

*Females in Scouting – Challenges and Accomplishments from past to present.*

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To the Doctoral Candidate Review Board:

I am submitting herewith a Dissertation written by Richard J Sevilla, entitled "Females in Scouting – Challenges and Successes from past to present." I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.

  
\_\_\_\_\_  
Bob Wright

We have read this Dissertation and recommend its acceptance:

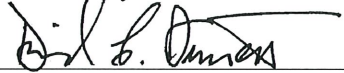
  
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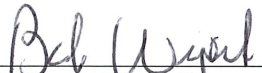
  
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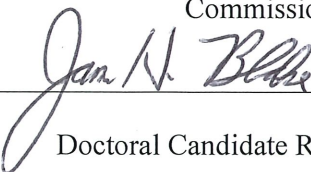
  
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Palmetto Council

  
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Piedmont Council

  
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Accepted for the Piedmont-Appalachian College of  
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## **ACKNOWLEDGEMENTS**

This study of looking at “Females in Scouting” was an opportunity not only provided by the Piedmont-Appalachian College of Commissioner Science, but the collaboration of the many Scouters that participated and supported this endeavor. We in Scouting see the evolution and progression of the program to provide opportunities for all youth, despite some resistance. Lastly, I am thankful to my wife (Karen) for her support of me, my continued support of Scouting and lastly my focus on this study.

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## **ABSTRACT**

Like our society the roles of women as leaders in business and likewise in Scouting have evolved with many challenges and accomplishments. Similarly, females became members of Explorers and Venturing Groups with similar challenges and accomplishments 25 years ago. Most recently in the fall of 2018 female youth joined Cub Scouts and in January 2019 female youth became scouts as part of the Scouts B.S.A. Program. Now after 3 years of females in Scouts B.S.A., we need to look at the challenges and accomplishments of females as youth in Scouts B.S.A. to continue to improve the program for females and all scouts.



# CHAPTER I

## INTRODUCTION

Over the last 90 years, the roles of females in Scouts B.S.A. have continued to change as leaders and as scouts. There are three prior studies, from approximately 30 years ago, for review and further discussion in Chapter 1 on the topic of females in scouting:

- Female Leadership at Troop Level (the Opinions of Current Leaders) in 1989; by Irwin E. Heide.
- Assets of Women in Scouting in 1989 by N.A. Rutledge
- Women and Camping in the B.S.A. – Issues and Solutions in 1994 by B.M. Wells.

Based on “Scouting.org” and “Assets of Women in Scouting;” 1989 by Nancy A Rutledge; we saw the following changes for female leaders in scouting:

- In the 1930’s, women were unofficially involved in Scouting on committees.
- 1948, we saw women begin to get more involved and registered as Cub Scout Den Mom’s, while men were the Cubmasters and Boy Scout leaders.
- In 1967, the title of Den Mom was changed to Den Leader.
- In the 1970’s, we saw Explorer Posts established, that included female Explorers and required a female adult advisors.
- In 1980’s we began to see female leaders in Council and District positions, but not Cub or Scoutmaster. The B.S.A. Policy stated those were Male only positions.
- 1990’s, B.S.A. began to see female leaders as Cubmasters and Scoutmasters, when B.S.A. changed the leadership policy.

- In 2003, while attending Wood Badge Classes (WE32802) in the S.F. Bay Area Council, I can recall discussions, about adding female youth to Scouting, B.S.A. for Cub Scouts and Boy Scouts and the possible barriers. We debated combined (male/female) Troops verses separate male and female Troops and how females would or would not be accepted, by scouts, scouters, and sponsors. Additionally, it was discussed how females were unofficial participating in scouting at that time with their siblings on outings, and their parent adult Leader, but not getting the rank acknowledgement. The prediction of the Wood Badge Class in 2003 was that females would join scouting in 10 to 15 years, but not without barriers and unresolved issues.

As we now know, 14 years later B.S.A decided to introduce females into Cub Scouts, beginning in September 2017, and in January 2018 “Female Troops” were established in Scouts B.S.A. The idea was to have to have a single Cub Scout Pack with separate male and female Cub and Webelos Dens. However, Scouts B.S.A. developed a policy to establish separate female Scout Troops that could collaborate with male Scout Troops during events and meetings. The units would have separate Adult Leadership, but the female Troop Committee could be a collaboration with the male Troop Committee.

So where do we start? How do we study the challenges and successes of females in Scouts B.S.A.? I believe we try to learn from the past. We must review prior studies and surveys of females in Scouting Leadership and evaluate that prior data to determine if those challenges and successes remain or have changed. We will create a new survey for the female youth in Scouting Units, to see if we have in fact learned from the past or continue to have similar challenges and new successes that we can pass along for all scouts to learn.

I have been a Unit Commissioner in the Gemstone District of the Piedmont Council since April 2018 and completed the Bachelors, Masters, and Candidate Programs for the Piedmont-Appalachian College of Commissioners Science. Additionally, I have prior experience with B.S.A., as a Den Leader for Pack 555 in Dublin, CA (1994-1999) and an ASM for Troop 905 in Dublin, CA (1999 – 2005). I completed my IOLS in 1999 and Wood badge Training in 2003, plus I received my Eagle Award in 1972.

I am responsible to provide support to five Female Troops in the Gemstone District. I am aware of the challenges (barriers), and successes of these troops as well as others.

## **CHAPTER II**

### **REVIEW OF LITERATURE**

#### **Section A –The evolving Role of Female Leaders**

The role of the female as a leader in scouting evolved as did the role of females in the American society. There was a time when females were a stay at home housewife or mom in a single income household. Later, the female became active in scouting as a committee member or Den Mom for Cub Scouts. These were the accepted roles for the time, while males were the Cubmaster or Scoutmaster and thought to be the “Role Model” for boys in Scouting. As more females became employed as single mothers or part of a two income families, females became even more active in scouting at the District and Council level.

However, females were not allowed to be Cubmasters or Scoutmasters per B.S.A. Policy Letter dated October 15<sup>th</sup>, 1985, entitled” B.S.A. Opposes Governmental Control over the Program”. In the letter B.S.A. states; “That over 75 years of Scouting experience shows that Boy Scouts are greatly benefited by the presence of a male role model outside of the home.”

In 1988, the B.S.A. policy of male Cub and Scout Leaders was challenged in the Connecticut Supreme Court and B.S.A. won. However, soon after the court decision, B.S.A. changed the requirements to allow all adults as Cubmasters and Scoutmasters, due to criticism from Civil Rights groups.

Despite the B.S.A. policy change to allow female adult Cubmasters and Scoutmasters, there was still resistance by many evident by the following three projects that we need to review and learn from the details.

**Section B –B.S.A. Commissioner College Doctorial Study - Female Leadership at Troop Level (the Opinions of Current Leaders) in 1989; by Irwin E. Heide (12-pages).**

In this study, there was a questionnaire developed with 6-questions related to Women in Leadership Roles with B.S.A.

1. The questionnaire was sent to 49 leaders in the Blue Ridge Council and had 32 responses (65%). Do you approve of female scout leaders in Boy Scouts?
  - a. Yes- 6
  - b. No - 19
2. What is your opinion of male and female leaders that are not husband and wife.
  - a. Yes- 6
  - b. No - 22
3. What is your opinion of females on overnight camping trips
  - a. Yes- 3
  - b. No - 26
4. Do you think that spouses of leaders would object to members of the opposite sex going on overnight camping trips?
  - a. Yes- 27
  - b. No - 1
5. Do you approve or disapprove of female leaders in the order of the arrow?
  - a. Approve- 4
  - b. Disapprove - 24
6. Do you think a female can stand up as a “role model” for the scouts compared to a male leader.

- a. Yes - 4
- b. No - 26

A narrative summary of the results was as follows:

“The results of the survey among current male leaders in boy scouts, seems to be overwhelmingly against female leaders, particularly related to the role of Scoutmaster and Assistant Scoutmaster. The only exception to this would be if absolutely no male leader was available”. The conclusion of the study stated, “Although some females could effectively fill the position of leader, it is felt that the scout program is not quite ready for equality of the sexes in its leadership program.

**Section C – B.S.A. Commissioner College Doctorial Study - Assets of Women in Scouting in 1989 by N.A. Rutledge (26-pages).**

In this study, the author is from Daniel Boone District, Sequoia Council and the thesis is to show that women in scouting have numerous assets to be productive and useful, plus to eliminate the stereo typing of females.

The study discusses the changes of the role of female leaders based on the B.S.A. vs. Connecticut Supreme Court decision. The author completed Wood Badge, her husband was the Troop Scoutmaster, and she was the Assistant Scoutmaster and they believed in working together as a team of leaders. In her opinion, not all male or females are qualified to be scout leaders, but there are those leaders that can and have successes.

**Section D – B.S.A. Commissioner College Doctorial Study - Women and Camping in the B.S.A. – Issues and Solutions in 1994 by B.M. Wells (35 pages).**

In this study there was a questionnaire sent to adult leaders within the Great Smoky Mountain Council asking 10-various questions about how female leadership and how leaders should act, and

clothing worn while camping. There were 39-responses from adult leaders of which 29 were male; eight were female and six unidentified.

Although there were some very interesting survey questions, the focus here was on Question 4, “What positions should females hold?”

The top 5 positons selected in the Survey for Female leaders were:

1. Telephone Caller or Driver to events
2. Troop Committee Secretary or Treasurer
3. Council Office Secretary
4. Troop Committee Chair or Merit Badge Counselor
5. Troop Committee Advancement Chair

The next 6 rated positions were:

6. District Training Chair
7. Troop Quartermaster Guide
8. Troop Camping Coordinator
9. District Commissioner
10. Scoutmaster
11. District Executive

Again, this information provides a lot of insight into the challenges females had in obtaining scouting leadership and the results were consistent with opinions of scout leaders at the time, despite the Change of B.S.A. policy to allow female leaders 6 years prior. The conclusion of the study showed that at the time, a majority of females entered scouting and filled one of the top eight

positions and as they developed with more training, became an Assistant Scoutmaster and later a Scoutmaster if they chose those roles

### **Section E- Final review of Female Leaders**

Despite the conclusions of these studies and all of the barriers female leaders have had to overcome in the last 30 years, we continue to see many successes with females in all of the scouting leadership roles that are benefiting all scouts. Females in Scout Leadership have become role models for all scouts.



