



## Making sure their voices are heard

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Enregistré depuis: [www.scout.org](http://www.scout.org)



Among the many challenges facing Scouting is the increasing diversity of its members and volunteer base. The growth of immigration, changes in the family structure, the expanding role of women and continuing economic constraints all contribute to making the work of Scout organisations more challenging.

While Scouting has had success with recruiting young people from minority groups, we also need to be more efficient in recruiting a diverse leadership base. This is not simply about finding adults from the same minorities to work with young people, but about harnessing individual differences and creating a more diverse and stronger organisation.

Moving forward, we need to focus on recruiting a more diverse leadership base. This document offers practical advice and tips to help with the recruitment of these men and women. We should explore ways of enriching our work by involving leaders from different backgrounds and cultures.

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