

DEIA Inclusion Toolkit Quick Reference Guide

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.



*Scan here for
more info*

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.

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