## CHAPTER III

### METHODS

#### **Studying the challenges and accomplishments of Female Troops in the current Scouting Program.**

##### Development of the Survey framework

During my attendance at the Candidate for Doctor of Commissioner Science, I decided a survey needed to be developed to begin the actual study of the challenges and accomplishments of female Troops in Scouting. I presented the idea to the instructor; the class and the Doctorial Review Committee present and was approved. I further discussed the process with my advisor Bob Wright, and he provided a list of fifteen female Troops in the Piedmont Council. I have collaborated with Robert Mercer (Doctorial Classmate) in the Palmetto Council and he sent four contacts for female Troops in Palmetto Council. I will search further for other female Troop contacts to receive the survey. The goal is to reach out and send the survey to twenty female Troops.

As a unit commissioner for four female Troops in Gemstone District of Piedmont Council, I felt their Adult Leader could be a good resource. So, I decide to create a focus group using four Adult Leaders from the female Troops to meet and discuss and compile the survey. The Survey focus group included the Scoutmasters from Troop 1166, Troop 5171, Troop 1607, and the Committee Chair of Troop 1314, since there was a recent change of Scoutmasters.

On July 22, 2021, I met with the Survey focus group leaders at my home. We discussed the first draft of survey questions and format. We decided the survey will need numerical grades to collect data along with narrative responses to support the data. The focus group had suggested that I make several edits to the survey and use Google forms for the questions. The numerical and narrative responses can later be tallied and graphed. It was also suggested that the survey be completed by

the Scoutmaster with input from the adult leadership. Additionally, it was suggested that the female Troop Youth Leadership complete a separate survey to obtain their insight.

### Creating the Survey

In September 2021, I began learning about Google Forms and completed the revised survey. In October 2021, I submitted (e-mailed) the survey to the focus group for their review. I advised I needed 3-week response so that I can send the updated Survey to all the female Troops involved by the beginning of November and have the results back by the end of December.

### Expanding the Survey Recipient Group

Prior to sending the Survey out in the beginning of November, I was made aware of an all- “Female Scout Camporee” by Scoutmaster Chris Russell of Troop 1314 and Scoutmaster Margaret Bruce of Troop 5171. They advised this is the second year for the event and this year the event was being held on November 12<sup>th</sup> - 14<sup>th</sup>, 2021, at a Mecklenburg Council Camp (Camp Grimes) in Nebo, North Carolina. I was advised the coordinator of the event was Monica Zeleznik, a District Executive of Mecklenburg Council. I contacted Ms. Zeleznik, explained the survey, and asked that she share the survey link with Adult Leaders at the Camporee. Ms. Zeleznik agreed to discuss the survey and to provide the link. She supports the need for the survey and developed the “Female Scout Camporee” to provide more learning opportunities for female scouts, troops, and the collaboration of the adult leadership.

Additionally, I was contacted by Dennis Fung a former Assistant Scoutmaster with me (1998 – 2005) at Troop 905 in Dublin California. He advised me the former Scoutmaster of Troop 905, (Tom Kuznik) and the former Committee Chair and his wife (Jean Kuznik) had recently started a new Female Troop in Livermore, California. I reached out to Tom Kuznik via e-mail, and he responded to me and stated they would gladly complete the survey He told me they started a new

female Troop in the Spring of 2021 and that starting and developing a new female Troop as a Scoutmaster was definitely more challenging than being a Scoutmaster of an established troop.

### Final Survey Version

In the middle of November, the final version of the Survey “Females in Scouting” was created in Google Forms and contained two sections (see Appendix A with 9 pages).

Section 1 was a request for information prior to completing the Survey for the following information:

1. Email for contact
2. B.S.A. Council
3. District within the council
4. Troop #
5. Adult or Youth Leadership response.

Section 2 was the actual Survey, which had six questions related to each Troop which had an overall numerical scoring of 1 to 5 for each question. The Survey scoring used a high score being a 5 and a low score being a 1. There was a subset of two additional parts to each question that allowed for a narrative related to successes and challenges or barriers. The following are the 18 related survey questions:

1. Overall, how was Recruitment of a new female B.S.A. Troop?
  - a. What are your key comments for successes in Recruitment?
  - b. What are your key comments for challenges in Recruitment?
2. Overall, how was the process for obtaining sponsorship of a new female B.S.A. Troop?
  - a. What are your key comments for successes in obtaining and maintaining a sponsor?

- b. What are your key comments for challenges for obtaining and maintaining a sponsor?
3. Overall, how was the process of fundraising for a new female B.S.A. Troop?
  - a. What are your key comments for successes in fundraising?
  - b. What are your key comments for challenges for fundraising?
4. Overall, how was the process of obtaining equipment for a new female B.S.A. Troop?
  - a. What are your key comments for successes in obtaining equipment?
  - b. What are your key comments for challenges for obtaining equipment?
5. Overall has your unit experienced Bullying with a new female B.S.A. Troop?
  - a. What are your key comments for successes in overcoming bullying issues?
  - b. What are your key comments for challenges for dealing with bullying issues?
6. Overall, what other areas need to be addressed with a new female B.S.A. Troop?
  - a. What are your key comments for other successes by your female B.S.A. Troop.?
  - b. What are your key comments for other challenges experienced by your female B.S.A. Troop.

In total, I made 20 requests via e-mail, to complete the “Females in Scouting” Survey. I made several follow up requests to complete and return the survey by 12/31/21 and to include having Youth Leadership complete the Survey. Additionally, I asked that my Advisor, Bob Wright, Piedmont Council Commissioner reach out via e-mail to those female Troops in Piedmont Council and make a further request to complete the Survey.

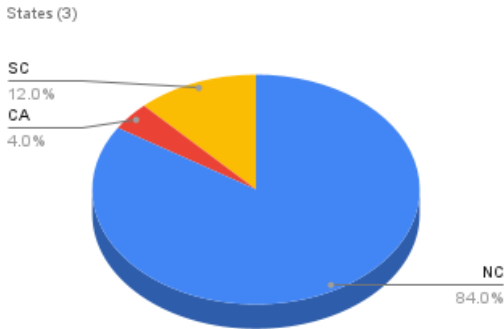
## CHAPTER IV

### RESULTS AND DISCUSSION

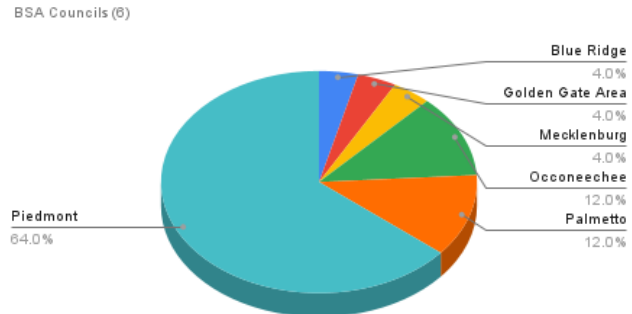
The results for the “Females in Scouting” Survey 2021 are in and final. As of 12/31/21 and the 20 requests sent via E-mail we received 25 responses.

#### Demographics of the Survey Respondents

The following information and graphs show the demographics of the groups responding to the survey to get a better perspective. The Survey graphs were created using an Excel spread sheet (see Appendix B). The twenty-five respondents were from three States; North Carolina (21), South Carolina (3) and California (1), with the majority (84%) from North Carolina (see Figure1) and six B.S.A. Councils with the majority (64%) from Piedmont council (see Figure 2):



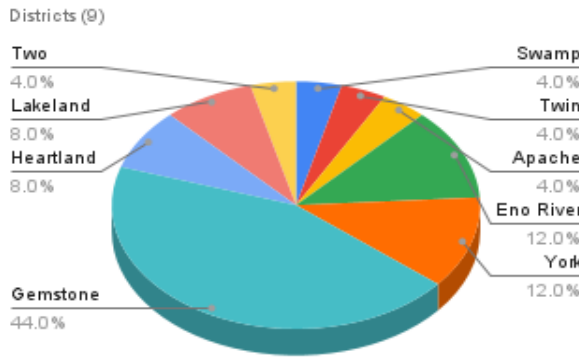
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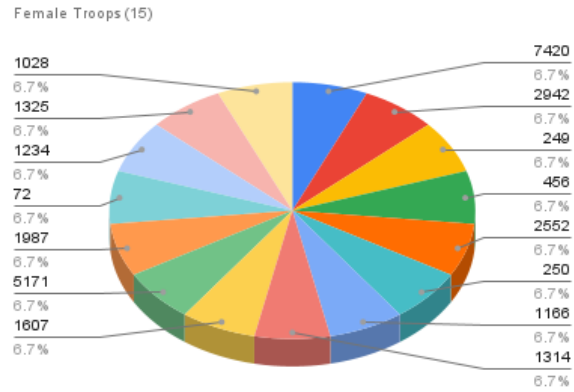
(Figure 2)

Of the 25 respondents there were nine from different Districts with the majority (44%) from Gemstone District (see Figure 3 below) and fifteen Troops with a majority (60%) from Piedmont Council (see Figure 4 below). So why were the Troop responses less? The reason for the difference of 25 respondents being reduced by ten respondents to fifteen respondents, involves three responses by Youth Leadership and seven additional responses from Adult Leadership of four

different Troops. Those ten addition response will provide additional insight not only from the youth but added insight and perspective from other leadership in those troops.

