

# Northern Star Council

## Diversity Award: Purpose and Requirements

### The Council's Definition of Diversity:

*"The existence of human differences (including but not limited to race, culture, religion, gender, language, family status, economic status, physical and cognitive ability) which affect our relationships, institutions and interactions with others."*



**The Diversity Award was created by the Northern Star Council Diversity Committee to strengthen inclusiveness and create cultural awareness and understanding.**

There are four different levels of awards:

- ◆ Cub Scouts and Webelos
- ◆ Boy Scouts under age 14
- ◆ Boy Scouts age 14 and older
- ◆ Venturers
- ◆ Adults

The requirements are listed below. The award is a temporary patch which may be worn on the right pocket of a Scout uniform. A single patch design is earned for all levels, and different colored borders are used to distinguish the levels.

The symbol on the patch is the mythical Sankofa bird of West Africa. The Sankofa teaches us that we must go back to our roots in order to move forward. That is, we should reach back and gather the best of what our past has to teach us, so that we can achieve our full potential as we move forward. Whatever we have lost, forgotten, forgone or been stripped of, can be reclaimed, revived, preserved and perpetuated.

### Cub Scout and Webelos Requirements:

1. Earn the Language or Culture Academic Pin
2. Complete Ancestry – Learn about your own genealogy building a family tree going back at least three generations.\*
3. Attend a cultural event, cultural center or faith service (other than one of your own)

Suggestions include but are not limited to:

- American Indian Pow Wow
- Chinese New Year
- Cinco de Mayo
- Demera (Ethiopian)
- Hmong New Year
- Hmong Soccer Festival
- Irish Cultural Festival
- Juneteenth
- Kwanzaa
- La Familia
- Martin Luther King, Jr. Day
- Multicultural Festival of Nations
- October Fest Rondo Days
- *Syttende Mai*
- Santa Lucia Celebration
- Differently abled activity

4. Journal your activities while earning the award and submit with your application (be prepared to discuss your activities if asked).
5. Submit a written summary of what you learned with the application.



Sign off: Cub Master or Den Leader

**Boy Scout Requirements for Scouts under age 14:**

1. Complete the American Cultures or the Disabilities Awareness Merit Badge. (Use the most up-to-date merit badge pamphlets. The requirements were updated in 2006.)
2. Complete Ancestry – Learn about your own genealogy building a family tree going back three to four generations. This must be shown to your Scoutmaster but not submitted with the application.\*
3. Do one of the following:
  - Research the cultural impact of sports from a different culture on U.S. sports.
  - Research the cultural impact of music from a different culture on U.S. music.
  - Research the cultural impact on art from a different culture on U.S. art.
  - Research the cultural impact of food from a different culture on U.S. food.
4. Submit a Journal of the activities you did to earn this award (this must include results of your research topic). Be prepared to discuss the results if asked.
5. Submit a written summary of what you learned while earning this award.



Sign off: Scoutmaster

**Boy Scout Requirements for Scouts age 14 and older:**

1. All of the above for Boy Scouts under age 14, plus:
2. Plan and lead an activity/outing with another troop or unit that is culturally different from you unit (this could also be a unit made up of young people with special needs). Attach information about the type of activity, date, who was involved and what happened.
3. Submit a journal of the activities you did to earn this award (this must include information about the activity/outing you lead). Be prepared to discuss the activity if asked.
4. Submit a written summary of what you learned while learning this award.



Sign off: Scoutmaster

**Venturer Requirements:**

1. Ancestry – Learn about your own genealogy building a family tree going back three to four generations.\*
2. Plan and lead an activity/outing with another crew or unit that is culturally different from your unit (this could also be a unit made up of young people with special needs). Activities might include helping special needs Scouts make their Pinewood Derby cars, doing a joint community service project, sharing meal preparations at camp, etc. Attach information about the type of activity, date, who was involved and what happened.
3. Submit a journal of the activities you did to earn this award (this must include information about the activity/outing you lead). Be prepared to discuss the activity if asked.
4. Submit a written summary of what you learned while learning this award.



Sign Off: Crew Chief

**Adult Requirements:**

1. Complete Ancestry family tree going back three to four generations (this must be shown to the person signing off on the application but not submitted with this application.).
2. Show proof of assisting young persons in your/a unit to earn the Diversity Award (Adults who do not directly work with youth in a unit may earn the award by promoting it at Scouting events or at meetings. They must be able to identify a connection with an adult or youth who earned the award due to their efforts.)
3. Submit a Journal of the activities you did to earn this award (this must include information about the assistance you provided to others in earning the award.) Be prepared to discuss if asked.
4. Submit a written summary of what you learned while earning this award



Sign Off: Unit Leader

See application form for submission once requirements are completed – last three pages.

\*If you are adopted and do not know your ancestry you may trace that of your adopted family or trace your ethnicity if different from that of your adopted family. If you are in Foster Care, you may do the same. If you are differently abled and your leader determines you need an adaptation, please contact Teri Fick, [tkfick@mmm.com](mailto:tkfick@mmm.com) who is a member of the Diversity Committee.

