



# Girls in Cub Scouts

Program Changes for 2018 forward

Compiled by  
Bob Cooper





# The girls are coming!

## 10/11/17 National Committee

Nationals responding to families looking for change

Are we already serving girls?

Is there anything we're doing that shouldn't include them?

Scout Oath and Scout Law –  
Anything there that doesn't apply?





## How did we get here?

### **April 2018 – Meeting with Scout Executives nationwide**

Won't move forward unless the Executives called for it.

Overwhelmingly, they did.

### **National Mtg– 1000 volunteers from 255/270 councils.**

Same question...take it to the Councils? 93% said move forward!

### **Town Halls over the summer in councils that approved**

All volunteers welcome to attend, if their council held one.

11,000 surveys, same results council after council.





## Is this new and unprecedented?

### From the start – BSA had a “sister” organization

No, it wasn't the Girl Scouts!

Campfire Girls founded in 1910

Decided to go co-ed in 1975 (Campfire Boys and Girls)

### Girls in BSA is nothing new

Exploring (for 14 to 21) was co-ed as early as 1971.

Venturing just had their 20<sup>th</sup> anniversary.



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# What isn't changing?

## Requirements

We're delivering the exact same program to boys and girls.

No program changes overall are being made.

The push is because they want what we have, not because they want to change us!

## Uniforms

As of now, there is no plan for different uniforms for boys and girls.

One uniform change is coming, but it applies to all Wolves, both boys and girls. They're going to red neckerchiefs and hats (when existing supplies run out).





# Red Wolves?





## Why the changes?

### Girls have been with us all along

Siblings attending meetings, doing same activities,  
...but getting none of the recognition.



### Families are looking for easier solutions

Go one place, get all of your Scouting at once  
Know one program, work with one group of individuals

### BSA has something to offer girls

Our program is relevant and applicable. The skills we're teaching  
aren't "boy" skills, they're life skills!





## What are our options?



### Existing Packs that want to stay “all boy”

Do nothing different. Nothing you’re doing has to change.

### Existing Packs that want to become “Family Packs”

Marked as a “Family Pack” in [beascout.org](https://beascout.org) (COR, then CM)

As soon as you start registering girls, you’re a Family Pack.

### New Packs that want to charter as “all girl”

No different than new “all boy” Packs. Decision is made by the chartered organization.





## How will it work?

### Family Packs have to maintain gender-separate dens

Small Packs can combine ages, if needed, to maintain separation.  
Allows boys to have boy time, girls to have girl time.

### All-Girl Dens will require a YPT trained female adult

Must be present at all meetings.  
Does not have to be the den leader.  
Lion and Tiger parent partners qualify.

### Campouts require YPT leader of each gender present





## How will it work?

### Council events are already used to co-ed camping

Male and female adult leaders.

Cub events already have siblings tagging along on a regular basis.

Venturing is alive and well, and has been successfully co-ed for the last 20 years.

### Separate gender opportunities still exist

Dens are still gender-separated

Boys will still have boy time together. Girls will have girl time.

Packs can still opt to charter as all-boy or all-girl.





# How do I get started?

**Soft launch – more about that later**

**Normal launch – start of 2018 program year**

First, get your Chartered Organization's approval.

Talk to your COR, who should talk to your org on your behalf.

Start now looking for new potential leaders and seeking to get them trained. With separate dens will come a need for more den leaders than before.

Don't despair...with new members will come new leaders!





# How do I get started?

## Mark your Pack as a “Family Pack”

Your COR needs to go into [beascout.org](http://beascout.org) and select the “Family Pack” option. Then your Cubmaster has to do the same (in that order).

Not sure, at this time, when the option will be available. So far, we’ve heard “start of the 2018-2019 program year.”

## Update your paperwork

Go over your various papers (permission slips, signup sheets, Pack guide, invitations) and scrub them for reference to only “boys”.





# How do I get started?

## Proceed

That's it!

Once you're a Family Pack, you are welcome to start recruiting youth of the appropriate ages to join dens in your Pack.





## More dens is a scary thought!

### Here's some practical advice (meeting space allowing)

Start now to groom prospective Assistant Den Leaders. Ask parents to attend meetings, and be in charge of “one activity”. Look for who’s the most comfortable at it.

Convince them that “Assistant Den Leader” isn’t that much of a step...they’ll just be doing the same thing on a regular basis...run one activity. You’ll still plan everything.

Start designing your den meetings around two major activities, one you run, one the ADL runs.