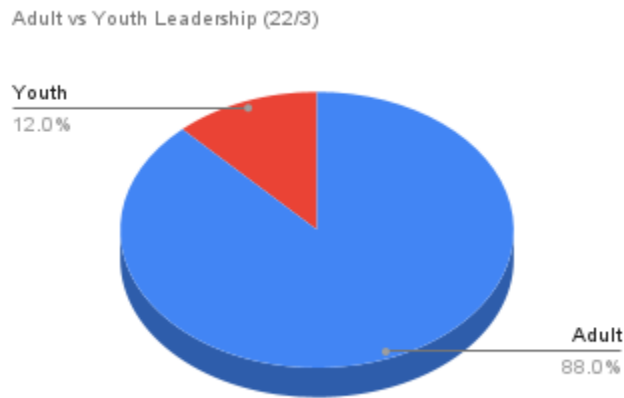


(Figure 3)



(Figure 4)

As mentioned earlier, of the 25 respondents 22, were from adult leaders and 3 respondents were from Youth Leadership of Troop 1166, Troop 5171 of Gemstone District, Piedmont Council and Troop 456 of Eno River District, Occoneechee Council, all from North Carolina.



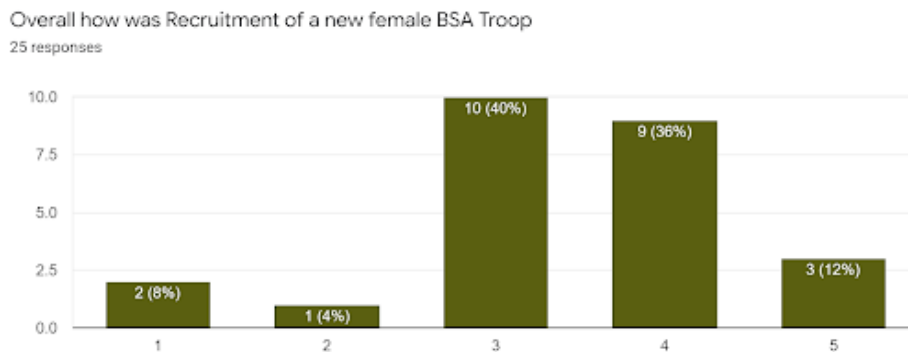
(Figure 5)

Scoring and Narrative Responses to the Survey.

So, in an effort to look at the overall results and listen to the responses of successes and challenges, we will provide a graphic overview of each question as well as actual narrative responses provided for each question without duplicates. While reviewing the responses, I realized that with 25

responses per question with 2-parts to each question there would be 50 responses total per question and with six questions for a total of 300 responses. Some responses are brief, while others are verbose. I thought about filtering the responses, but as I read them, I realize each was important as the next and in some cases helped build upon another response. So, all of the responses are here for review, edited for grammar and removal of duplications. I will summarize the responses in the next chapter.

**Question 1: Overall how was Recruitment of a new Female B.S.A. Troop?**



(Figure 6)

Scoring - Overall 22 respondents scored Recruitment a “3” (40%), “4” (36%) or “5” (12%) with good successes, while 3 respondents at (12%) scoring a “1” or “2” had some challenges.

Success Responses Q1

- We were allowed to recruit in schools
- Personal connections and a lot of hard work by the leaders to get it out to the community
- The Scouts bringing in their friends and participating in events for the community.
- Many of the kids in our female troop have brothers in the male troop.
- Having a leader that is 110% engage with the girls, cheerleader, mentor, and all what a scoutmaster should be and more.
- Be honest & transparent
- Scouts moved up from cub scouting.
- Patience and diligence
- Success came from already established scout families and friends.

- Having good adult leadership.
- The more the female scouts are out there the more people see it and get interested.
- It's hard getting in the schools, so word of mouth is vital.
- Networking at Roundtables, etc is vital as well.

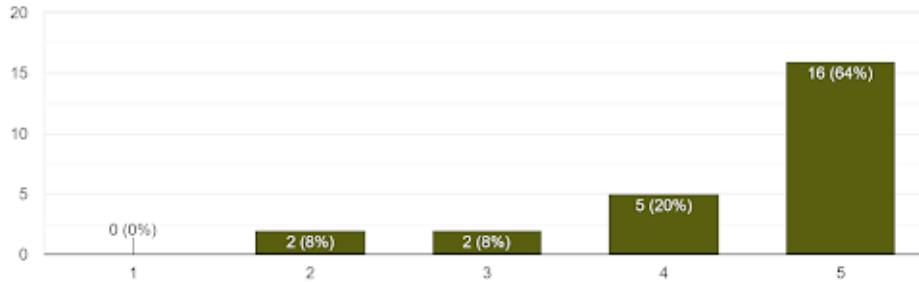
### Challenging Responses Q1

- You're on your own
- Find ways to reach females 11-14
- There was backlash from the Girl Scouts Organization, who tried to sabotage our recruitment efforts.
- Anything new will take some time.... we'll get there.
- By word of mouth and unease about the unknown. Bias my certain scouters and members of the public
- There are not enough female troops, existing leadership of male troops are not willing to form a "sister" troop at many locations. They have no interest and think it all has to be 100% separate. It's brutal on families with male and female scouts. We may change our son to a different boy troop because of it, so that the kids are at least in troops that are willing to do some partnership. Changing the old guard is hard. Driving 45 min for a female to find a troop is hard too.
- We used word of mouth to recruit most of our scouts.
- Covid19 and restrictions affecting access to schools
- The negative comments and publicity over the girls joining the Scouts B.S.A.
- Not enough female leaders to recruit
- Getting into schools
- Many roadblocks including resistance to change from the status quo.
- Girls still thinking it is for boys; accessing their media
- Recruitment can also be tricky to get people to think we are a good troop even though were small.
- Nothing really except for adults thinking we a G.S.A. Organization.
- It's hard to find those girls that want to be in a troop, because it's not something that initially interests them always. Not having a pack that feeds into the troop causes difficulty in finding troop members.



## Question 2: Overall how was the Organizational Sponsorship of a new Female B.S.A. Troop?

Overall how was the process for obtaining sponsorship of a new female BSA Troop  
25 responses



(Figure 7)

Scoring - It appears that overall Sponsorship has not been an issue with 21 respondents (84%) scoring a “4” or above and real positive successes. There were no respondents that scored as a “1” challenging and four respondents that scored a “2” or “3” with slight challenges.

### Success Responses Q2

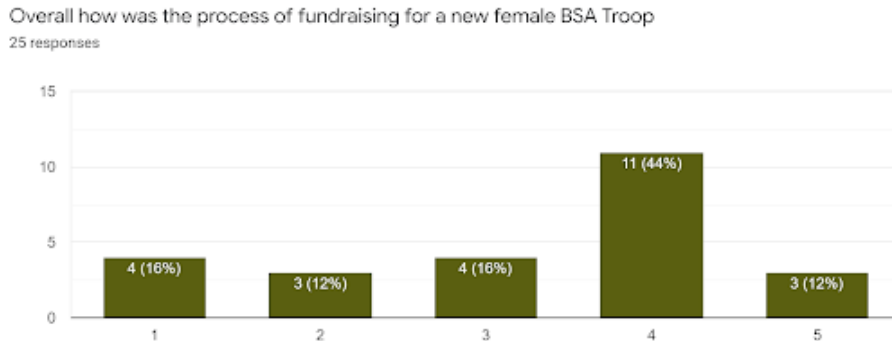
- All was in place with the boy troop and the C.O.R. was ok with boy troop, linking a girl troop.
- My C.O.R. /sponsor are great
- We had a good charter in place that was supportive
- Stick with it and prove it is worth it.
- We were very lucky. We have a very opening and accepting church
- We had no issues; our brother Troop was already there.
- Our C.O.R. already has a male Scouts B.S.A. and family pack so the female Scouts B.S.A. unit was a great fit
- Most of our sponsorship came from our scoutmaster’s company of Bank of America and Microsoft. Both scoutmaster were employed with them.
- Be organized, get assistance from an established male troop, establish program with experienced C.O.R.’s and sponsor organizations.
- Our chartered organization is very supportive.
- Church already had a boy troop
- Our Church was very supportive, we had.no issues which sponsorship.
- Our scout representative was not supportive of a girl troop and that was very hard.

- Good relationship
- A good relation and communication with the sponsor.
- The charter organization was on board from the policy change announcement to the present.
- Took over a defunct boy troop
- Trained leaders who follow the program rules
- Your church or sponsor, if you meet at one, will most likely sponsor you if you behave and follow their rules.
- Charter Organization and linked boy troop made for smooth sponsorship.
- Show the benefits to that organization and be grateful for their support.
- Our church family was very supportive of Scouts B.S.A. so adding females was a welcomed journey.
- Good relationship
- We didn't find it challenging because there was already an established male troop.
- Charter was on board, no challenges
- We are linked to an existing strong boy troop.
- Follow the rules of your sponsor

### Challenging Responses Q2

- Many churches and male troops do not consider how easy it is to share resources in a single location, they just don't want to consider or take on the work to start up a female troop in addition to their boy troop.
- Our previous relationship with the Chart Organization was critical
- Our hardest part was continuing the relationship with the sponsor and showing them what the scouts are engaged with the community.
- Using a church supportive of Scouting
- Scouts and leaders should get involved with their charter organization
- The only challenge we faced is the UMC's relationship with B.S.A.
- Was not that challenging when you are able to understand the organization and their own policies and leanings?

### Question 3: Overall how was the process of Fundraising for a new Female B.S.A. Troop?



(Figure 8)

Scoring – Overall it seems like Fundraising is not an issue for fourteen respondents (56%) scoring “4” or “5” having good success. While the remaining eleven respondents scored Fundraising as a “3” or less (44%) as challenging. See narrative for more details.

