly together, then your brain will store that info, long term, until when you see one of those items, you think of the other. If you have always seen one type of person acting a certain way, that association becomes your implicit bias. IMPLICIT BIAS - Watch the following YouTube videos on Implicit bias with your troop or an adult <https://youtu.be/1JVN2qWSJF4> , or a similarly themed video, <https://youtu.be/ZWgVs4qj1ho>
 1. What were the implicit biases people had in the short video? How did it affect the people involved? Brainstorm other biases people may have against groups of people. Groups might be based on race, religion, lifestyle, affiliations, appearance, hobbies, intellect, economic status, profession, etc.
 2. Remember, recognizing that a bias exists is the first step to getting rid of it. Once you recognize you have a bias then one can choose not to act on it. Looking at your list, discuss how biases can affect your decision making.
- iii. INCLUSIVE PUBLIC SPACE - People have the right to be respected in public spaces. A public space refers to an area or place that is open and accessible to all peoples, regardless of gender, race, ethnicity, age or socio-economic level. These are public gathering spaces such as plazas, squares and parks. Connecting spaces, such as sidewalks and streets, are also public spaces. See: [public spaces in urban development](#)
 1. Discuss with your troop what this means to you today, and why it is important to have inclusive public spaces.
 2. Could the internet be a public space? Discuss why or why not with your troop, or an adult.

☐ **Girl Scouts USA is part of a worldwide sisterhood**

i and ii required

- i. **WAGGGS** stands for World Association of Girl Scouts and Girl Guides and is the largest voluntary movement dedicated to girls and young women in the world, representing over 10 million women and girls from 152 countries around the world. Do you or does anyone in your troop have any connections with countries on the WAGGGS list? <https://www.wagggs.org/en/our-world/>
- ii. **Girl Scout program connections:** With 1-2 of your troopmates, find activities from Girl Scout resources that show connection to girls around the world. Resources are available on The Volunteer Toolkit in your myGS account.

Choose your level; one required

1. Seniors:
 - a) One activity from either of these badges: *Behind The Ballot; Girl Scout Way; or Democracy*
 - b) One activity from either journey: *Mission Sisterhood or Girltopia*
 - c) One activity from [2020 WAGGGS Thinking Day Activity Pack “Living Threads”](#).
2. Ambassadors: (or un activity? re: UN women)
 - a) One activity from either of these badges: *Public Policy, Girl Scout Way; or Democracy*
 - b) One activity from journey: *Your Voice, Your World*
 - c) One activity from [2020 WAGGGS Thinking Day Activity Pack “Living Threads”](#).

Connect

Being an ally means being a friend who is willing to stand up for what is right, for yourself, or for another person, with their permission. When you decide to be an ally, then you have decided to look beyond any bias, and get to know all about the unique person, based on their individual personality! Watch the following two short YouTube videos about allyship. <https://youtu.be/q7EIX4GFQpI> and <https://youtu.be/0hJknn4NVBY> Explore stereotypes with these activities:

What Systemic Racism and Discrimination look like today

Our society is progressing, but systemic racism is still with us, often built into our businesses, government, schools and other institutions in our society. Movies, media, literature, and generations of people continue to pass down old ideas, and when you don't know anyone from other groups, it may be easy to believe stereotypes if they are built into our “systems”. Explore current trends with one of these activities:

Choose one

- i. *Think* about ways that racist ideas and systemic racism continue to spread--- Have you ever heard generalizations or biases about individuals or a marginalized group? Even in jest, these seemingly innocent statements are part of the racism/ stereotypical machine that keeps things going. *Pair* with a partner and discuss what generalizations you each thought of. *Share* the thoughts and ideas with your troop/group.

- ii. With your troop, work in teams to research online how systemic racism has continued through discrimination in the following areas: housing, jobs, healthcare, education and the criminal justice system. Each team should research one area. Then take turns sharing your research with the troop. Discuss commonalities and differences in each area.

□ What Inclusivity looks like today

Next, discuss how to be an ally against discrimination when you hear it. Take a look at some examples in these activities:

Choose one, required

- i. Creatively illustrate the following quote: (create a storyboard, art, word cloud, cartoon, poem, spoken word, etc.)