## More dens is a scary thought!

With the start of the new program year, “promote” your ADL to a Den Leader, but keep the promise of doing the planning (invite him or her to take part in the planning).

What’s different is that the ADL is now the girls den leader.

Both dens open separately, begin with one of the two “stations” for the evening. Then trade places and do the other station. Each leader only has to organize and run one activity.

Close separately, wrap up your meetings, plan the next one. Works for large single-gender Packs as well!





## Our Pack has maxed out its space!

### Some Packs will remain all-boy because of this

It's not out of a desire to exclude girls, but out of a lack of space and facilities to be able to accommodate a jump in membership.

Talk to your chartered organization. If they're willing, consider having them charter a second all-girl Pack that meets in the same location, but on a different night.

Share some of your resources while they're getting established. If anyone is willing, consider dual registration in the new Pack to help provide experienced leadership and guidance.





## What about the future?

### Girls at the Boy Scout level starting in 2019

A lot of this is still undecided, so complete information is not available, and may be subject to change.

There will not be “Family Troops”. At the Scout level, all units will be single-gender. This will create a need for many new all-girl Troops to be formed.

One reason for waiting to 2019 is so that there will be a graduating class of Arrow of Light girls to help start these founding Troops.

Talk to your associated Troop’s Chartered Organizations.





# What's this “Soft Launch” thing?

## Some Councils have opted to do an early girls program

Need to ask if your Council has opted in and is allowing girls to register early.

Registration started on 1/15/2018.

Only specific Packs are authorized to take part in the soft launch.

Packs have to follow a host of rules to participate.





## Can I get in on the soft launch?

First, get the go-ahead to become a Family Pack from your Chartered Organization and COR. Do this quickly.

Then, contact \_\_\_\_\_. He will step you through the process of getting approval from Ore-Ida Council to become a soft-launch Family Pack.

You will also have to have the full support of your Pack Committee to provide family programming. Half-hearted efforts and partial participation aren't going to be accepted.





# Can I get in on the soft launch?

## You'll then need the following:

- 1) All leaders must be trained (up to date YPT, leader specific)
- 2) Pack must be registered at [beascout.org](http://beascout.org), and your COR and CM must activate the "Family Pack" pin *in that order*.
- 3) Den Leaders must submit a program plan designed to make it possible for new girls to still achieve rank advancement by May 31, 2018. Soft launch Packs won't get the go-ahead unless they can show they're willing to provide full programming.
- 4) Commit to having girl dens of four or more girls. You can't just do this for one or two sisters...you have to be ready and willing to provide the full den-based program.
- 5) Provide data, statistics, and feedback to Council and Nationals.





# Can I get in on the soft launch?

## Early Adopters agree to:

- Register a minimum of 4 girls into an existing pack in an all-girl den.
- Use the Current Cub Scouting program and resources
- Uphold membership policies and follow the guidelines in the Unit Performance Guide
- Provide data and statistics on their activities and experiences to help improve the formal rollout; this information may also be used in marketing material and earned media.
- Early adopters may participate in Pack overnights, Family Camping, Council-Organized Family Camps, Day Camps, and Resident Camp.



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# Can I bring all cub-aged girls in?

## Early Adoption is open to:

- Kindergarden through 4<sup>th</sup> grade girls.
- May be part of newly-formed Lion, Tiger, Wolf, Bear, and Webelos dens.
- May NOT include 5<sup>th</sup> grade girls/Arrow of Light Dens. There won't be any girl Troops for them to cross over into, so they will not be able to participate in the soft launch.





## What about girls crossing over?

### Early Adoption dens will cross over as normal in June

Dens will go into the summer as their new program year...Lions will become Tigers, Tigers become Wolves, etc.

Webelos are an exception. Again, no girl Arrow of Light dens can exist prior to the full rollout...check to see if your Council has set this for the fall, or for June. If you have an early adoption Webelos girls den, they may remain Webelos for the summer, and have to start Arrow of Light in the fall.

I recommend going to Webelos Woods, and working on electives (which count both years anyways).





# Questions?





## Resources

### Press Release

<https://www.scoutingnewsroom.org/press-releases/bsa-expands-programs-welcome-girls-cub-scouts-highest-rank-eagle-scout/>

### BSA Town Hall Meeting about the announcement

<https://livestream.com/bsa/nationalcouncil/videos/164161163>

*Show this to anyone asking why this is happening!*

### BSA Town Hall Meeting about the early adoption

<https://livestream.com/bsa/nationalcouncil/videos/167216449>