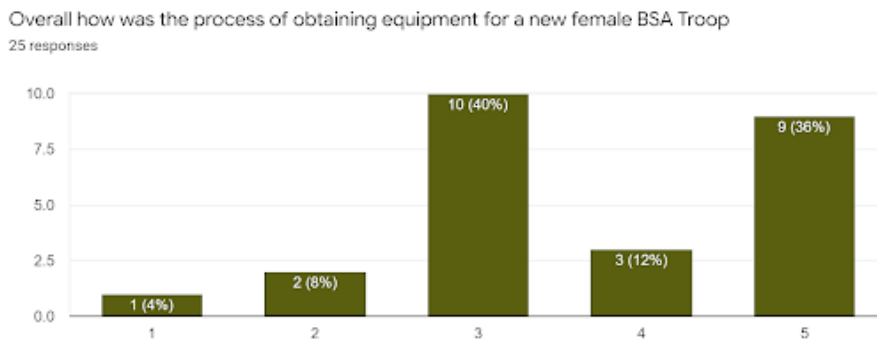
#### Success Responses Q3

- Successful fundraising is largely in part with sizable units. Smaller units will struggle with this
- Keep grinding and pushing forward.
- We've tried to pick some different ideas than popcorn and luminarias and have had great success so far (wreaths were a knockout!)
- Get creative. No one wants popcorn.
- Using Storefronts
- Camp cards good. Find good local business to let you storefront sell.
- We do better than our boy troop with fewer scouts
- Thinking outside the box and not counting on popcorn as the sole source.
- Local places love the help and do simple things like diaper banks.
- Camp Card sales are the main fundraiser. Very successful. Not sure what else we are allowed to do for fundraising
- The one successful venture has been Scout Discount Cards. If there could be more opportunities similar to this one that would be wonderful.
- Find new fundraising opportunities. Use social media
- Find how you like to fundraise and do it. Every organization is different.
- Engagement with community around the companies and sponsors

### Challenging Responses Q3

- We do not do fundraising
- Our area is saturated with Scouts B.S.A. units. So, it was difficult
- We still struggle with negative comments when our scouts sell popcorn, and we haven't found a niche fundraiser yet.
- Very little success except for the generosity of a church offering
- We haven't done any fundraising yet. Troop was formed in April 2021.
- There are still a lot of raised eyebrows at girls in Scouts B.S.A. uniforms. Thankfully, the girls don't notice it as much as the adults do (so far) ...
- The only challenges were teaching the Scouts to deal with anti-female comments.
- Others still think we are "Girl Scouts." Fundraising has been very hard.
- Something scouts can easy sell.
- It is annoying some of the comments some people will make about females in scouting
- Covid impacted the program. Popcorn was impacted so alternatives had to be pursued.
- We haven't done any fundraising yet
- Don't aim too high
- Not knowing what we are allowed to do, besides popcorn and Camp Cards.
- Popcorn is a no-go as it's too expensive. You might as well as just ask for straight donations at that point.
- I don't think being a female troop had anything to do with the challenges to fundraising the past two years
- Just as challenging as the boy troop.

Question 4: Overall how was the process of obtaining equipment for a new Female B.S.A. Troop?



(Figure 9)

Scoring – Based on the information provided it seems that there have been successes of obtaining equipment and has not been a large issue with twelve respondents (48%) were scoring a “4” or “5” and ten respondents (40%) scoring a “3”. Three respondents (12%) scored a “1” or “2” as challenges.

#### Success Responses Q4

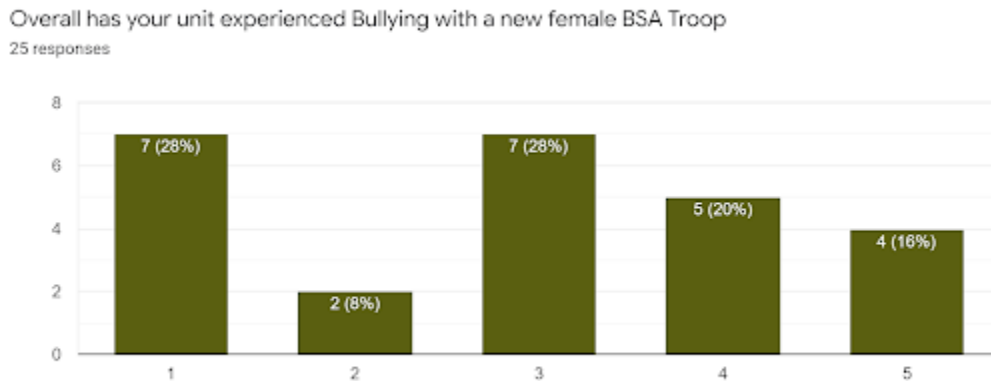
- We have no place to store equipment - unless we buy a trailer. We do not have enough gear to obtain a trailer
- We had an established trailer from a newly folded boy troop
- Making sure it is the same and equal that you would use as a scout or adult leader.
- I paid for our beginning equipment out of my own pocket. We had no money.
- The Parents. If the parents are excited, that shows when fundraising for equipment!
- We share with our linked troop for now but are quickly outgrowing the available equipment as both units grow
- We had some large donors that wanted to help get the troop set up
- To work, be smart in buying and going thru the presses and rethinking before purchases are made
- We only have supplemental equipment -- Scouts are asked to procure their own, if possible
- We had a volunteer willing to loan the Troop the funds to get started.
- We don't have any equipment for the girl that hasn't been purchased by me. We use what our boys have.
- Volunteers, fundraiser camp cards.
- We have great leaders who donate and make sure we have what we need and also get what we need with fundraised funds.
- The boy troop was able to provide equipment, including a trailer for the new troop. No issues.
- We inherited a lot of assorted used equipment. Too much of some and not enough of some.
- We got some from a troop who was moving locations and had gotten new gear. Also, donations.
- Initially we received equipment from the boy troop. We are fortunate that our boy troop has resources. We shopped carefully for camp stoves, and canopies and so forth. We asked for donations too and got some equipment that way. We have had a few growing pains, but it's going pretty smoothly now.
- As it always is, it's mainly donations based. There are still lots of people/companies willing to help. You just have to ask the right people.
- Talk to everyone!

- Equipment is brought in by fundraising and then the parents and leaders tend to have the equipment needed.
- Having an established boy troop made it even easier.
- We inherited equipment from previous troop and church.
- Luckily in our second year supplies were donated to us from a sponsor
- All equipment donated by the boy troop.
- Had an established boy's troop and they share the ample equipment they have

Challenging Responses Q4

- No equipment, no challenges
- Be thrifty
- Easy to get equipment if funds available.
- Since people thought we were an extension of the boy troop, our own equipment isn't a priority to others.
- No Fundraising.
- Cost. Waiting for past leaders of defunct Troops to tell us what they have.
- Fundraising can help you buy it.
- Obtaining troop equipment was easier than obtaining scout equipment for scouts of modest means.
- Troops have a scout closet for uniforms and for some equipment, but sometimes territorial skirmishes have made the troop sharing tricky. Boy troop often treats the girl troop as some stepchild. Again, this is improving.

Question 5: Overall has your unit experienced Bullying with a new Female B.S.A. Troop?



(Figure 10)

Scoring – We can see that Bullying is an issue in society and in scouting. Nine of the respondents (36%) scored as a “4” or “5” and have not had an issue with bullying or successes to resolve. At the other end of the spectrum nine respondents (36%), have had issues and challenges with Bullying and scored as a “1” or “2”. Those seven respondents (28%) scoring a “3” may be indifferent or unaware. See narrative for details.

### Success Responses Q5

- We haven't had the same problems as other troops - not yet.
- Leadership that is very watchful of their Scouts will minimize these issues
- Explaining to live by scout code and oath there should be no bullying but showing that people are different and respectful of others and their views.
- The only bullying we had was from a leader and she was removed
- It is still an issue with certain scouters and scouts from those units. We try to avoid them.
- No bullying issues
- Problematic individuals in leadership, or the troop, need to be addressed in person & at the time of behavior issues. Problems arise when things fester, and they clear when they are addressed. Repeat offenders, having been told to figure it out numerous times, either remove themselves or get locked out of interaction. The worst behavior/discipline problems in our troop have removed themselves. The rest on which we are working.
- Open discussions and working with the Scouts to deal with the issues.
- I was bullied by our Scout representative at Church when starting the girl troop. He felt it was not needed or wanted. Thankfully, our Boy Scoutmaster and Cub Scoutmaster were very supportive and had my back.
- Communication. Correct information.
- We reported our bullying and harassment at NYLT (by other scout troops) to our Scouts B.S.A. Council.
- Scout Oath and Scout Law. Teenagers tend to be "catty" towards each other, but all issues can be resolved by sticking with the Oath and Law.
- We haven't had any. We are not linked to a boys Troop.
- We don't have bullying within our Troop. We have seen this from other Troops and the public expressing displeasure that girls are allowed in the program.
- Have not had any issues to my knowledge.
- I personally haven't seen any instances of it. Our girls are very welcoming and seem to get along well.

