

On Nov 1st, 2021 the Boy Scouts of America launched the Citizenship in Society Merit Badge, its newest Eagle Required merit badge for youth in the Scouts BSA program. The merit badge is focused on a journey of self-discovery around diversity, equity, and inclusion, and how those concepts benefit society. All key facts and information about this merit badge can be found at [www.scouting.org/dei](http://www.scouting.org/dei).

**Please complete the following before you arrive to the class :**

- National Merit Badge Counselor "Position Specific" Training found on [my.scouting.org](http://my.scouting.org).
- National Diversity, Equity, and Inclusion Volunteer Training (SCO 1800) found on [my.scouting.org](http://my.scouting.org).
- Capitol Area Council CiS Merit Badge Counselor (MBC) Training Part 1: Online CiS MBC Guidelines Training (included in this document). This training is completed on your own time before participating in the Part 2 Zoom training. It will take 30-45 min for you to complete. After you have completed this, please use the link on the last page to complete a google form showing your completion of part 1.

**At the in person/online training, you will be completing the following:**

- CiS MBC Training Part 2. This training will be conducted in person or online and will take 2 hours to complete. Come prepared to participate in small group discussions. If the training is online, please plan to have your camera on. This training will run 2.5-3 hours and will have a question and answer time at the end.



# *Citizenship in Society Merit Badge Counselor Guidelines Training Part 1*

*(The In-person / Zoom Module is Part 2)*



# Learning Objectives



1. Review BSA's Diversity, Equity, and Inclusion (DEI) Vision and Mission
2. Examine the goals of the Citizenship in Society (CiS) Merit Badge
3. Identify where to begin as a Merit Badge Counselor



# What is “*citizenship*”?



Citizenship involves people working together to make positive differences to the society in which they live - locally, nationally, and globally.

This process is beneficial for individuals, and essential for strengthening and safeguarding our society.

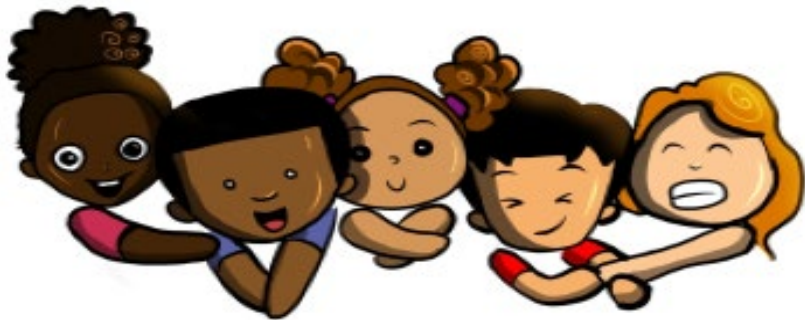




# BSA's DEI Vision and Mission



**BSA's establishes DEI goals for the organization with a specific DEI Vision and Mission.**



- Goal 1:** Expand into additional communities to work with more families and youth.
- Goal 2:** Enable all who wish to participate to benefit from Scouting.



# BSA's DEI Vision



To partner with all families and communities in raising young people of high moral character, development of their leadership skills, and preparing them to serve and thrive in a world of increasing complexity and challenge.





# BSA's DEI Mission



To promote a culture where every youth, volunteer, and employee feels a sense of belonging and to build communities where every person feels respected and valued.



Understanding differing identities and abilities is integral to helping Scouts know how to help other Scouts feel welcome





Helping our Scouts understand differing identities and abilities will equip them to be successful leaders who will be able to lead with greater empathy and respect for others.



Review the following questions and then you may proceed to the next section of this course.

Your answers will not be recorded.

## Review Question #1

One of the stated purposes of the Citizenship in Society Merit Badge is to help our Scouts understand differing identities and abilities to equip them to be successful leaders who will be able to lead with greater empathy and respect for others.

- True
- False

## Review Answer #1

One of the stated purposes of the Citizenship in Society Merit Badge is to help our Scouts understand differing identities and abilities to equip them to be successful leaders who will be able to lead with greater empathy and respect for others.

