\_\_\_\_\_\_\_\_\_\_\_[date]

Dear Pack/Troop/Crew/Ship \_\_\_ Parents:

We write to report on actions Pack/Troop/Crew/Ship \_\_\_ has taken to ensure that scouting provides a fun, safe, discrimination free environment for all participants. With these actions, we strive to formally make Pack/Troop/Crew/Ship \_\_\_ what it has always been: an organization whose policies represent the values of \_\_\_\_\_\_ [chartering organization] and a place where all are welcome. In this letter we will ask you to review with your Scout the enclosed Non‐Discrimination Policy and information on Scouts for Equality’s Inclusive Scouting Award.

BSA membership policy currently allows units chartered by religious organizations to deny membership to gay adult leaders. We believe this policy to conflict with the Scout Oath and Law. Pack/Troop/Crew/Ship \_\_\_ has always embraced and operated the unit in accordance with the Scout Oath and Law.

Here are the actions Pack/Troop/Crew/Ship \_\_\_\_ has taken to ensure a discrimination-free environment:

1. In the Committee Meeting held on \_\_\_\_\_ [date of meeting], Pack/Troop/Crew/Ship \_\_\_ adopted a formal non‐discrimination policy (copy attached). While we have always lived these words, we have never formalized them.
2. We will demonstrate individually, as part of a BSA unit and as part of a growing national movement, our support for equality in Scouting. Many of Pack/Troop/Crew/Ship \_\_\_’s scouts and adult leaders have committed to wear the Inclusive Scouting Award above the left pocket of their Scout uniforms - next to the other official BSA knots. This award, fashioned after other official “knot” awards, was created by Scouts for Equality (not affiliated with BSA) to demonstrate the wearer’s support for equality in Scouting. This award will be offered to any Pack/Troop/Crew/Ship \_\_\_ Scout or Scouter committing to wear it on their uniform. We recognize this action is in opposition to national uniform guidelines, but we believe it is a critical symbol of our support not only for full inclusion, but for any local Scout who may be reluctant to join our unit or adult who is looking for an inclusive unit to provide valuable learning for our boys.

We expect some families to fully support our approach. There may be others who disagree or are apprehensive for any number of reasons, not the least of which is they may not want to join Scouts to become part of a policy debate. Importantly, we respect these opinions and **will not require any scout or scouter to wear the Inclusive Scouting Award.**

Here is what we would like from you as the parent(s) of a Pack/Troop/Crew/Ship \_\_\_ scout:

1. Please have a conversation related to our action plan with your Scout. We feel this conversation should take place at home since the conversation will vary by age and experience. Through their interactions with others at school and in the community, most Scouts likely have heard of another child with either two mothers or two fathers so it is unlikely this is the first time the issue has crossed their minds. As a result, we don’t suspect many questions will arise over our non‐discrimination policy, but we anticipate that there may be questions about the Inclusive Scouting Award. You can review more information about the ISA at <https://www.scoutsforequality.org/isa/>, and an FAQ about it at <https://www.scoutsforequality.org/faq/>.
2. Importantly, we do not want to pressure Scouts to wear the award, but we do expect those who wear the award to understand why they are wearing it. For younger Scouts, it could be as easy as, "Some units don’t allow some families with more than one dad or mom to participate. We wear this knot to show that our unit welcomes all families." Let us add, the unit as a whole will not shy away from this topic in a meeting, Scoutmaster conference or other venue, if the issue is raised. We are a unit that supports inclusion.
3. After these conversations, let any of the adult leaders know if either you or your Scout has any questions or if there is an outcome of which you think we should be aware. If you have a question, we suspect others will as well.
4. If you would like, send the Scoutmaster an email or talk with him in person so we can provide an Inclusive Scouting Award for you and your Scout to wear on your uniforms.
5. Lastly, consider [joining Scouts for Equality](https://www.scoutsforequality.org/join/) whose final suggestion for us was to make sure like‐minded individuals know of our actions.

Let’s be clear, our actions are not without risks. There are individuals and organizations in the local community who will disagree with our actions. Additionally, when Pack/Troop/Crew/Ship \_\_\_ leaders and Scouts wear the Inclusive Scouting Award, particularly at camps, Jamborees or events with other units, they may be asked to explain the award and some of the responses may be neither supportive nor pleasant. We aren’t taking this path because it’s the easy one but because we believe it to be the right one and we know that we have the full support of Scouts for Equality, an organization with over 20,000 supporters.

As the leaders of a unit that has been a part of Scouting for \_\_\_ years [number of years the unit has been chartered], we take very seriously our responsibility to shepherd Pack/Troop/Crew/Ship \_\_\_ into its future. It would clearly be easier for us to remain quiet. We believe this path is not in the best interests of our current Scouts or Scouting in general. The ideals of Scouting are worth fighting for. Scouting teaches lessons that aren't easily taught in classrooms or elsewhere, and those experiences are not easily replicated. One of those lessons is that, sometimes, youth and adults need to stand up, say what they believe and live with the consequences.

Thank you for your continued support of Pack/Troop/Crew/Ship \_\_\_.

[signatures of leaders]