- Leaders of traditional boy troops must make it clear that we all are scouts! Our girls (as all girls) are resilient. They have over worked, over fund raised, overachieved, and overcome the boys' troops.
- No issues with bullying
- We haven't had any.
- Deal with it head on.
- No experiences with this

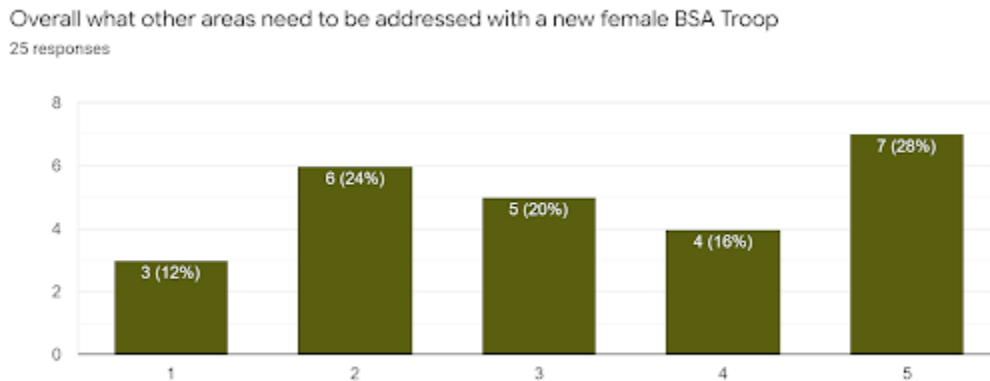
### Challenging Responses Q5

- The annoying or rude comments to female scouts are actually usually from older adults in scouting that can't stop telling our girls how they aren't used to hearing things like "I had to pack conditioner for my long hair" in scouting. A helper at our fall camporee at one of the main events kept saying things like that. We kept telling him how great Scouts B.S.A. was for our girls and how they had grown and matured as leaders and people so far. It went right over his head that we kept changing the subject away from his stereotypes and into the positives.
- Bullying came from the negativity of allowing girls in the Scouts B.S.A. More so from other male adult leaders with male only troops.
- Bullying has been from scouts in the boy troop, but took place at school, not at scouts. It was verbal with throwing of a girl's backpack, but no physical contact. We had some discussion and role playing to help the scouts (girls) prepare, and while the boy troop leaders wanted to hear details and were prepared to take action, however, I could provide no names of the boys because the girl would not "out" the boy. To my knowledge the boy troop did not bring the bully topic to the entire troop. The incident was isolated, however, more bullying is inevitable somewhere
- Adult leadership needs to be at the forefront of activities to minimize situations that can lead to bullying or hazing....
- Explaining how to handle the situation each time it comes about or to bring an adult into it to be made aware.
- The bully was a leader. She was removed from the troop
- The bias against female scouters needs to stop. Two years in is plenty of time to get over it and move forward.
- The girls will stand up to other girls no problem, but when its adults they won't always speak up. We are VERY concerned about putting girls into Order of the Arrow (O.A.) right now, until we have a group to go through together. The stories coming out of OA are NOT encouraging for the adult leaders to feel like our girls that deserve the opportunity, would have a fair and positive experience. Again, this will change over time, but it's something Scouting B.S.A. needs to pay attention to and address.
- Challenges came from adult leaders, Scouts of Boy Troops, and sometimes professional staff.
- Have to stand up for yourselves and show the girls how to be empowered by the challenges of being the new thing!!



- Support from neutral party to help resolve. Hoping this would be leadership present (district, council, camp director, event leadership).
- Sometimes it feels like no one takes it seriously
- Be cognizant of the issue, do not correct the Scout(s) in front of the troop, ask which part of the Law bullying falls under.
- Grow your program & ignore negative energy from people outside our Troop.
- Haven't dealt with it
- We hope to arm our scouts in the girl troop with options and discussion about their choices for dealing with bullying, so that they are not blind-sided when and if they experience bullying. We leaders also feel strongly about scouts speaking up for each other whenever they encounter bullying - whether the bully victim is a boy or a girl.
- It has been very challenging when it comes to other scouts who say the same Scout Oath does not apply to fellow scouts. Girls should not have to be stronger because "Boys will be Boys"

Question 6: Overall what other areas need to be addresses with a new Female B.S.A. Troop?



(Figure 11)

Scoring – This open ended question needs more in depth narrative review, since eleven respondents (44%) seem satisfied and have success with the program and another five respondents

(20%) scoring a “3”. There are those nine respondents (36%) who have some concerns or challenges with the program.

### Success Responses Q6

- More overall supervision of youth at large scale events - but this has been my experience with a program with males, females, or coed groups
- All district and council events need to accept, acknowledge, and understand that females will be present at all events and have a plan to overcome the obstacles of having events that encompass both males and females. This has been a side note for two years. The fact is that special precautions must be taken when females are present to prevent uncomfortable issues.
- We have had it very smooth.
- The restriction on female leadership has been difficult at times. If two female leaders can take a group of male scouts to an event, two male leaders should be able to take a group of female scouts to an event. The same is true with merit badge counselor meetings. The bias is making it more difficult than I believe it needs to be. A female scout and her dad should be able to meet with a male MB councilor to review her work without a female leader present.
- We need improvements on timing of girl Camporee’s in the future. I run them at the same time as Camporee and Weboree
- Female Leaders and Troops need to be held to the same standard of conduct, from Youth Protection Training (Y.P.T.) to other safety issues, as with male troops and leaders. Full stop. If standards are not adhered to, there are no standards, and the message is that we can split hairs & go rogue.
- Camporee and other events do not always consider girls in bathroom arrangements. Having to share a port-a-john with hundreds of boys.... having to sit on the seat and lack of toilet paper we’re not a pleasant experience for my girls. Otherwise, it was an awesome camporee. I find that my group is usually the only girl group attending a lot of the events. My group collaborates with 2 other troops, and we get our girls together to do things and work on ranks/merit badges. We are very blessed that we can offer some guidance and help to other girl troops. Getting our girls together has built new friendships and made our experiences more worthwhile. At the same time....it has helped build confidence in our leadership and the new leaderships that are just starting.
- Collaboration between leaders has been a positive experience.
- Having a well-trained and very experienced staff helped make the process simpler.
- We need to recruit more female leaders and support people to gain traction with recruitment.
- We are small and only have about two older leaders (girls). We just doubled in size (from 6 to 12). Thanks to District for recruiting! Our two best leaders (girls)are

stepping back for a while so we will be developing a new leader whoever they select. We will be working on recruiting the new parents to register and youth protection for much needed adult support with committee, program, and transportation,

- With seasoned adult leadership, the "normal" issues of starting a new unit were non-issues.
- We need female leaders; they are hard to find.
- Recruit leaders
- Feminine and masculine cut clothing options at like summer camps and being able to choose either.
- More sharing of institutional knowledge with our linked troop.
- More sharing of leadership and training opportunities with our linked troop.
- Females have traditionally less leadership opportunities, and therefore seem intimidated by the leadership responsibilities, so having mentors and the periodic girl troop brainstorming with Commissioners have been helpful.
- It is important for girls to perceive themselves as leaders, and this begins with adult female leaders getting strong training, mentoring and encouraging. In Boy troops this has happened over years, but because girl troops are newer, the institutional and process knowledge is not yet there for the girl troop leaders.
- Our girls are crazy smart and very resourceful. They have dealt with any challenge they have faced with grace to the point I cannot think of anything glaring
- Let the girls be girls just as much as letting boys be boys within the troop. Having them lead, but the adults support is a great way for this to happen. Let the boys interact and help guide the process also. But know that they also need their space just as much.
- Scouts are eager to learn. Scouts are eager to excel. Scouts are hungry for a world where it's cool to be capable and smart; versus in the past being attractive, which has been the measure for so long & probably won't change. I believe there is huge spirit, a ground swell of interest and inspiration for taking the wheel of leadership.
- We have two older girls became Eagle Scouts, since inception but now in the process of merging because we lack numbers. Girl units need to be strategically placed in districts to avoid small struggling unsuccessful units.
- Growth of knowledge and showing belonging amongst the boys in scouting
- Our troop lost several scouts due to Covid, aging out, and moving. We are rebuilding
- Two Eagles and two more almost there!
- Multiple Eagles at this point with several continuing to lead the troop.
- "Seabase" for a female scout was a stellar experience (with a mostly male crew) - we had an epic trip and a lot of fun. We're looking for more high adventure opportunities to get more girls interested. There is a lot to offer in Scouts B.S.A., and a lot to learn!
- That our lady scouts will become Eagle soon!
- Engaged kids + standards + accountability = successful Scouts
- My girls have excelled in their ranks despite negative comments and lack of confidence by others. They are proud of everything they have accomplished.
- The Scouts are very much focused, wanting to experience Scouting and earn merit badges.

- Girls are recruiting friends!!
- Advancements in rank, merit badges, courts of honor, camporees, district events attended, geology merit badge function in hickory outstanding, white water rafting, snow skiing, Shepard's Woods has been wonderful, when we needed money saved on trips as we have financial challenged family's and it is a great location locally, Bud Schiele great camp, Belk lodge price reduction has helped us to be able to use it, rife activity at Bud Schiele was a favorite of the girls ( this Nov.) as we had not been able to get to do it since we formed, ....girls have really grown and learned a lot.
- We have fundraised, help the community and grown
- Scouts hit the ground running, the majority of scouts are advancing, Two Eagles to date, Multiple Life Scouts should obtain Eagle in the next 12 months. Scouts are meticulous and well-organized.
- The girls are very excited and enthusiastic about Scouting. They get to do new things (Scouting skills) that were never offered to them before.
- Our council has been very supportive.
- 20+ active scouts
- We are going strong on relationships with each other, other troops, and advancement.
- Keep standards as the B.S.A. intended; go on outings; get out in the woods; keep the focus on the scouts, not the adults.
- We currently have 5 out of 25 on their way to Eagle. They have grown and shown amazing leadership. That shows in how the unit continues to grow.

### Challenging Responses Q6

- Subtle marginalizing by some of the male adults. The list of examples of this could be long and I'd prefer not to sound like a gripe session. Only to know that it'll be part of the landscape until we EARN respect and (in the male world) that is only by accomplishments.
- Scouts and all Scout leaders need to be "Can-do" people, so as to set the best example of facing challenges and tackling them, as we ask our scouts to do. We need to live our own scout law and oath too. Set the bar high for all, including ourselves.
- Mostly recruitment and sustainability of unit.
- The guys need to understand that if the rule is set forth for the girls, they need to be followed by the guys, when applicable, (i.e., wearing tank tops or styles of shorts).
- Keep Pounding. Just keep swimming.
- Recruiting female leaders willing to camp
- A small group initially had a steep learning curve to take ownership of the troop, while they were learning how troops should operate themselves. Many of our current leaders are also on the younger end.
- Having great scoutmasters and gathering committee members for a girl troop!