True

False

## Review Question #2

### Citizenship in Society Merit Badge helps Scouts:

*(select as many answers as are true)*

- Learn about the diverse, unique identities, and characteristics we each possess.
- Understand different perspectives and experiences.
- Respect the beliefs of others, both inside and outside of Scouting.
- Identify actions to help create an inclusive and welcoming culture of belonging.

## Review Answer #2

Citizenship in Society Merit Badge helps Scouts:  
*(select as many answers as are true)*

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- Understand different perspectives and experiences.
- Respect the beliefs of others, both inside and outside of Scouting.
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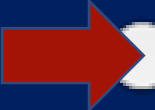
## Review Question #3

What is the name of the merit badge designed to help Scouts learn about diversity, equity, and inclusion?

- The Diversity, Equity, and Inclusion Merit Badge
- Citizenship in Society Merit Badge
- Citizenship in Diversity Merit Badge

## Review Answer #3

What is the name of the merit badge designed to help Scouts learn about diversity, equity, and inclusion?

- The Diversity, Equity, and Inclusion Merit Badge
-  ● Citizenship in Society Merit Badge
- Citizenship in Diversity Merit Badge





# Learning Check Complete!



You are now ready to move onto the next portion of this training. Next, you will be learning more specifics about how to be a Citizenship in Society Merit Badge Counselor.



# Where to Begin...Online



- Complete BSA Merit Badge Counselor “Position Specific” Training (<http://my.scouting.org/>)
- Complete the online BSA Diversity, Equity, Inclusion (DEI) Volunteer Training [SCO\_1800] ([www.scouting.org/about/diversity-equity-inclusion](http://www.scouting.org/about/diversity-equity-inclusion))
- Complete CiS Merit Badge Counselor Guidelines Training (*this training*)



# Where to Begin...In-Person or Zoom



- Complete Council CiS Merit Badge Counselor Training [*In-person or Zoom*]
- Conduct a CiS Merit Badge **parent meeting** to introduce the merit badge and requirements
- Scout completes merit badge with assistance from a CiS Merit Badge Counselor



# Review



These two (2) may be completed in any order, but must be done attending further CiS Merit Badge Counselor Training.

Complete Merit Badge Counselor "Position Specific" Training

Complete online BSA DEI Training [SCO\_1800]

You are here

Complete CiS Merit Badge Guidelines Training

These are in order for your next steps

Complete Council CiS MB Counselor Training [Zoom]

Conduct a CiS Merit Badge parent meeting

Scout completes merit badge



# Expectations of CiS Merit Badge Counselors



- You do not need to be a DEI expert to lead this merit badge.
- Your role is to elicit thinking, learning, conversations, and sharing.
- Be friendly, courteous, kind, and leave any biases at the door.
- Be a good listener. Listen to understand rather than to respond.



**Listen More**



# Host a Meeting to Share Key Information



## Options:

- . Meet with both parents and Scouts
- . Meet with parents only

Discuss objectives and format of merit badge

Review all requirements (*or those that you feel are necessary for parents to know*)



# Host a Meeting to Share Key Information



Scouts will not use a merit badge book or pamphlet.

Scouts should be exploring information that is most relevant and interests them to help optimize their learning.





# How Will Scouts Learn?



Scouts will:

- Complete all requirements in the CiS Merit Badge document
- Conduct research
- Explore resources independently
- Participate in discussions with:
  - ✓ The Counselor
  - ✓ Other youth
  - ✓ Members of society
  - ✓ Their parents / guardians
- Identify actions they can take to ensure inclusivity and to act as an upstander







# Implementation of the Merit Badge



- Each Scout is responsible for own research.
- The amount of time and areas of research are customized by the Scout.
- Counselors should have core knowledge, be educated and informed in diversity, equity, and inclusion principles.





# Offer Two Options for Scouts to Participate



## Option 1: Individual Study

Counselor should ensure:

- Meetings must abide by Youth Protection Guidelines.
- Agree upon preference for study style.
- Discuss goal timing for completion.

