

GSHCC Community Statement

Girl Scouts Heart of Central California (GSHCC) is a girl-centric and performance-driven community. As a collective, we care about each other, are sincere and relational with a strong sense of purpose.

At the heart of our work is a belief that diversity, equity, inclusion and racial justice—both in concept and in practice—are critical to our success. Across 18 counties, our girls, volunteers, alumnae, and staff comprise diverse communities and identities that encompass ability, ethnicity, gender identity, political affiliation, race, religion, sexual orientation, and socioeconomic status.

We acknowledge the historical impacts of systemic racism and oppression that affect our Girl Scout family and society, which continue to have an impact today. GSHCC is wholly committed to building an anti-racist and anti-oppressive environment. It is a Girl Scout Movement-wide journey based on respect for one another. We find strength in the knowledge that we embark on this journey together.

At GSHCC, our mission is to build girls of courage, confidence, and character, who make the world a better place. We offer a diverse and inclusive array of programming and perspectives with the goal of ensuring all girls, volunteers, and staff have a safe space, where they can learn and grow and be their authentic selves.

As a member of this community, I have certain responsibilities and use the following principles to guide my actions:

<p>I Build Trust and Relationships</p>	<p>I am Aware of My Biases</p>
<p>I foster both safe and brave spaces where individuals can be their authentic selves without fear of judgment, retaliation, or rejection especially during disagreements and difficult conversations.</p>	<p>I acknowledge that opinions are based on lived experiences and biases whether conscious or unconscious.</p>
<p>I Engage in Honest Conversations</p>	<p>I Embrace Accountability</p>
<p>I uphold collective accountability by inviting others into honest conversations, allowing growth through discomfort.</p>	<p>I am accountable for individual, team, and organizational goals.</p>
<p>I Collaborate and Urgently Solve Problems</p>	<p>I Work Effectively and Efficiently</p>
<p>I collaborate when appropriate, am solutions-oriented and thoughtfully solve problems with a sense of urgency.</p>	<p>I find a balance between shared and trusted procedures and innovative ideas in order to work effectively and efficiently.</p>
<p>I Act with Integrity</p>	<p>I am Courageous</p>
<p>I exhibit ethical and professional behaviors; skills and knowledge competencies; and leadership development.</p>	<p>As a courageous DEIRJ practitioner, I act with grace, patience, vulnerability, and understanding as I honor the process of education and growth.</p>