- Bad leadership = division and poor outcomes... Coming into Scouting, I had fairly high-minded ideas about how it worked. I was wrong. The organization is only as good as the leaders in the Troops and Council mostly cares about politics & fundraising. You can raise issues from safety to Y.P.T. violations and Council doesn't care. Council will not make hard choices to protect kids, but they will do all they can to protect themselves. Everyone knows it, inside and outside of Scouting. It sucks.
- Public comments and bullying on every outing that included males. Initially the leadership of the Boy Troop was not supportive, but over time and with some changes in leadership it got better.
- I don't feel like the new troops have a big need to be supported by the council in terms of helping set up committees and support. Cannot just rely on the boy troop leadership for guidance!
- Working with or around boy troops (camporees and summer camp).
- We started from ground zero, so we are developing skills and leadership. Adults are training the initial group through the Scout and Tenderfoot ranks. The original girls are now just starting to do some teaching of skills to the newest members. Adults continue to do the teaching for 2nd and 1st Class Ranks. It puts a lot on the adults. But the girls are a joy to be around, so it makes it worth the effort.
- Our initial group of girls was all 11-12 years old, so we had no Troop Guides.
- Former SM not following the program rules and guidelines. Additionally, all girl camporees at any level need to be eliminated, unless all boy camporees are going to be allowed. If we are going to be one program, then we need to stop segregated camporees
- Shower times at summer camps were hard to make into your slot because the times were just not doable.
- It was challenging for me to lead a group, where I had never been part of assisting. I do have some dormant experience in the Venture Crew a decade before, but V.C. is a different breed than Scouts B.S.A. A major obstacle for me was trying to work with the men in the boy troop in settings where I am an equal, yet the men are accustomed to calling the shots. I needed to balance getting the job done with occasionally calling out the attitude, knowing that it would generally fall on deaf ears. Mostly I felt respected, yet when I did not, it was stressful, because I still needed to advocate for my troop and do so in a professional manner. Again, I did my best to stay focused on the scouts and run my troop, stay open to new ideas and look ahead.
- From the public and male troops just the ignorance of why girls should be in Scouts B.S.A.
- We have found great support from our Charter Organization Representative (C.O.R.) and the community.
- I am worried that the program will get diluted because of fears about offending and because of such disparity in troop support for training, and how casual the troops see themselves... everything from uniform standards to rank requirements. For example, recent changes in Scouts B.S.A. Guide to Advancement won't allow Board of Review (B.O.R.) to ask about skills - saying it's a retest. The B.O.R. should be a "celebration"

and so on. What does one even review then? Seems like the bar notched down a bit and the requirements got fuzzier. This change coincides with the timeframe of girl troops coming on the scene, although it may or may not be directly connected. I'm also afraid that there is a distinct lack of guidance from National about what a linked troop means, and as a result there are a myriad of interpretations on the troop level as to what girl troops can and can't do. Old attitudes take a while to change, however the longer that "separate" stays in place the more likely that there will be two levels of standards simply because the groups are kept separate, and the institutional knowledge is kept on the boy side. Big changes come in small steps, but I'd like to see National really support both boys and girls as equal in requirements and equal in opportunity. No giveaways. No preferential treatment. Just fair. I'd like more opportunities for girls to see the edge method in the upper ranks of leadership and with all girl units being new, and girl units being separate, how can that mentoring & leadership development take place solidly? You asked my fears? Two tiers and girls looking sloppy both in appearance and in troop performance. We are small and we are on stage. Each girl represents the greater whole of this emerging Scouts B.S.A.

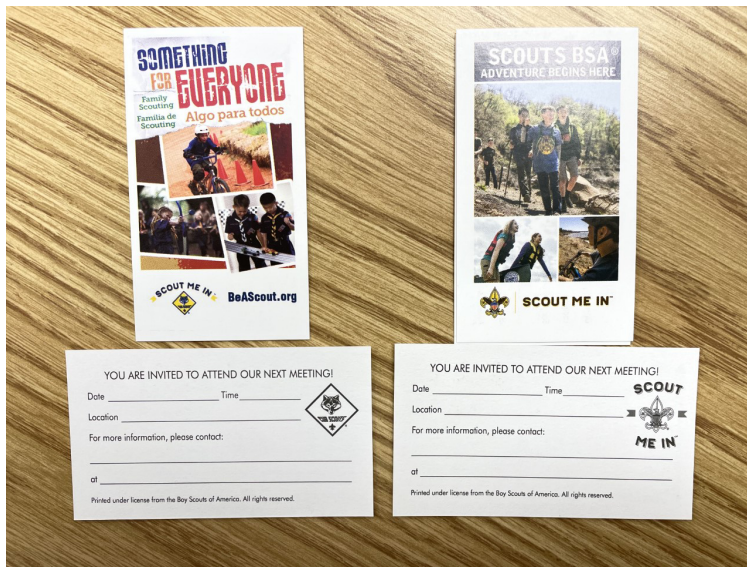
## CHAPTER V

### SUMMARY

The completed survey brought forward many successes of females in Scouting, B.S.A. and identified many challenges past and present that will not be solved in a week, a month, or a year. So, let us briefly review the Survey for “Females in Scouting.”

**Recruitment** - for scouting has been an issue for years and with recent events including COVID has made it more difficult. The best recruiting tool is the scouts themselves promoting the program with their friends and using social media and Peer to Peer Recruitment Cards.

Piedmont Council Peer to Peer Recruitment Cards



(Figure #12).

Another tool is for Scouts to be visibly active in the community with the help of Adult Leaders to guide them. Some new female troops have had the benefit of a boy Troop in place, to help get started. It could be helpful for any new B.S.A. Troop to have a mentor, nearby Scoutmaster or possibly a commissioner assigned, to help and be a resource during the initial process.

**Sponsorship** – obtaining and maintaining a sponsorship to Charter any troop can be a challenge and yet successful if you know who and what your sponsoring agency is about. The Troop leadership needs to involve the C.O.R. (Charter Organization Representative) and collaborate with the sponsoring group, plus show them the positive value of the Scouting unit. Have a visible presence and an annual report to the C.O.R. of the Troops accomplishments.

Fundraising – is tough for all of scouting right now for several reasons. However, the survey has shown that many Troops have not only used Pop Corn Sales and Camp Cards but receive donations and found other means of fundraising to sustain the Troop.

**Equipment** – for a Troop is an issue like fundraising. First you have to obtain the funds through fundraising and donations to buy Troop flags, camping gear and activities. If you have equipment, where do you store it and if you do not have a trailer how do you haul it. Smaller and new Troops have limited resources and rely on Scout Parents for donations and equipment. Some Troops are fortunate to have nearby Troops pass along equipment and uniforms. Be resourceful and ask local community groups.

**Bullying** – is an issue everywhere including Scouting, B.S.A. It occurs within Troops, at Camporees, Summer Camp, N.Y.L.T. and need to be addressed. Several Troops have informed me they are developing Y.P.T. (Youth Protection Training) and further discussions related to Bullying for their Scout Troops, after dealing with recent incidents. There have been discussions of creating a bullying component for NYLT and Summer Camp Staff training sessions.



**Other Issues** – expressed about a softening of the program, with the addition of females and questioning the reasoning for Female only camporees, when we are trying to unite all scouting. However, many shared successes in this section about the development Scout Leadership and continued Scout Rank Advancement. Several recognized Scouts on the path to Eagle and several recognized Female Scouts achieving the rank of Eagle.

After reading this information, I did some further research on Female Scout Rank Advancement for the Piedmont Council with assistance from my Advisor Bob Wright, (see Appendix E – Female Rank Advancement 2017 -2021). I found between 2017 and 2021 there were 367 Rank advancements by Female Scouts from Scout to Eagle and eighteen Female Scouts had obtained the rank of Life Scout with three Female Scouts completing the Rank of Eagle. Additionally, those same Female Scouts completed 1,238 Merit Badges.

Many comments were made by the Leaders that they want the Female scouts to be recognized as equals with all scouts.

**In Conclusion** - females have had strong presence in scouting as Adult Leaders for the last 30 years. Now, females have made their presence known for three years in Cub Scouts and Scouting, B.S.A., as they continue to have great successes with leadership and rank advancement.

Are there and will there still be issues and challenges along with successes for all scouts in the program? The answer is yes! However, we as leaders need to provide an environment for all scouts with opportunities for advancement and success, plus teach them how to overcome challenges.

I concur with a Scoutmaster with previous experience, who responded in the Survey and said it all: “Our initial group of girls was all 11-12 years old, so we had no Troop Guides. Starting a new Troop from ground zero is a challenge, by having to develop skills and leadership. Adults

are training the initial group through the Scout and Tenderfoot ranks. The original girls are now just starting to do some teaching of skills to the newest members. Adults continue to do the teaching for 2nd and 1st Classes. It puts a lot on the adults. But the girls are a joy to be around, so it makes it worth the effort.”

When it is all said and done, that is our task as Adult Leaders to provide scouts learning opportunities and leadership skills.

## REFERENCES

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4. Assets of Women in Scouting in 1989 by N.A. Rutledge
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**APPENDIX A**

“Females in Scouting Survey;” 2021 (9-pages)

## Survey of Females in Scouting

Thank you for participating in the "Females in Scouting Survey" in an effort to better understand and improve the scouting program. The Survey is looking for your input related to the successes and challenges, plus how they were overcome. Please provide a narrative to support any scores.

Your feedback is important so we can keep improving our program for all scouts. Please complete this survey with adult leadership and let us know your thoughts. If possible, complete the survey a second time with youth leadership, so their perspective can be included and indicate such in the narrative. Please feel free to contact me if any questions at 925-487-2707 or [npdvet19@aol.com](mailto:npdvet19@aol.com)

\* Required

1. Email \*

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2. What is your Council \*

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3. What is your District \*

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4. What is your Troop # \*

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5. Are you Adult Leadership or Youth Leadership \*

*Mark only one oval.*

Adult Leadership

Youth Leadership

Recruitment

6. Overall how was Recruitment of a new female BSA Troop \*

Mark only one oval.

