



To: Adult Members of State Girl Guide Organisations

Re: Introducing the Diversity and Inclusion Policy, Procedure and Guidance

Commitment to diversity and inclusion is an essential underpinning of the Guide Promise and Law and a fundamental requirement for an organisation seeking to serve the Australian community.

The Board of Girl Guides Australia (GGA) together with the Board of each State Girl Guide organisation (SGGO) has adopted the Girl Guides Australia Diversity and Inclusion Policy together with procedures and guidance notes. The policy, procedures and guidance notes will be available on the *Guide Lines* website.

Girl Guides Australia together with Girl Guides NSW&ACT, Girl Guides Northern Territory, Girl Guides Queensland, Girl Guides South Australia, Girl Guides Tasmania, Girl Guides Victoria and Girl Guides Western Australia are committed to providing equitable access to opportunities and resources in Guiding and to actively work to remove barriers to participation.

GGA and each SGGO welcome and will not discriminate against any Member or non-member based on race, national or ethnic origin, colour, religion, age, sex, gender identity, sexual orientation, marital status, family status, mental or physical ability, health status, educational background or socioeconomic status, except where specific exclusions are necessary and permitted by law.

The Board of Girl Guides Australia and each State Girl Guide Organisation have carefully considered the values and beliefs represented in the Guide Promise and Law in developing the Diversity and Inclusion Policy. Girl Guides is proudly a female organisation. Women and girls from all walks of life have always had the opportunity to be themselves as part of the Guiding movement.

GGA and SGGOs encourage self-awareness, awareness of others and personal development. They promote and create environments where all people feel safe, respected and supported; and where they are able to learn, work, thrive and participate as fully as possible in their capacity as Members, Volunteers, Supporters and Employees.

The Girl Guides Australia Diversity Policy and Inclusion Policy, the Girl Guides Australia Diversity and Inclusion Procedures and Guidance to Support Diversity and Inclusion in Guiding are now accessible on the *Guide Lines* website (<https://www.guidelinesforgirlguides.org.au>) and I encourage you to familiarise yourself with their content.

The Diversity and Inclusion Policy and the accompanying procedure and guidance notes recognises the broad array of females who can benefit from Girl Guides and encourages us, as members of Guiding, to proactively aim for inclusive practices. The policy reflects those efforts made by members of State Girl Guide Organisations for many years fostering and implementing inclusive practices.

On a day to day basis, the guidance notes provide members with support by identifying the types of questions or concerns that may be raised in implementing inclusive practices. The guidance notes provide specific examples for responding to concerns in a way that respects the persons involved.

We know how wonderful Guiding is and the benefits received. Girls and women with diverse needs are able to learn by doing, in a supportive environment. Inclusive practice ensures that Guiding is available to girls and women regardless of their personal circumstances.

I acknowledge the work of all State Girl Guide Organisations and Girl Guides Australia in the development of this policy. You can be assured that this policy has resulted from a collaborative approach between Girl Guides Australia and State Girl Guide Organisations. If you need support in implementing the policy, please contact your Region Manager.

Yours in Guiding,



Rosemary Derwin
Acting Chief Commissioner