“Diversity is being invited to the party. Inclusion is being asked the kind of music you like. Equity is having the music you like be played. Belonging is being asked to help plan the whole party or at least getting your ideas beforehand about what a fun party would look like. At the end of the day, everybody wants to belong.” Reggie Shuford, Executive Director, Administration, ACLU of Pennsylvania

- ii. With your troop, brainstorm examples of viral videos and social media movements that were designed to fight against systemic racism and discrimination of any marginalized group. Did these viral videos and social media movements change how society reacts to systemic racism and discrimination? During your troop discussion, having someone chart the positive and negative effects that social media had in the goal of increasing inclusivity.
- iii. People can be members of more than one group that is discriminated against; this is called *intersectionality*. This results in many disadvantages in our society. Understanding that a person’s intersectionality reflects the complete person helps in understanding how a person’s complete identity (age, ethnicity, gender, social class, lifestyle, physical ability, culture etc.) and their lived experience affect how they interact with professionals and services in society? In 2015, Gold Award Girl Scout from Orange County, CA, Julia Offenberger, created an online magazine dedicated to elevating and examining intersectionality. Follow Julia’s “Freckly Mag” ‘zine at <https://www.instagram.com/frecklymag/>

Take Action

Be an ally, be an advocate - Being an ally is an antidote to the exclusion of those targeted by oppression *and* those in the targeting role--it empowers everyone involved. Our communities need the voices, opinions, and help of people from many different groups. A true win-win! See ideas below:

Choose one, required:

□ Allies alongside, speaking out *with* but not *for*

The goal is to be an ally who does not force rescue on a group, but stands with, promotes, shares and elevates the group, as desired by them. Remember: Ask, Listen, Show up, and Speak up - sample empathy project etc.

Choose one

- i. Together with your troop, find songs with lyrics about fighting inequity or are for equal justice in our society. Find enough songs to make a playlist (approx. 10). Put the songs into a Spotify (or other music sharing) playlist and share it with your friends and on social media.
- ii. Read the poem *Let America Be America Again* by Langston Hughes - excerpted here: “O, let America be America again— The land that never has been yet— And yet must be—the land where every man is free.” With your troop, discuss how the poem makes you feel.
- iii. Send an email to the future! Use futureme.org to write an email to yourself 1, 5 or even 10 years into the future. futureme.org will email you back your letter in the year you set, and you will have a chance to read what you wrote and check in with yourself on your progress and growth! In your letter, reflect on society today, what you have learned in this patch program, and promise your future self that you will be an ally, and what you hope will happen because of that.
- iv. Celebrate and promote important days! #diversityday National Diversity Day is an annual event on the first Friday in October (Diversity Awareness Month). Juneteenth #Juneteenth is an annual holiday observing the end of slavery in the U.S. and marks the day (June 19, 1865) when news of emancipation reached people in the deepest parts of the former Confederacy in Galveston, Texas. In 2021, it became the first new federal holiday created by Congress in nearly four decades. Follow either hashtag and promote a shared post - when you see a member of a marginalized group in the news in a way that dissolves a stereotype, or breaks a bias, share that story, post that success. This is one way that you can be an ally, and encourage others as well!
- v. Many artists make political art. Look up some examples (Fela Kuti, Melanie Cervantes, Gordon Parks, La Tjoya Ruby Frazier etc.) and then make a social media graphic for a local group or cause fighting for fairness. This could be electronic such as a zoom background, meme, Instagram post, infographic, etc. Then post it.

☐ Your time, your voice and soon, your vote

Girl Scouts use their determination to lead every day in the fight for a clean environment, racial and gender equality, safety issues, local concerns, and so much more. What can you do to best use your time, voice and, eventually, your vote?

Choose one

- i. Research organizations that help fight discrimination and promote equity and diversity. Choose one and find out how they promote equity, diversity, and fight discrimination. Contact an organization who advocates for civil rights issues. With your troop, brainstorm list of questions to email them, and share their responses with your troop.
- ii. With a group of friends, plan a visit to a museum or special event that specializes in a specific ethnic group. Prepare for the visit by researching the event and discussing how to attend respectfully. If you cannot actually visit a museum, look for virtual tours. (See suggestions in the *Allies For All Leader's Resource*.) What was your favorite or most moving exhibit (why)? How did your level of appreciation, understanding and empathy change? What made the difference?
- iii. You can talk to people in your community to find out what they are doing or what you can do to help them fight these problems. Sit in on a city council meeting, community night or event.

Does your school have a club to promote equality or allyship? Speak to your school principal or activities director to learn about starting one!

- iv. Volunteer for an organization that fights inequity/discrimination for a specific group(s). Such as Southern Poverty and Law Center- teaching tolerance, OC Human Relations, Multiracial Americans of Southern California, and others. (see leader resource for more ideas)
- v. Write letters to government representatives addressing issues you have learned about. [Click here to find your government representatives](#)

Congratulations! You have worked to earn the Allies for All patch and have made a beautiful promise to make the world a better place by being an ally to all!

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

-Dr. Martin Luther King Jr.