## Option 2: Small Group Study

Input from the MB soft launch indicated best results for groups:

- Of **3-5 Scouts**
- Within two years of age
- Within the same unit



Review the following questions and then you may proceed to the next section of this course.

Your answers will not be recorded.

## Review Question #1

Scouts will not use a merit badge pamphlet to complete the  
Citizenship in Society Merit Badge.

- True
- False

## Review Answer #1

Scouts will not use a merit badge pamphlet to complete the  
Citizenship in Society Merit Badge.

True

False

## Review Question #2

Scouts will *not* choose their own sources when learning about the assigned topics in the Citizenship in Society Merit Badge.

- True
- False

## Review Answer #2

Scouts will *not* choose their own sources when learning about the assigned topics in the Citizenship in Society Merit Badge.

True

False

## Review Question #3

The recommended number of Scouts to participate in a group setting should be:

- 3-5
- 6-10
- 2 Scouts, to make sure YPT standards are followed.
- Groups are not allowed



## Review Answer #3

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# Learning Check Complete!

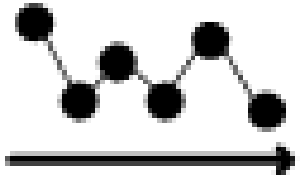


You are now ready to move onto the final portion of this training.

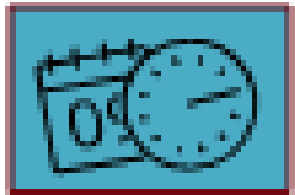
In this last section of the training, you will learn the various options of how you can conduct this merit badge for the Scouts with whom you will be working.



# Timing for Completion



Varies based upon depth of study and types and frequencies of meetings.



Pre-schedule agreed upon meeting times.



**One (1) month is estimated as the average time needed for Scouts to complete requirements and participate in meetings to discuss findings.**



# Options for Discussion



In-person or Zoom may be utilized.

If Zoom, all participants must have their cameras on (*pending any necessary accommodations*).

Be sure to abide by Youth Protection Guidelines (e.g., 2-deep leadership).





# Establish Ground Rules



1. Ground rules on safety, privacy, and respect for all participants should be established for all meetings.
2. Ensure a safe environment where Scouts feel comfortable to be open and share their thoughts, ideas, and experiences without fear of judgement or lack of confidentiality.
3. This may take a few meetings to truly establish trust. Be patient with the process.



# Suggested Ground Rules for Safety, Privacy, & Respect



- ✓ We value everyone's thoughts and opinions.
- ✓ We will treat one another with respect.
- ✓ Be on-time for all meetings.
- ✓ There are no stupid questions.
- ✓ Let everyone have a chance to speak.
- ✓ Use "I" statements.



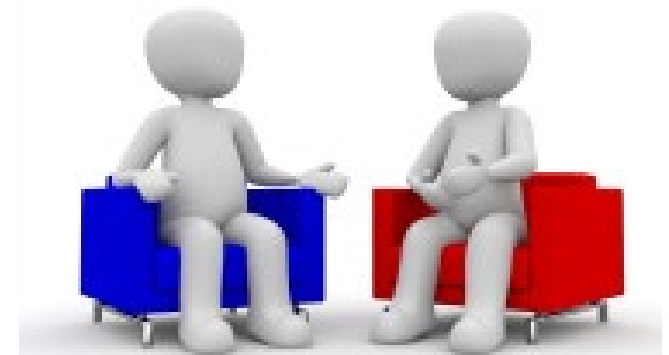


# Guidelines for Scouts' Participation



Encourage Scouts to:

- Share ideas and experiences.
- Give each other the benefit of the doubt.
- Be open and listen to learn vs. respond.
- Be sincere and authentic.
- Be accountable – understand and accept responsibility for their words and actions.
- Be present – be focused and engaged; eliminate distractions.
- Have their camera on if meeting via Zoom.





# Guidelines for Scouts' Participation



“Document” can mean:



Write



Record voice



Record video





# Guidelines for Scouts' Participation



## DO NOT:

- Be distracted (e.g., on phone).
- Interrupt – if someone is speaking, let them finish, regardless of time.
- Hold side conversations.
- Judge others.
- Share others' experiences with anyone outside the group.





