

# DEIA Inclusion Toolkit Quick Reference Guide



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more info*

*Every youth deserves to be seen, supported, and included.*

Use this quick reference guide to foster welcoming, inclusive troop environments for all to be seen, supported, and included.

## Core Principles

- **Diversity:** Embrace all differences—race, ability, background, identity and more.
- **Equity:** Provide fair access and support based on individual needs.
- **Inclusion:** Ensure everyone feels they belong and can fully participate.
- **Accessibility:** Removing barriers so everyone can fully participate.

## Inclusive Language

- Use person-first or identity-first language based on individual preference.
- Say “person with a disability” instead of “handicapped.”
- Avoid terms like “normal”, “special needs”, or “crazy.”
- Respect names, pronouns, and privacy—never “out” someone.

## Inclusive Practices for Troops

1. Start with the youth and caregivers
  - Ask about strengths, support needs, and preferences.
  - Build trust through respectful, open conversations.
2. Adapt Activities
  - Offer multiple ways to participate or complete tasks.
  - Modify materials, timing, or environment (e.g., quiet space, visuals).
3. Create Belonging
  - Reinforce kindness, respect, and empathy.
  - Use inclusive language and diverse images.
4. Ask for Support
  - Reach out to Service Units or Council for help with accommodations.

## Disability Specific Tips

<i>ADHD</i>	Use visuals, break tasks into steps, allow fidgets.
<i>Autism</i>	Keep routines, offer visuals, use clear language.
<i>Asthma/Food Allergies</i>	Know triggers, store meds safely, avoid allergens.
<i>Diabetes</i>	Follow food/med guidance, know signs of blood sugar imbalance.
<i>Seizures</i>	Learn seizure plans, stay calm, time the episode, know when to call EMS.
<i>Visual Impairment</i>	Use verbal directions, describe visuals, don't move things unexpectedly.
<i>Hearing Impairment</i>	Face the youth when speaking, minimize background noise, use visuals.
<i>Wheelchair Users</i>	Ensure accessibility, ask before assisting, be mindful of reach and sight lines.

### Remember:

- You don't need to be an expert—just willing to adapt and learn.
- Progress, not perfection: Start with empathy, lead with action.
- You're not alone—resources and help are available from the Girl Scouts Nation's Capital.

## Contact Information:

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