1      2      3      4      5

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Very Challenging      Very Successful

7. How successful was Recruitment of a new female BSA Troop \*

Mark only one oval.

1      2      3      4      5

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Not Successful      Very Successful

8. What are your key comments for successes in Recruitment. \*

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9. How challenging was Recruitment of a new female BSA Troop \*

Mark only one oval.

1      2      3      4      5

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Not Challenging      Very Challenging

10. What are your key comments for challenges in Recruitment. \*

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Organizational Sponsorship

11. Overall how was the process for obtaining sponsorship of a new female BSA Troop \*

*Mark only one oval.*

	1	2	3	4	5	
Very Challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Successful

12. How successful was obtaining a sponsor for a new female BSA Troop \*

*Mark only one oval.*

	1	2	3	4	5	
Not Successful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Successful

13. What are your key comments for successes in obtaining and maintaining a sponsor. \*

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14. How challenging was obtaining a sponsor for a new female BSA Troop \*

Mark only one oval.

1      2      3      4      5

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Not Challenging                  Very Challenging

15. What are your key comments for challenges for obtaining and maintaining a sponsor. \*

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Fundraising

16. Overall how was the process of fundraising for a new female BSA Troop \*

Mark only one oval.

1      2      3      4      5

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Very Challenging                  Very Successful

17. How successful was fundraising for a new female BSA Troop \*

Mark only one oval.

1      2      3      4      5

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Not Successful                  Very Successful



18. What are your key comments for successes in fundraising. \*

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19. How challenging was fundraising for a new female BSA Troop \*

*Mark only one oval.*

	1	2	3	4	5	
Not Challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Challenging

20. What are your key comments for challenges for fundraising. \*

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Equipment

21. Overall how was the process of obtaining equipment for a new female BSA Troop \*

*Mark only one oval.*

	1	2	3	4	5	
Very Challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Successful

22. How successful was obtaining equipment for a new female BSA Troop \*

*Mark only one oval.*

1      2      3      4      5

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Not Successful      Very Successful

23. What are your key comments for successes in obtaining equipment. \*

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24. How challenging was obtaining equipment for a new female BSA Troop \*

*Mark only one oval.*

1      2      3      4      5

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Not Challenging      Very Challenging

25. What are your key comments for challenges for obtaining equipment. \*

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26. Overall has your unit experienced Bullying with a new female BSA Troop \*

*Mark only one oval.*

1      2      3      4      5

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No Experiences of Bullying      Yes Experiences of Bullying

27. How successful was your female BSA Troop in overcoming bullying issues. \*

*Mark only one oval.*

1      2      3      4      5

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Not Successful      Very Successful

28. What are your key comments for successes in overcoming bullying issues. \*

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29. How challenged was your female BSA Troop in dealing with bullying issues. \*

*Mark only one oval.*

1      2      3      4      5

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Not Challenging      Very Challenging

30. What are your key comments for challenges for dealing with bullying issues. \*

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Other

31. Overall what other areas need to be addressed with a new female BSA Troop \*

*Mark only one oval.*

	1	2	3	4	5	
None	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We need other improvements

32. What are your overall key comments related other improvement for your unit. \*

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33. What other successes did your female BSA Troop experience. \*

*Mark only one oval.*

	1	2	3	4	5	
None	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Successful

34. What are your key comments for other successes by your female BSA Troop. \*

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35. What other challenges did your female BSA Troop experience. \*

*Mark only one oval.*

	1	2	3	4	5	
Not Challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very Challenging

36. What are your key comments for other challenges experienced by your female BSA Troop. \*

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Google Forms

## **APPENDIX B**

**“Females in Scouting” Survey Data  
(State, Council, District, Troop, Leadership) Excel Spreadsheet (1-page)**

**Females in Scouting Survey Results**

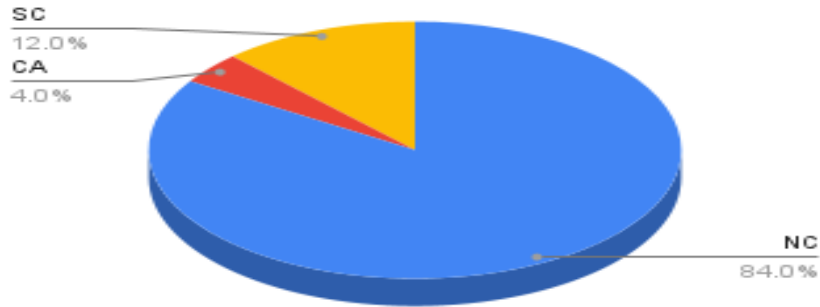
<b>State</b>	<b>Council</b>	<b>District</b>	<b>Troop #</b>	<b>Adult/Youth Leadership</b>
NC	Blue Ridge	Swamp Rabbit	7420	Adult Leadership
CA	Golden Gate Area	Twin Valley	2942	Adult Leadership
NC	Mecklenburg	Apache	249	Adult Leadership
NC	Occoneechee	Eno River	456	Youth Leadership
NC	Occoneechee	Eno River	456	Adult Leadership
NC	Occoneechee	Eno River	456	Adult Leadership
SC	Palmetto	York	2552	Adult Leadership
SC	Palmetto	York	250	Adult Leadership
SC	Palmetto	York	250	Adult Leadership
NC	Piedmont	Gemstone	1166	Adult Leadership
NC	Piedmont	Gemstone	1166	Adult Leadership
NC	Piedmont	Gemstone	1166	Youth Leadership
NC	Piedmont	Gemstone	1314	Adult Leadership
NC	Piedmont	Gemstone	1314	Adult Leadership
NC	Piedmont	Gemstone	1314	Adult Leadership
NC	Piedmont	Gemstone	1314	Adult Leadership
NC	Piedmont	Gemstone	1607	Adult Leadership
NC	Piedmont	Gemstone	5171	Adult Leadership
NC	Piedmont	Gemstone	5171	Youth Leadership
NC	Piedmont	Gemstone	5171	Adult Leadership
NC	Piedmont	Heartland	1987	Adult Leadership
NC	Piedmont	Heartland	72	Adult Leadership
NC	Piedmont	Lakeland	1234	Adult Leadership
NC	Piedmont	Lakeland	1325	Adult Leadership
NC	Piedmont	Two Rivers	1028	Adult Leadership
<b>State</b>	<b>Council</b>	<b>District</b>	<b>Troop #</b>	<b>Adult/Youth Leadership</b>
3	6	9	15	Adult -22 / Youth - 3

## APPENDIX C

### “Females in Scouting” Survey Graphs (State, Council, District, Troop. Leadership) Excel Spreadsheet 2-pages

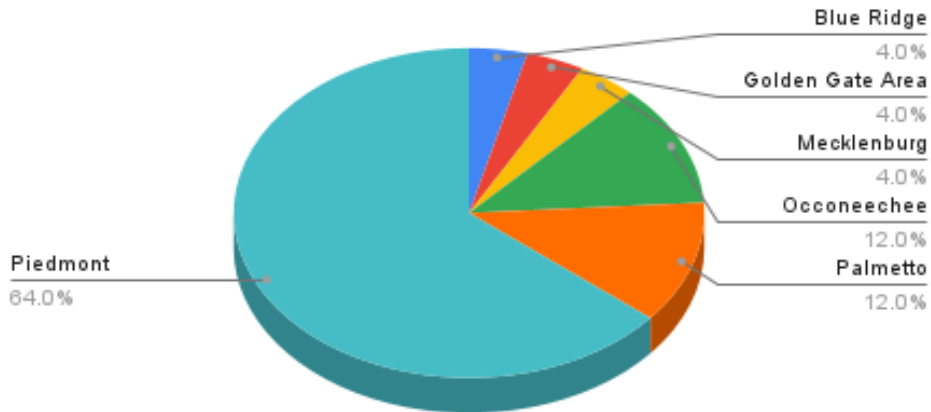
#### Completed Survey by State

States (3)



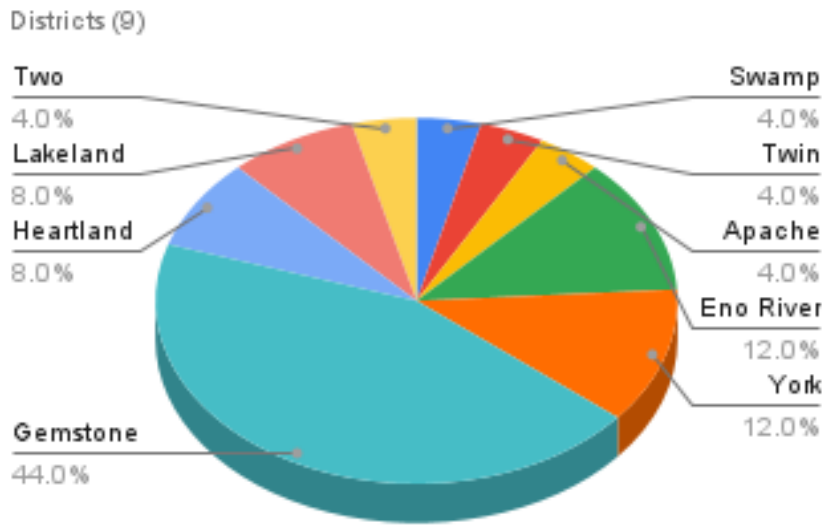
#### Completed Survey by Council

BSA Councils (6)