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## Diversity Award Application

Applicant's Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Unit #: Pack \_\_\_\_\_ Troop \_\_\_\_\_ Crew \_\_\_\_\_ Adult Award \_\_\_\_\_

Date of Application: \_\_\_\_\_

### Instructions:

- Check the level of the award below that you are applying for.
- Provide documentation as indicated for that level.
- Return this completed application and documentation to any Twin Cities Scout Shop.
- Scout Shop staff will review the application and issue the patch.

**Note:** Boys may earn the award at each level as they proceed through the Scouting program. **Each level of the award requires that you submit a journal of the activities you did to earn this award as well as a summary of what you learned while earning this award.** If you have questions contact [barbherrmann@comcast.net](mailto:barbherrmann@comcast.net).

### \_\_\_\_\_ Cub Scouts and Webelos:

\_\_\_\_\_ Complete:

Language Academic Pin - Date Earned \_\_\_\_\_

Culture Academic Pin - Date Earned \_\_\_\_\_

\_\_\_\_\_ Complete ancestry requirement going back three generations (this must be shown to the Den Leader or Cubmaster but not submitted with this application.)

\_\_\_\_\_ Attend a cultural event or faith service - Date Earned  
Name of Event \_\_\_\_\_

\_\_\_\_\_ Submit a Journal of the activities you did to earn this award (Be prepared to discuss if asked)

\_\_\_\_\_ Submit a written summary of what you learned while earning this award

Sign Off: Den Leader or Cubmaster: \_\_\_\_\_

### \_\_\_\_\_ Boy Scouts under age 14:

\_\_\_\_\_ Complete American Cultures Merit Badge **or** Disabilities Awareness Merit Badge (circle the one you earned) Date Earned \_\_\_\_\_

\_\_\_\_\_ Complete Ancestry family tree going back three to four generations (this must be shown to the Scoutmaster but not submitted with this application.)

\_\_\_\_\_ Complete **one** of the following research activities:

\_\_\_\_\_ Research the cultural impact of sports from a different culture on US sports

\_\_\_\_\_ Research the cultural impact of music from a different culture on US music

\_\_\_\_\_ Research the cultural impact of art from a different culture on US art

\_\_\_\_\_ Research the cultural impact of food from a different culture on US food

\_\_\_\_\_ Submit a Journal of the activities you did to earn this award (this must include results of your research topic)  
(Be prepared to discuss if asked)

\_\_\_\_\_ Submit a written summary of what you learned while earning this award

Sign Off: Scoutmaster: \_\_\_\_\_

**Venturers and Boy Scouts age 14 and older:** There is no merit badge requirement for Venturers.

- \_\_\_\_\_ Complete all of the requirements for Boy Scouts under age 14
- \_\_\_\_\_ Plan and lead an activity/outing with another troop or unit that is culturally different from your unit (this could also be a unit made up of young people with special needs). Attach information about type of activity, date, who was involved and what happened
- \_\_\_\_\_ Submit a Journal of the activities you did to earn this award (this must include information about the activity/outing they lead) (Be prepared to discuss if asked)
- \_\_\_\_\_ Submit a written summary of what you learned while earning this award

Sign Off: Scoutmaster / Crew Advisor \_\_\_\_\_

**Adults:**

- \_\_\_\_\_ Complete Ancestry family tree going back three to four generations (this must be shown to the person signing off on the application but not submitted with this application.)
- \_\_\_\_\_ Show proof of assisting young persons in your/a unit to earn the Diversity Award (Adults who do not directly work with youth in a unit may earn the award by promoting it at Scouting events or at meetings. They must be able to identify a connection with an adult or youth who earned the award due to their efforts.)
- \_\_\_\_\_ Submit a Journal of the activities you did to earn this award (this must include information about the assistance you provided to others in earning the award.) (Be prepared to discuss if asked)
- \_\_\_\_\_ Submit a written summary of what you learned while earning this award

Sign Off: Unit Committee Chair \_\_\_\_\_

All applicants must complete and include a Journal of activities they have completed with their award.

- Boy Scouts under 14 must include results of their research topic
- Venturers and Boy Scouts older than 14 must include information about the results of activity /outing they lead. This should include the type of activity or outing, the date it took place, who was involved (how many) and what were the results (what did you do and what did you learn)
- Adults must include information about the assistance they provided to others in earning the award

**In addition attach a summary of what you learned while earning this award (what did you learn from these experiences).**

Sign Off: Unit Committee Chair / District Commissioner / District Executive \_\_\_\_\_

\*Please see the Diversity Badge Requirements on the web site for alternatives to the ancestry requirements for adopted or foster children/youth/adults).

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***Congratulations and thank you  
for completing the  
Northern Star Council  
Diversity Award!***

**For Local Council Use:**

Application received on: \_\_\_\_\_

By: \_\_\_\_\_

Diversity patch provided to adult leader: YES NO

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