



World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

Asociación
Mundial de las
Guías Scouts

Statement on Inclusiveness

November 2012

The World Association of Girl Guides and Girl Scouts' constitution outlines the purpose of the Association as "promote throughout the world unity of purpose and common understanding" as well as "encourage friendship among girls and young women of all nations."

The constitution establishes that in order to be a member of the World Association, organizations must be inclusive of all. Specifically the Constitution and Bye-Laws state:

A member of the World Association shall be a National Organization which has a membership which is:

- 1. Voluntary;*
- 2. Open to all girls and young women without distinction of creed, race, nationality, or any other circumstance.*

The World Association also has an equal opportunity in employment policy, which states that we promote and practice the: "Equal treatment for all employees of WAGGGS or potential employees irrespective of race, creed, colour, sexual orientation, nationality, ethnic origins, religion, disability, age, gender, marital status, or family responsibilities."

The World Association's programme and policy work is designed to encourage a world where "all girls and young women are valued and take action to change the world." Girl Guiding and Girl Scouting allows girls and young women to experience teamwork, leadership and challenge. Our approach is to provide safe spaces for them to talk and learn about topics they feel are important to them; topics as diverse as climate change, HIV AIDS, violence against girls, poverty, inequality and discrimination, and to enable girls and young women to gain the skills and confidence to speak out and take action on these issues in their own communities, nationally and globally.