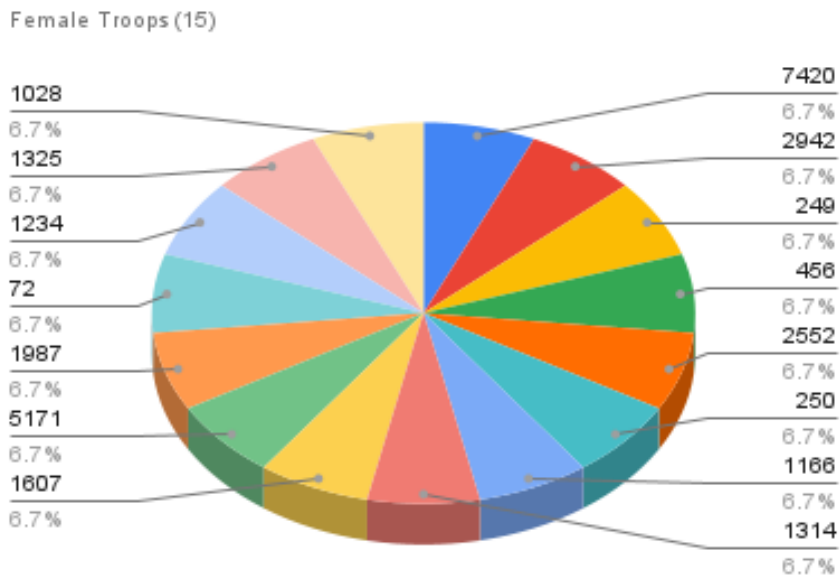




**Completed Survey by District**

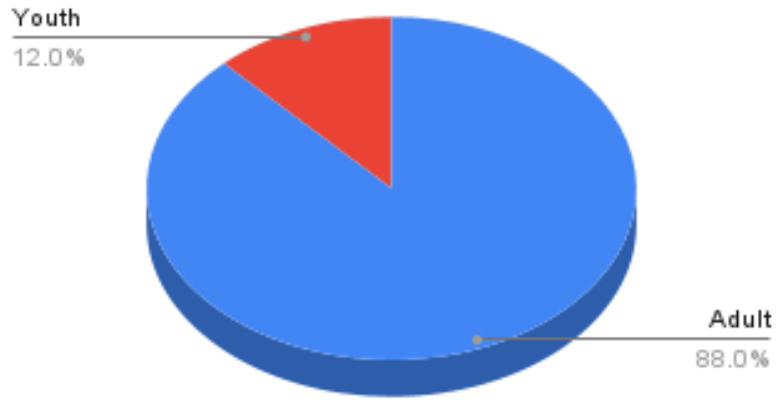


**Completed Survey by Troop**



## Completed Survey by Leadership

Adult vs Youth Leadership (22/3)

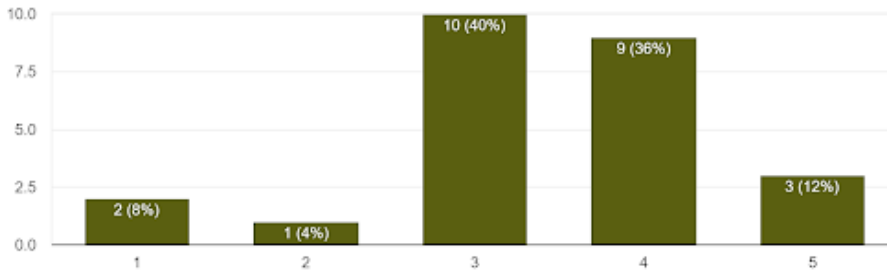


## APPENDIX D

### “Females in Scouting” Survey Graphs (Overall responses to Survey Questions 1 to 6) 2-pages

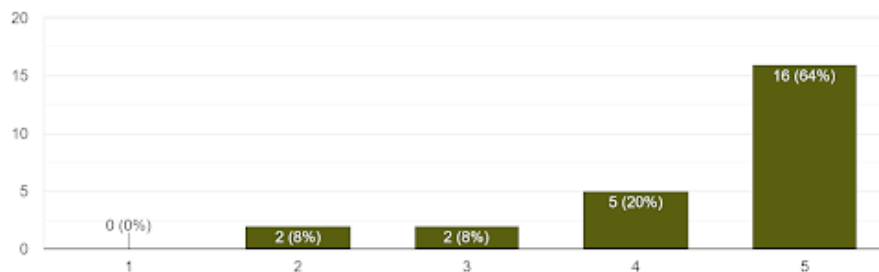
#### Recruitment

Overall how was Recruitment of a new female BSA Troop  
25 responses



#### Sponsorship

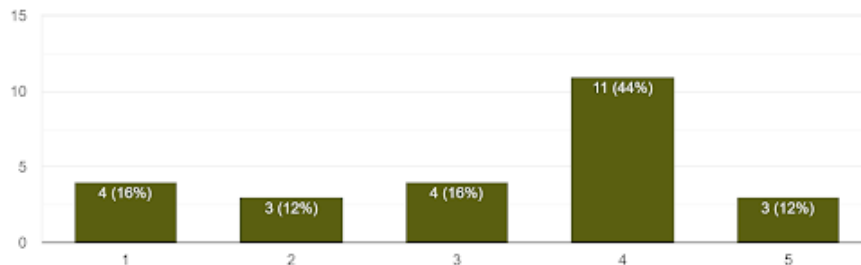
Overall how was the process for obtaining sponsorship of a new female BSA Troop  
25 responses



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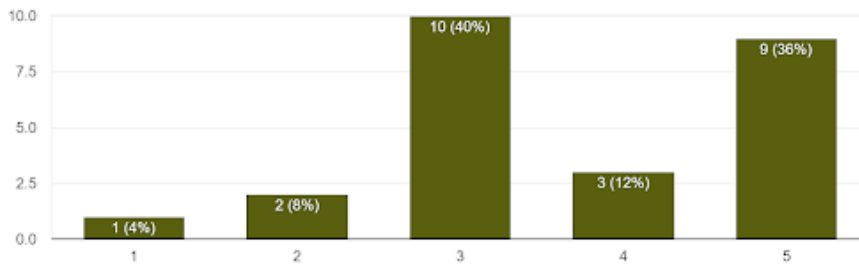
#### Fundraising

Overall how was the process of fundraising for a new female BSA Troop  
25 responses



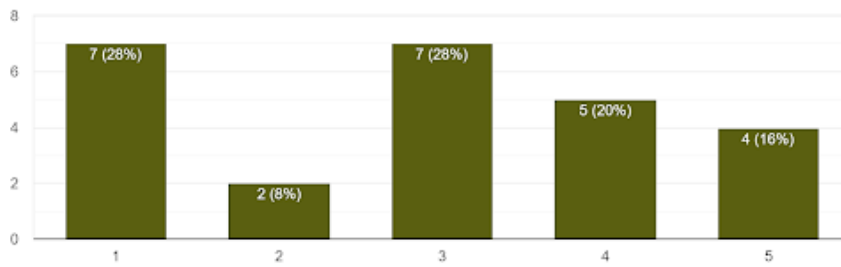
## Equipment

Overall how was the process of obtaining equipment for a new female BSA Troop  
25 responses



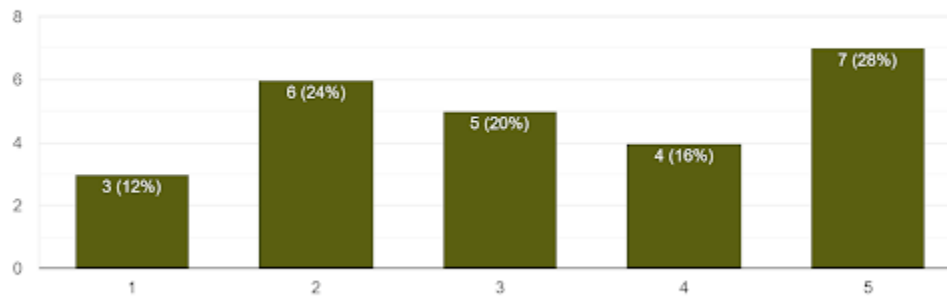
## Bullying

Overall has your unit experienced Bullying with a new female BSA Troop  
25 responses



## Other Issues

Overall what other areas need to be addressed with a new female BSA Troop  
25 responses



## APPENDIX E

### “Piedmont Council Advancement” Females 2017 to 2021”

District	Organization	Scout PTD	Tenderfoot PTD	Second Class PTD	First Class PTD	Star PTD	Life PTD	Eagle PTD	Total PTD	Palms PTD	Merit Badges PTD
Battleground	Troop 1402 (G)	8	4	2	1	1	1	0	17	0	57
Gemstone	Troop 1166 (G)	9	7	6	5	5	3	0	35	0	180
Gemstone	Troop 1314 (G)	28	19	12	10	9	5	0	83	0	270
Gemstone	Troop 1607 (G)	2	3	4	4	2	2	0	17	0	50
Gemstone	Troop 5171 (G)	15	14	12	11	3	1	0	56	0	202
Heartland	Troop 0072 (G)	4	4	3	2	0	0	0	13	0	34
Heartland	Troop 0088 (G)	11	8	6	5	1	0	0	31	0	83
Heartland	Troop 1987 (G)	7	6	4	3	3	3	2	28	1	99
Lakeland	Troop 1234 (G)	6	4	0	0	0	0	0	10	0	8
Lakeland	Troop 1325 (G)	9	7	6	5	4	3	1	35	1	138
Lakeland	Troop 1454 (G)	9	6	1	0	0	0	0	16	0	52
Lakeland	Troop 1823 (G)	7	3	1	1	1	0	0	13	0	31
Two Rivers	Troop 1028 (G)	7	5	0	1	0	0	0	13	0	34
	<b>Totals</b>	<b>122</b>	<b>90</b>	<b>57</b>	<b>48</b>	<b>29</b>	<b>18</b>	<b>3</b>	<b>367</b>	<b>2</b>	<b>1238</b>
	<b>Current Ranks</b>	<b>32</b>	<b>33</b>	<b>9</b>	<b>19</b>	<b>11</b>	<b>15</b>	<b>3</b>			

: PTD: Period to Date

Data is from 1/1/2017 to 1/25/2022

# APPENDIX F

## “Piedmont Council Recruitment Cards”

