

Building Evidence in Scouting Together



DIVERSITY, EQUITY, AND INCLUSION: YOUTH & ADULT SURVEY

2020 Data Use Meeting



A Collaborative Initiative:



MONTCLAIR STATE
UNIVERSITY

Institute for Research on Youth
Thriving and Evaluation



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TROOP DESCRIPTIVES

Percentage of troops where each respective **race/ethnic group** is in the majority.

94% Majority White

~ 2% Majority Asian OR Categorized as Diverse¹

< 1% Majority LatinX OR Majority Black

Percentage of troops with **White** and **non-White** leaders and scouts:

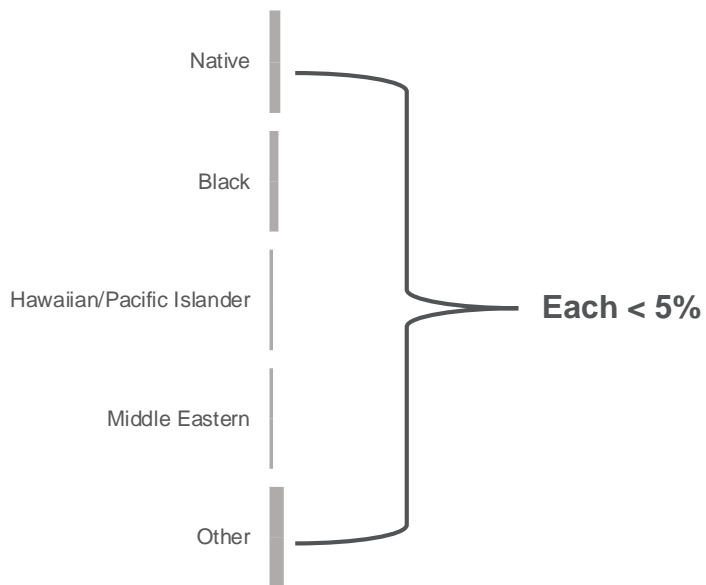
82% Only White troop leaders

18% 1 or more non-White leader(s)

53% Only White scouts

47% 1 or more non-White scout(s)

The average **racial/ethnic** proportion of scouts by Troop is...

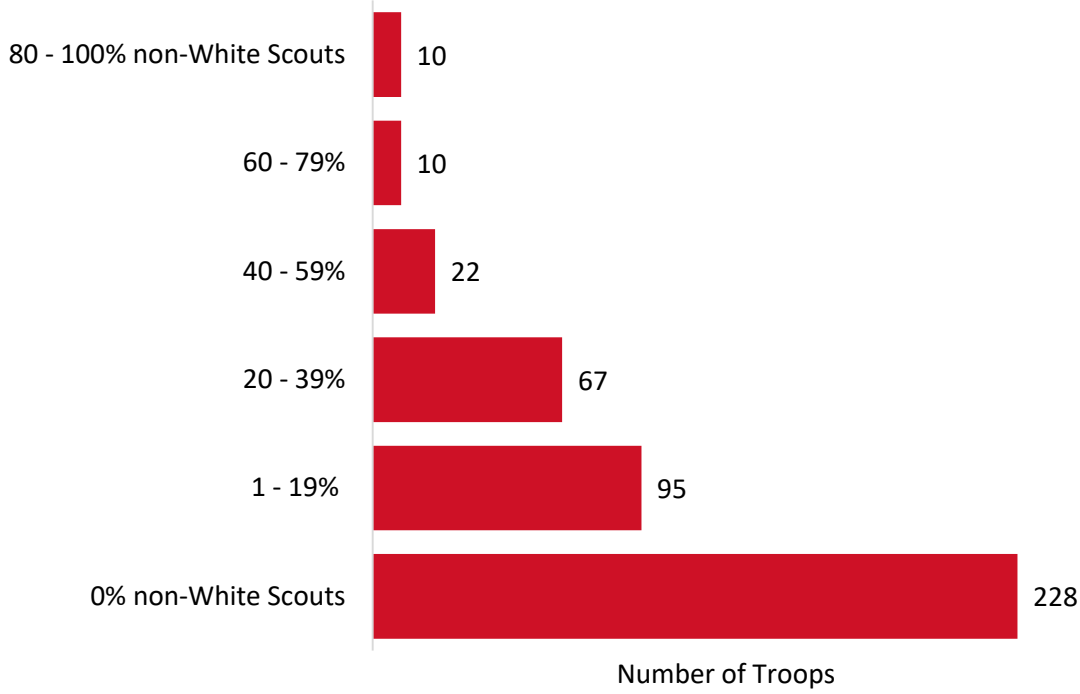


¹ Diverse race means that there is less than 50% of each race.

