



Society of
Women Engineers

Working Successfully with Girl Scouts

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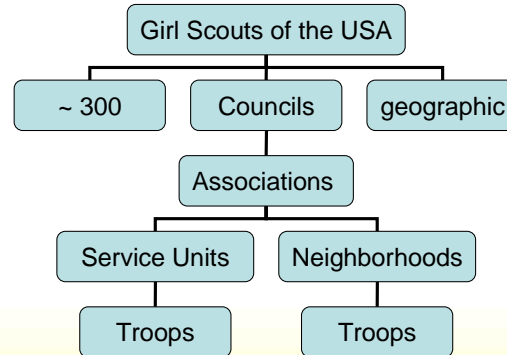
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This workshop is based on one that is given regularly at the Society of Women Engineer's annual conference.

At the National level, SWE has a formal Memorandum of Understanding with Girl Scouts of the USA.



About Girl Scouting Organizational Structure



2.8 million girls; ~1million adults

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- Number of councils will shrink considerable over the next couple of years. (see note below)
- You could be approached by any level to give workshops, staff a booth at an event, give a talk.
- Councils, associations, neighborhoods and service units are the best levels for larger scale workshops.
- Troops or even individual girls are best for single activity such as talking about one's own engineering discipline

NOTE: GSUSA is now in a process called council realignment where all councils boundaries are being assessed. The goal is to use resources more effectively in larger, broader "capacity councils" over the next two to three years. As this progresses, anxiety will develop among staff and volunteers over who's doing what, where. This can be difficult on existing and developing partner relationships. Be patient and flexible.



About Girl Scouting Younger Age Levels

- Daisy Girl Scouts
 - 5-6 years old / Kindergarten & Pre-Grade 1
 - Promise Center & Learning Petals
- Brownie Girl Scouts
 - 6-8 years old / Grades 1-3
 - Try-Its
- Junior Girl Scouts
 - 8-11 years old / Grades 3-6
 - Badges & Bronze Award

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- Girl Scouting believes strongly in the progression of activities hence these program age levels.
- Girl Scouting believes in flexibility, hence the overlapping ends of the program levels.
- They are **levels** not ranks; a girl need not have been in one level to join in the next, only old enough.
- Daisy Girl Scouts have fun! The Promise Center and Learning Petals are only about the Promise and Law.
- To work towards our goals of more girls going into STEM, the most effective levels to offer activities are later Junior Girl Scouts and early Cadettes (i.e middle school.) Supporting high school age girls (Seniors) is important as well. See next slide for the older levels



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About Girl Scouting Girl Scouts 11 -17

- Cadette Girl Scouts
 - 11-14 years old / Grades 6-9
 - Girl Scout Silver Award
- Senior Girl Scouts
 - 14-17 years old / Grades 9-12
 - Girl Scout Gold Award
- Studio 2B / Juliettes / Event Girl Scouts
- May be completed by all
 - Focus Books
 - Interest Projects

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- Interest projects (IPs) are “grown up” badges. Details are on the page about workshops.
- Studio 2B is a new concept based on extensive research. The philosophy is really good but the “program” has had mixed reception. Troops/groups are being told they can call themselves whatever they want. You may see any of these terms or grade or age designators
- Focus Books grew out of the Studio 2B philosophy. The books are a starting point for activities. To earn the charm (no patches), girls set their own goals with advisor.
- The concept of SMART goals is now being used.
- By Girls For Girls (BGFG) refers to girl-driven program. As activities are planned, councils may want more input.



Working Together Knowing Each Other

- GS staff think in terms of numbers of girls served in a non-profit focused culture.
- GS volunteers think in terms of girls learning and having fun in a family-focused culture. Skills and experience vary.
- Engineers think in terms of defining and solving problems in a professional career-focused culture.

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•Staff perspective

- They are often very diverse
- They know that events must pay for themselves

•Volunteer perspective

- They like people who come with expertise
- They may or may not communicate needs well

- While you're in the planning process, be sure to ask questions to make sure you're all on the same page



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Working Together Knowing Each Other

- Well-being of girls comes first; see GSUSA book Safety-Wise.
- Girl Scout councils have volunteer procedures.
- Engineering society volunteers have much autonomy.
- Typical Girl Scout volunteer holds multiple, multi-year term positions.
- The typical engineering society volunteer holds one, one-year term position.

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- The program staff and volunteers have different perspectives on the “rules”. But “Safety-Wise” is always followed.
- Some councils may require your people to go through the screening process.
- Expectations can really vary. We are talking about cultural differences here.



