

## Aware, Ally, & Advocate Patch



### Purpose:

*After earning this patch, I will:*

- Become aware of a community's history and challenges.
- Act as an ally by recognizing and acknowledging implicit biases.
- Advocate for equity for the community.

### Important Notes

This patch is intended to give a structure for exploring Diversity Equity & Inclusion and we understand that the list of communities featured in this patch is not exhaustive. We encourage all to use the format of this patch program to learn and explore any community of interest.

Before beginning this patch program, it is important to note that speaking with one or a few people from a particular community doesn't represent the experiences of all people. As we learn about others, it is extremely important to recognize individual people as unique beings, not a representation of a group. Please take time as a guiding adult or with your older Girl Scouts to view this video, the [Danger of a Single Story](#).

An effective introduction to this concept of individuals reacting differently to the same situation comes from the [2021 World Thinking Day Peacebuilders](#) Packet. Here Girl Scouts make five (5) different emotion emojis, and hold them up as several situations are read. Take time to notice and discuss that not everyone reacts in the same manner.

Below are samples of diversity which may become your focus. This list is not by any means comprehensive and recognizes that within "diverse groups" there are communities and individuals with varying experiences. Being a part of any community is only a part of what makes up an individual.

- Gender Identity
- Culture/Ethnicity
- Ability
- Sexual Orientation
- Age
- Religion
- BIPOC
- Body image
- Socio-economic status

### The Patch's 3 Step Format – *Aware, Ally, & Advocate*

**Aware:** In this introductory step, Girl Scouts first participate in an activity that relays the meaning of **equity**. Next, they will learn about **implicit bias**. Finally, they will review books, movies or other media and participate in a discussion. You may wish to repeat the final Aware activity multiple times to explore different communities before selecting one for the Ally and Advocate steps.

1. **Equity vs equality activity**- Examples:
  - Plants growing & varying needs
  - Band Aid for each first aid situation - activity from [World Thinking Day 2020 packet](#)
2. **Implicit bias activity** – Examples: from the Amuse Junior Journey
  - Show types of toys advertisements
  - Quick draw various professions
  - or your own

**AWARE STEP:** Read or watch at least two stories or videos highlighting a community- Choose a community and use resources of your choosing or check out [gsfct.org's Diversity and Inclusion page](#) for resources. We encourage you to see what works best for you or your group.

Have a discussion on the story or video with your group. If you are working on this patch solo, explore the use of a journal to record thoughts and reach out to family and friends for conversations. Suggested discussion questions:

Before:

From the title or cover, what do you think this is about?

What do you know about this topic?

During the video/story,

“Are you wondering about anything?”

What might be going on in the character's mind?

After

How do you think the characters might have felt? What makes you think that?

Was there something you were not aware of?

After hearing the story, did you change the way you thought of something?

**ALLY STEP:** Having chosen a community, choose at least two options to learn a bit about the community’s historical journey, organizations that support or advocate for the community, biases toward the community, and/or what equity would look like for the community.

- Pick a historical time or event and view it through the lens of the community. Examples include- Colonization of Americas, Japanese internment, Holocaust, Indigenous peoples to boarding schools, passing of the ADA, suffragists, BLM...
- Keeping in mind that no one person or group can reflect everyone’s experiences, reach out to a local organization who advocates for or works with this community, and hear their story. Learn why it is important to provide *equity* to this community, and what that entails.
- Learn to recognize biases towards this diverse community. Keep a journal for a week and record what you see around you with special attention to media, and social interactions in your immediate world.

**ADVOCATE STEP:** Review powerful and peaceful ways to advocate for others. Combine this with what you’ve learned and become an advocate.

Sample ways to advocate for others may include:

- Participate in a rally
- Participate in a peaceful protest
- Volunteer or give service to a related organization
- Work to break down barriers for the community
- Raise awareness of the biases the community faces
- Build your Journey or Highest Award Take Action Project around an issue you’ve discovered in the community.
- Help a young group of Girl Scouts earn this patch.
- Share your advocacy message on a shirt, sign on your window, lawn, or car and be prepared to speak to others about the meaning and importance of these words or symbols advocating for others
- Make a presentation to a body such as a school administrator, town officials, or others in a leadership capacity.
- An idea of your own choosing to advocate for others.

## **Resources**

You will find a list of resources on the Diversity and Inclusion section of GSOFCT’s website that you may wish to utilize while earning this patch. This list is not meant to be exhaustive, but a selection of resources. We encourage you to share with us any resources you’ve used to dig deeper for your personal or troop growth.

The *Aware, Ally & Advocate Patch* will be available in the [GSOFCT shops](#).