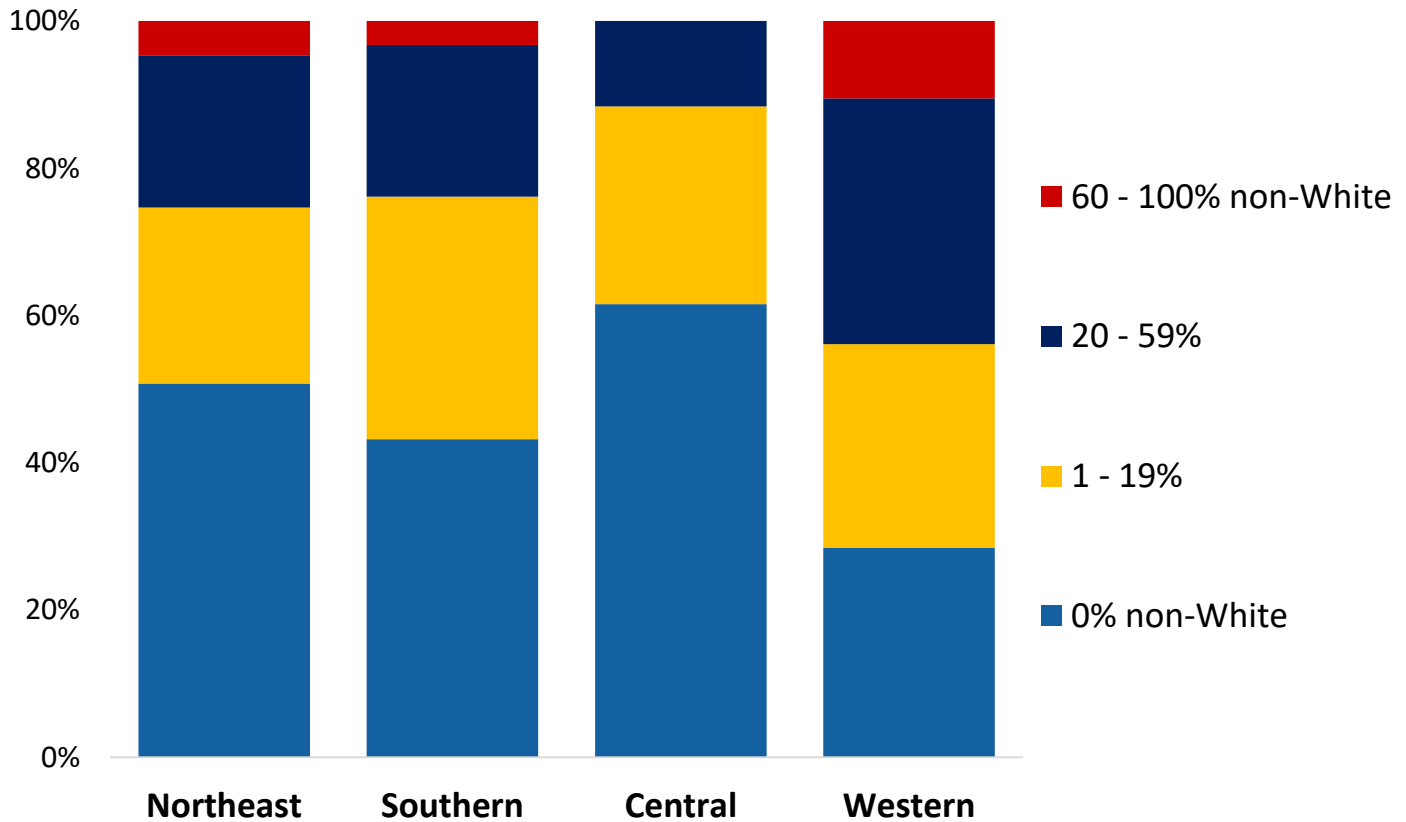
DEFINING THE GROUPS

TROOP DESCRIPTIVES on Youth

Proportion of troops with **non-White** scouts:

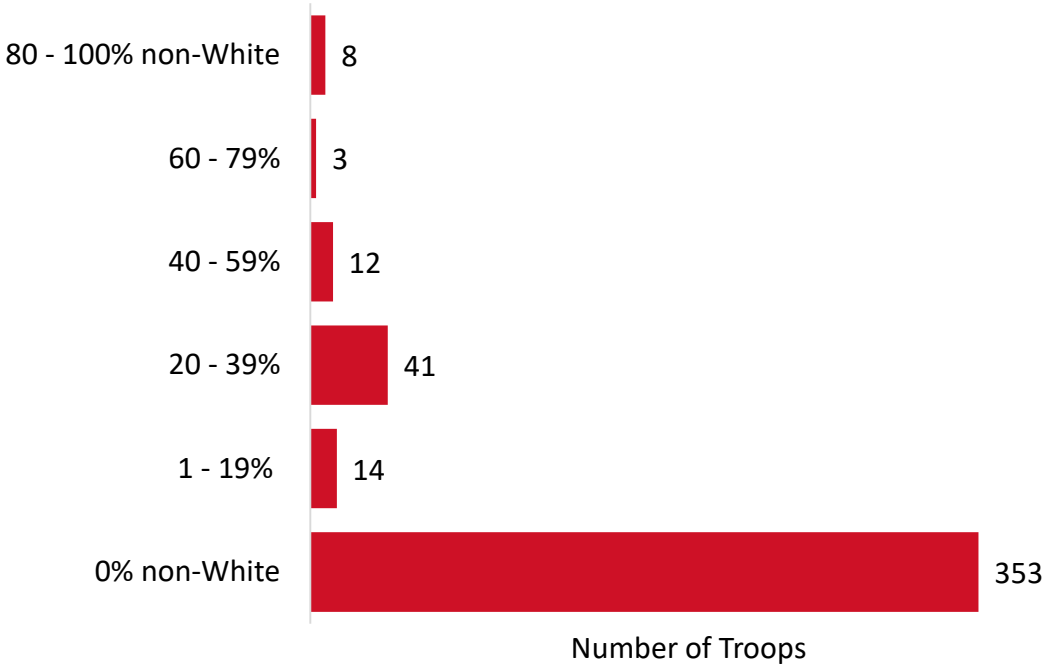


Proportion of troops with **non-White** scouts by region.

