



Formerly Boy Scout of Liberia
Chartered January 26, 1923 by an Act of National Legislature
P.O. Box. 1977, C/O Liberia YMCA National Headquarters
126 Crown Hill, Broad Street, Monrovia
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LIBERIA
SCOUT
ASSOCIATION

DIVERSITY AND INCLUSION POLICY



2025-2026

"Making the World a Better Place"



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1. **INTRODUCTION**

The Liberia Scout Association (LSA) is committed to fostering an inclusive Scouting Movement that embraces diversity and ensures equal opportunities for all young people and adults in Liberia. This policy aligns with the World Organization of the Scout Movement's (WOSM) commitment to diversity and inclusion, while reflecting the unique cultural context of Liberia and Africa.

2. **PURPOSE**

This policy aims to establish clear guidelines for promoting diversity and inclusion within LSA, ensure that Scouting is accessible to all young people regardless of their background, create a welcoming and supportive environment for all members and align with regional best practices while maintaining cultural relevance.

3. **SCOPE**

This policy applies to all members, volunteers, and employees of the Liberia Scout Association, including:

- Youth members
- Adult leaders and volunteers
- Professional staff
- Executive board members
- Partner organizations

4. **CORE PRINCIPLES**

4.1 **Non-Discrimination**

LSA prohibits discrimination based on:

- Ethnicity or tribal affiliation
- Gender
- Religious beliefs
- Economic status
- Physical or mental abilities
- Educational background
- Geographic location



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4.2 **Active Inclusion**

The Association commits to:

- Actively recruiting members from underrepresented communities
- Developing programs that reflect diverse perspectives and experiences
- Providing resources in local languages where necessary
- Ensuring physical accessibility of Scout facilities and activities
- Creating flexible payment options for membership fees

4.3 **Cultural Sensitivity**

The Liberia Scout shall respect and celebrate Liberia's cultural diversity, incorporate traditional values and customs into Scout activities and promote inter-cultural dialogue and understanding

5. **IMPLEMENTATION STRATEGIES**

5.1 **Leadership and Governance**

For the purpose of effectively promoting diversity, the Liberia Scout Association shall establish a Diversity and Inclusion Committee, set diversity targets for leadership positions, provide diversity and inclusion training for all adult leaders, and regular review and updating of policies and procedures.

5.2 **Program Development**

The LSA shall create inclusive programming that reflects diverse interests and needs, develop activities that promote cultural exchange, ensure educational materials represent diverse perspectives and include disability-friendly activities in regular programming.

5.3 **Capacity Building**

In the area of capacity building the Liberia Scout Association shall train leaders in diversity and inclusion best practices, develop resources for working with diverse groups, regular workshops on cultural sensitivity, mentorship programs for underrepresented groups.



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5.4 Monitoring and Evaluation

In order to empirically establish the effectiveness of the implementation of the Liberia Scout Association's Diversity and Inclusion Policy, the National Executive Committee shall conduct diversity audit of membership annually, ensure regular feedback collection from diverse stakeholders, assess of impact of inclusion initiatives and create hotline and adequate awareness to reporting enable prompt reporting of discrimination incidents.

6. SUPPORT MECHANISMS

6.1 Financial Support

The Liberia Scout Association, in an effort to promote an ethos of Diversity and Inclusion shall create establish scholarship programs, ensure flexible payment plans for membership fees, equipment support for disadvantaged members and transportation assistance where needed.

6.2 Accessibility

The LSA shall take appropriate steps to ensure accessibility. This steps shall include all but not limited to:

- Physical accessibility requirements for Scout facilities
- Alternative formats for Scout materials
- Sign language interpretation when required
- Mobile Scouting units for remote areas

7. PARTNERSHIPS

The Liberia Scout Association shall collaborate with other National Scout Organizations, local community organizations, disability rights groups, cultural institutions and educational institutions to promote diversity and inclusion.



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8. **REPORTING AND COMPLIANCE**

The LSA shall develop clear procedure for reporting discrimination, ensure protection for whistleblowers as enshrined in its Whistleblower Policy. Additionally, the National Executive Committee of the LSA shall commission regular policy compliance audits and annual diversity progress reports from each scout county.

9. **REVIEW AND UPDATES**

This policy will be reviewed annually and updated based on feedback and emerging needs and to ensure alignment with WOSM guidelines and to reflect changing social contexts.

10. **COMMITMENT TO ACTION**

The Liberia Scout Association commits to allocating resources for implementation, regular progress monitoring, transparent reporting and continuous improvement.

CERTIFICATION

17.1 This Youth Engagement Policy has been approved by the National Scout Council of Liberia on this 17th Day of **January 2025**.

This Policy is due for review on 17th January, 2026.