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Working Together Being Successful

- Take the time to build the relationship.
- Assume nothing – perspectives vary.
- Clarify responsibilities and time-lines.
- Keep the lines of communication open.
- Identify your successor and bring her/him in right away.
- Be flexible.
- Bottom line: what is best for the girls?

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- If you are approaching Girl Scouting for the first time and you have the budget, take the Executive Director (ED) or CEO or COO to lunch to start.
- Ultimately, you will be working with someone in the program department if it is a council-wide activity. If you are at the Neighborhood or Service Unit level, you'll be working with volunteers
- Try to have at least one face-to-face planning meeting early on. Follow up with something in writing as to who is doing what..
- Be very clear about how funding is being handled.
- A written contract could be useful
- Girls Go Tech is a national GS initiative. Some councils are really working with it and love professionals to be involved. Ask about it!



Working with Girls Today's Girls

- Are maturing faster mentally & physically but not emotionally
- Live in a more multicultural society
- Have a wide range of socioeconomic needs
- Are more often using computers
- Care about their community
- Show vast academic achievement differences

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Remember the “big” F word - FLEXIBILITY!!!



Working with Girls The Girl/Adult Partnership

Instead of ...

- Short Circuiting
- Single Cycle Interaction
- Stereotyping
- Diminishment

Try ...

- Prompting
- Facilitating
- Awareness
- Listening / Empowerment

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- Girl/Adult Partnership is an underlying concept of Girl Scouting. The idea is that as the girls progress, they take on more decision making, planning and running of their activities so that they develop life skills. It takes more time and emphasizes Process over Product.
- To make this happen, leaders are encouraged to avoid finishing girls' projects or sentences and to prompt the girls instead (Short Circuiting vs Prompting)
- Rather than having all discussion go through an adult, a leader should encourage girls to talk (on topic) among themselves. (Single Cycle Interaction vs Facilitating)
- Stereotyping (especially gender) can be combated by Awareness.
- Diminishment, anything that makes a girl feel less positive about herself, is also something to watch out for. This includes self-diminishment, which many women do unconsciously.
- Listening to the girls and yourself can help you to avoid this and lead to Empowerment.
- Additionally, we've seen a gender difference about internalization of success and failure. Typically if a boy does well on an exam, it's because he's smart, if poorly because the teacher asked the wrong questions. If a girl does well, it's because she studied hard, if poorly, because she isn't smart enough. So boys internalize success, girls internalize failure.
- To combat this (in either gender) make praise specific and not about you – Example: You showed good engineering skills when you took that clock apart to see how it worked. Or You were impressive the way you kept trying different approaches until you got the robot to work.



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Recommended for Workshops Brownie Girl Scout Try-Its

Building Art
Computer Smarts*
Math Fun
Movers
Numbers and Shapes
Point, Click, and Go*
Science In Action
Science Wonders *need computer

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To earn a **Try-It**, a **Brownie Girl Scout** must complete at least four of the activities listed in *Try-Its for Brownie Girl Scouts* for that topic.



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Recommended for Workshops Junior Girl Scout Badges

Aerospace	Oil Up
Architecture	Puzzlers
Computer Fun*	Science Discovery
Creative Solutions	Science in Everyday Life
Discovering Technology	Science Sleuth
Making It Matter	Weather Watch
Math Whiz	

*need computer

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- To earn a **Badge**, a **Junior Girl Scout** must complete at least six of the activities listed in *Junior Girl Scout Badgebook* for that topic.



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Recommended for Workshops Interest Projects for Girls 11-17

Architecture & Environmental Design
 Build a Better Future
 Computers in Everyday Life*
 Eco-Action
 Exploring the Net*
 Inventions and Inquiry
 Math, Maps and More
 Space Exploration
 Why in the World? *need computer

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Girl Scouts 11-17 can earn Interest Projects.

The majority are listed in *Interest Projects for Girl Scouts 11 - 17*. Activities are divided into four categories: Skill Builders, Technology, Service Projects and Career Exploration. The girl must complete two activities from Skill Builders, one activity from each of Technology, Service Projects, and Career Exploration, plus any two other activities.

There are now online Interest Projects which have a different structure. For this girls carry out six activities: Build (required), Learn, Do, Share, Design, Reflect. They may choose to complete the book IPs in a manner similar to those on-line. More are being added online.

- The GSUSA web area Girl Scout Central <www.girlscouts.org/program/gc_central> is an excellent source of information.
- Workshops should focus on Skill Builders and Technology or Build, Learn and Do activities.
- Do not expect to complete an entire Interest Project in one session. They are designed to take an extended period of time.
- Career Exploration activities are perfect for the individual with limited preparation time wanting to serve as a role model for teenage girls.



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Thanks for participating! eah