The Baltimore Area Council endorses this new opportunity to serve our customers. Our families have told us that they need and desire these types of programs.

**WHAT IS HAPPENING?**

Starting in June of 2018, families can choose Cub Scouts for their sons AND daughters.

A Scouting program for older girls will be delivered in 2019, allowing participants to earn the highest rank of Eagle Scout.

**WHY THE CHANGE?**

Families today are busier than ever and with less free time, families want convenience. In fact, convenience beats cost as the #1 concern.

Research shows that our programs are extremely appealing to today’s busy families.

In a recent survey of parents not involved with Scouting...

90% are interested in a program like Cub Scouts for their daughters

87% are interested in a program like Boy Scouts for their daughters

**HOW WILL IT WORK?**

- **Cub Scouts** (Ages 5-10 or grades K-5)
  - Cub Scout Pack
  - All-Boy Den
  - All-Girl Den
  - All Boy Cub Scout Pack
  - Boys and Girls Cub Scout Pack
  - All Girl Cub Scout Pack

- **“Older Scouts”** (Ages 11-17 or grades 6-12)
  - Boy Scout Program
  - Older Youth Program
  - Girl Program (coming in 2019)

- Allows us to introduce Scouting to more families
- Allows boys and girls to learn and grow at the pace that is unique to their development
- Allows organizations to identify the options that work best for their communities
- Allows flexibility for chartered partners

**Baltimore Area Council Implementation Timeline**

**March-April**

Evaluation of current Cub Scout packs to determine their choice.

**April-May**

Align elementary schools and packs for appropriate recruitment strategies.

**June-October**

Begin fall recruitment efforts for existing packs and start new packs where appropriate.

**December**

Evaluation and refinement.
What decision did the BSA make regarding girls’ involvement in the organization?
The Boy Scouts of America’s Board of Directors unanimously approved to welcome girls into its iconic Cub Scout program and to deliver a Scouting program for older girls that will enable them to advance and earn the highest rank of Eagle Scout. It is important to note that the BSA did not decide to make the Cub Scouting and Boy Scouting programs co-ed; instead, the organization has introduced a unique model that builds on the benefits of a single-gender program while also providing character and leadership opportunities for both boys and girls.

Starting June 1, 2018, families can choose to sign up their sons and daughters for Cub Scouts. Partnered charter organizations may choose to establish a new girl pack, establish a pack that consists of girl dens and boy dens, or remain an all-boy pack. Cub Scout dens will be single gender — all boys or all girls.

Using the same curriculum as the Boy Scouts program, the organization will also deliver a new program for older girls, which will be announced in 2018 and projected to be available in 2019 (with a more specific start date to be determined), that will enable them to earn the Eagle Scout rank. This unique approach allows the organization to maintain the integrity of the single-gender model while also meeting the needs of today’s families.

Is this change a departure from the BSA’s core mission and values?
No. In fact, this aligns with our mission and values. After all, the values of Scouting as detailed in the 12 points of the Scout Law – trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean and reverent – are relevant and important for both young men and women. Our mission is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Scout Law. To achieve our mission, we create innovative programs and evolve existing ones that respond to the needs of today’s families and deliver them through dedicated volunteers in communities across the nation.

Why are you just now allowing girls into the Boy Scouts?
The BSA’s decision to welcome girls into the Cub Scout program and to offer a program for older girls comes from input we have received from our Scouting families, as well as prospective Scouting families. We understand that families today are busier and more diverse than ever. The BSA believes we owe it to families to structure our program offerings in a way that fits into their busy lives to deliver character development and values-based leadership training that Scouting promises. It is important to underscore that the BSA has provided programming to young women and young men for many years through Sea Scouts, STEM Scouts, Exploring and Venturing. STEM Scouts: 45% of participants are girls/young women, 55% are boys/young men; Exploring: 39% of participants are girls/young women, 61% are boys/young men; Venturing: 23% of participants are girls/young women, 77% are boys/young men; Sea Scouts: 40% of participants are girls/young women, 60% are boys/young men.

A Tufts University study found that youth who participate in Scouting for even a short period of time exhibit strong moral values and positive character attributes, allowing them to embrace new opportunities, overcome obstacles and become better prepared for future success. This programming is in response to what we’ve heard from our Scouting families in addition to those who are not involved in the BSA. A majority of parents surveyed said they are interested in having their daughters involved in a program like the Cub Scouts and Boy Scouts. What’s more, many of our current families, Scouts, donors, volunteers and professional staff are in support of this decision. We are confident that this change will meet the needs of today’s families.

At what age can girls join Scouting?
In June of 2018, families can choose Cub Scouts for their sons and daughters, starting at age five.

Will there be new curriculum for girl participants? Will you change the program to accommodate girls?
No. Our existing programs are relevant for young men and women. After all, the values of Scouting as outlined in the Scout Law – trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean and reverent – are relevant and important values for both young men and women.

How will packs and dens be structured? Can a chartered organization choose not to include girls?
An existing chartering organization may choose to serve girls or remain an all-boy pack. When creating a new pack, a chartered organization may form an all-boy pack, an all-girl pack, multiple packs or a pack of girl dens and boy dens. Cub Scout dens will be single gender — all boys or all girls. Cub Scout packs, meanwhile, can include any combination of all-boy or all-girl dens. The choice is left to individual leaders in consultation with their chartered organization. This hybrid model builds on the benefit of a single-gender program while also providing character and leadership opportunities for both boys and girls.

What updates to youth protection will be implemented to ensure the safety of boys and girls?
Youth protection and safety is paramount in all of the BSA’s programs. We invest resources and time to continuously strengthen our youth protection program. At the Cub Scout level, the program is already designed for the family, and we’ve had sisters of Cub Scouts participating in activities for many years — that was one of the reasons we were moved to consider this decision. Young women have been part of Venturing for two decades, and the current youth protection requirements already apply to both male and female participants. Two-deep leadership is required at all meetings, events and outings. This is a minimum requirement and additional supervision may be necessary, depending on the nature of the activities and the size of the group. As we deliver this additional program for older girls, we will be evaluating any changes needed to ensure the safety of all youth.

What about camping with girls?
Since camping in the Cub Scout program includes the entire family, the Cub Scout outdoor family camping guidelines are still in place regardless of a pack’s composition. Camping guidelines for older girl participants will be confirmed when the organization announces the Scouting program for older girls in 2018, for implementation in 2019.

May an adult male lead an all-girl unit?
Yes, an adult male can lead an all-girl unit, just as we already have adult females leading all boy programs. Youth protection requirements still apply to both male and female participants. Two-deep leadership is required at all meetings, events and outings. This is a minimum requirement and additional supervision may be necessary, depending on the nature of the activities and the size of the group.

Can separate boy and girl dens work on the same activity at the same time together?
There is no set rule or guideline on this. If appropriate, this can be treated the same as two dens of the same gender working together. It will be up to the good judgment of leaders to decide what is best for their units.

Will we have different uniforms for boys and girls?
All uniforms continue to be reviewed and adjusted to meet participant needs. While the fit and styling may be a bit different, the uniforms will remain fundamentally the same.

Will the basic training courses be modified to include some specifics on working with girls and addressing their specific developmental needs?
Yes, we will evaluate our training and update materials as needed.

Will girls who enter in 2018 and earn the Arrow of Light have a troop ready to accept them at crossover time in 2019?
Yes, we expect that the Scouting program for older girls will be ready to accept participants in 2019. A specific start date has yet to be confirmed.