

**The Michigan Crossroads Council  
dba: Great Lakes Field Service Council; President Ford Field Service Council; Southern  
Shores Field Service Council; Water and Woods Field Service Council**

## **Diversity, Equity and Inclusion Policy**

The Michigan Crossroads Council (the Council) is committed to providing a quality Scouting experience to all youth in the community. The Council understands that to achieve that goal, it must embrace the uniqueness of all individuals and actively seek out diversity of views, experiences, cultural heritage and traditions, skills and abilities, values, and preferences.

The recognition of diversity within an organization is valuing differences through its actions and accountability system. The Council believes that when it respects differences based on among other things, ethnicity, race, family status, gender, sexual orientation, age, gender identity, socioeconomic status, religion, physical ability or political belief, then it can genuinely represent the communities it serves and will gain strength and effectiveness through increased support from those communities.

The Council is committed to providing the Scouting program to all youth and adults and will adhere to the following diversity, equity, and inclusion standards.

**Mission:** The Michigan Crossroads Council is committed to diversity, equity and inclusion in all areas of the organization including youth and adult membership, partnering organizations, corporate relations and leadership.

**Vision:** The Council takes an active and intentional approach to the recruitment and engagement of diverse members and partners and commits to fairness of treatment, opportunities and access without discrimination in any of its forms at all organizational levels and throughout all programs.

### **The Michigan Crossroads Council, at every level, commits to:**

- Internal diversity of board, staff, volunteers and partners and external diversity of communities and members served;
- All activities will be planned by communities that are representative of the populations served;
- Actively pursuing opportunities to provide the Scouting program to diverse communities that are underserved or not actively involved in Scouting;
- Fostering programs and practices that create and support community outreach and that eliminate bias, prejudice and misunderstanding within the communities we serve;
- Educating leaders and members of the needs, cultural beliefs, traditions and family structures of the populations they serve;
- Consistently evaluate practices to ensure effectiveness of The Council's work in this area.

## Implementation

### Administration:

1. The board will be held accountable to recruit volunteers that are diverse in \*individual and cultural differences and they will recruit individuals with diverse experiences and skills that will further the mission of the Boy Scout of America.
2. The nominating committee will work to ensure continued diversity of volunteers; abide by an inclusive process that lends to diversity in all leadership levels of the Council and districts served.
3. The Board will hold the CEO responsible for hiring staff with diverse backgrounds that are representative of the communities and populations served.
4. Training, seminars, and continual learning opportunities will be provided for staff and board in areas of diversity, equity, and inclusion.

### Membership

1. The Council and the district leadership will recruit volunteers that are representative of the areas they serve.
2. Leadership will seek out charter partner organizations and volunteers in areas under represented in the Scouting community.
3. Council and district leadership will recruit youth and adults regardless of their \*individual or cultural differences.

### Partnerships

1. Leadership and staff will seek out partnerships with organizations in areas underserved by the community and the Scouting program.
2. Charter partners and their leaders will be representative of the communities they serve.
3. The Council will seek to identify vendors and corporate partners of diverse backgrounds and who adhere to their own diversity policy.

*\*ethnicity, race, family status, gender, sexual orientation, age, gender identity, socioeconomic status, religion, physical ability and political belief*