# Identifying Reliable Sources of Information



An important part of your job will be to help your Scouts understand how to identify reliable sources of information.

The following are examples of sources that may be used for scholastic research and as a guide for yourself and your Scouts:

1. Check the domain name: reliable sources can be found on sites ending in .edu, .gov, or .org
2. Take a closer look at the source: check to see if authoritative sources are cited or referred to.



# Identifying Reliable Sources of Information



3. Search for additional information to support your findings: Look for additional authoritative sites that support your findings.
4. Use certain sources as a starting place: sites such as Wikipedia, blogs, online forums, etc. can be a starting place but are not considered authoritative or reliable sources of information.

For more information, [UTEP: Four Ways to Differentiate A Good Source From A Bad Source](#)

## Final Review Question #1

Citizenship in Society Merit Badge Counselors should do all of the following except:

- Establish ground rules for safety, privacy, and respect
- Share ground rules for Scouts' participation
- Have a core knowledge of diversity, equity, and inclusion to serve as an advisor and counselor
- Be an expert and teacher of diversity, equity, and inclusion principles

## Final Review Answer #1

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- ➔ ● Be an expert and teacher of diversity, equity, and inclusion principles

## Final Review Question #2

The recommended number of Scouts to participate in a group setting should be:

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## Final Review Question #3

Scouts should expect to spend at least \_\_\_\_\_ to complete the CiS Merit Badge:

- 1-2 afternoons
- 1 full day
- 1 month
- 2 weeks



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## Final Review Question #4

Scouts will learn by participating in a series of discussions with:  
*(Select one answer)*

- The merit badge counselor
- Other youth
- Members of society
- All are ways Scouts will learn while completing this merit badge

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*(Select one answer)*

- The merit badge counselor
- Other youth
- Members of society

 All are ways Scouts will learn while completing this merit badge

## Final Review Question #5

Which of the following is true about the research required for the CiS Merit Badge:  
*(Select one answer)*

- Each Scout's journey is unique.
- The Scout is the person responsible for researching the topics.
- The research completed is customizable based on each Scout's area of interest.
- All are true.

## Final Review Answer #5

Which of the following is true about the research required for the CiS Merit Badge:  
*(Select one answer)*

- Each Scout's journey is unique.
- The Scout is the person responsible for researching the topics.
- The research completed is customizable based on each Scout's area of interest.

 All are true.

## Final Review Question #6

A Scout can document their work by writing or recording (voice or video).

- True
- False

## Final Review Answer #6

A Scout can document their work by writing or recording (voice or video).

True

False

## Final Review Question #7

To become certified CiS Merit Badge Counselors for the Capitol Area Council, volunteers need to:  
*(select all of the answers that are correct)*

- Complete the National DEI Training through [my.scouting.org](https://my.scouting.org).
- Complete the Council CiS Merit Badge Counselor Training.
- Complete National Merit Badge Counselor Training through [my.scouting.org](https://my.scouting.org).
- Submit a merit badge application with your National DEI Training certificate to Capitol Area Council.



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-  Submit a merit badge application with your National DEI Training certificate to Capitol Area Council.

## Final Review Question #7

Which of the following are suggested ground rules for discussions with Scouts?

*(select all of the answers that are correct)*

- There are no stupid questions.
- Let everyone have a chance to speak.
- We will treat one another with respect.
- Only those who have researched from the list of approved websites can participate in the discussion.

## Final Review Answer #7

Which of the following are suggested ground rules for discussions with Scouts?

*(select all of the answers that are correct)*

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- We will treat one another with respect.
- Only those who have researched from the list of approved websites can participate in the discussion.



# Congratulations!



You are one step closer to helping make  
Scouting a more Inclusive place!

Submit this Google Form to record the completion of this portion of  
the CiS Merit Badge Counselor Guidelines Training:

[CLICK THIS LINK RIGHT HERE To Complete This Training](#)

We look forward to seeing you at the next step: The Council CiS  
Merit Badge Counselor Training available in-person or via Zoom.