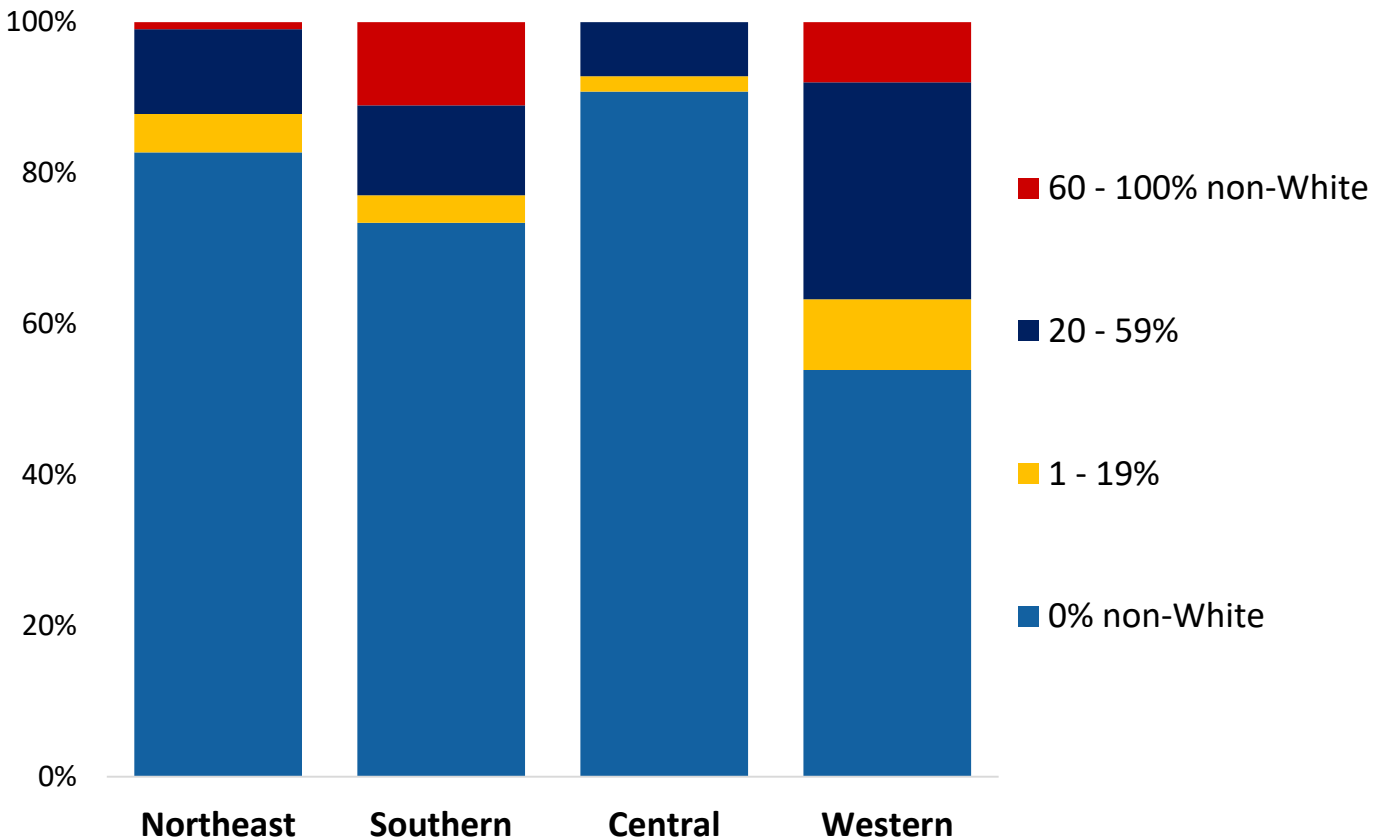


TROOP DESCRIPTIVES on Adults

Proportion of troops with **non-White** troop leaders.

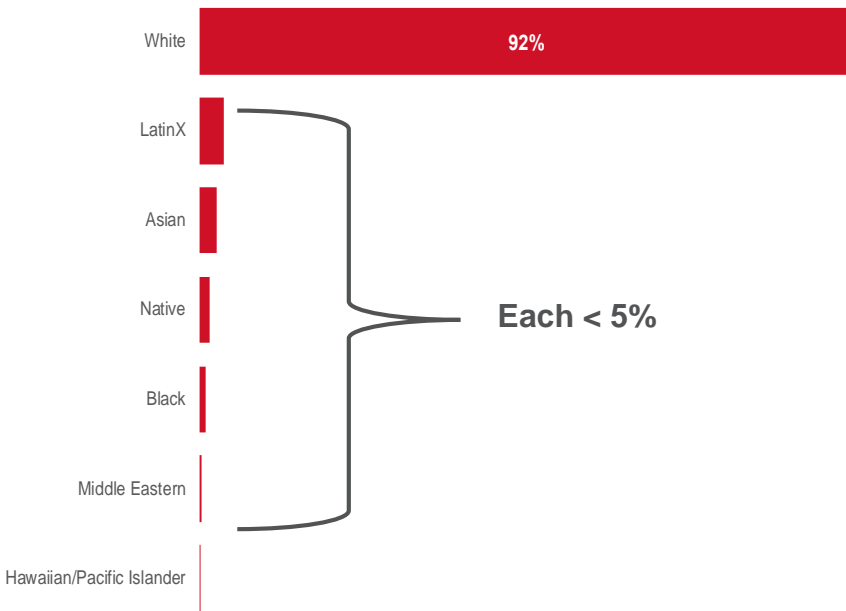


Proportion of troops with **non-White** troop leaders by region:

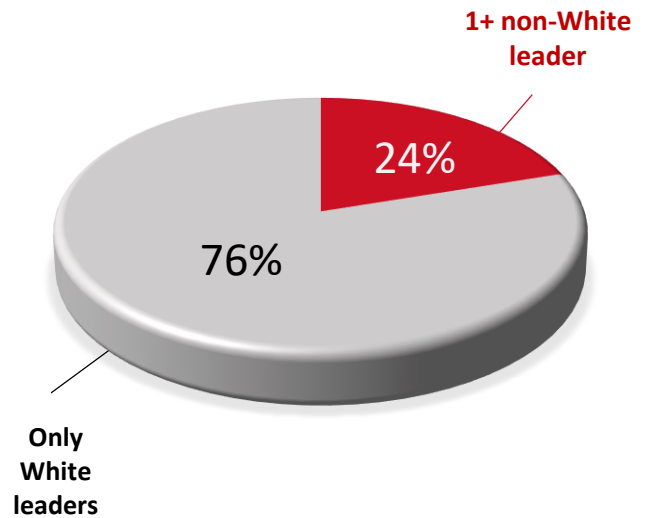


ADULT DESCRIPTIVES

Respondents indicated their **race/ethnicity**² as...



Percentage of adults in troops with...



What is the prevalence of **racial diversity** for troop leaders?

Percent of White adults lead troops with...

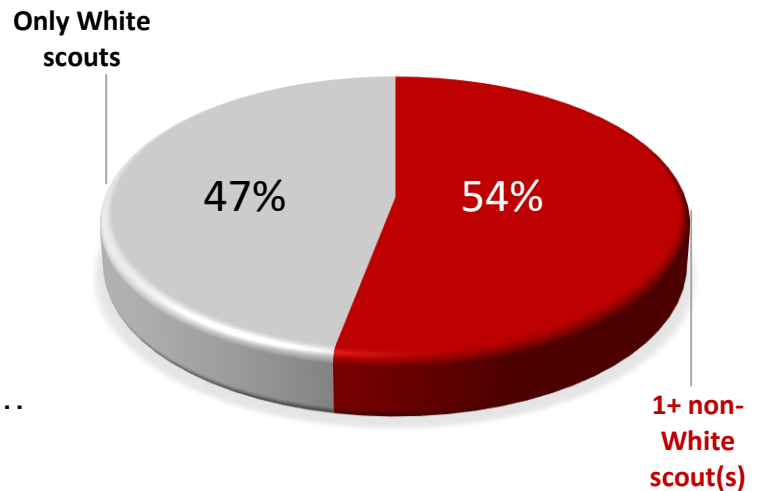
49% only White scouts

82% only White leaders

Percent of non-White adults leading troops with...

23% only White scouts

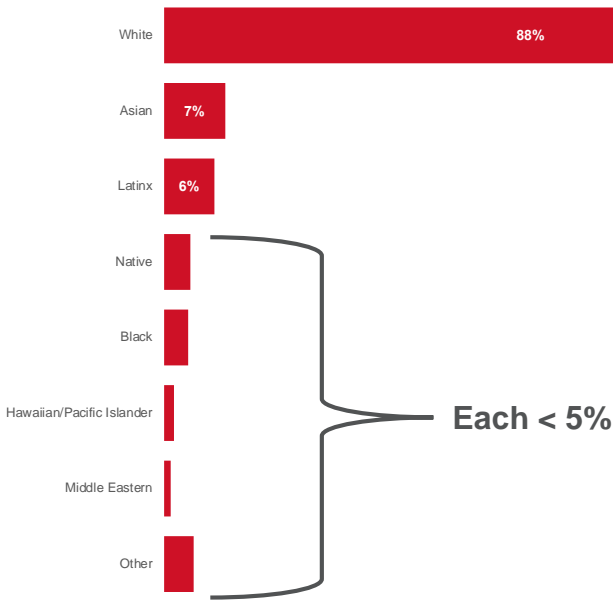
Percentage of adults in troops with...



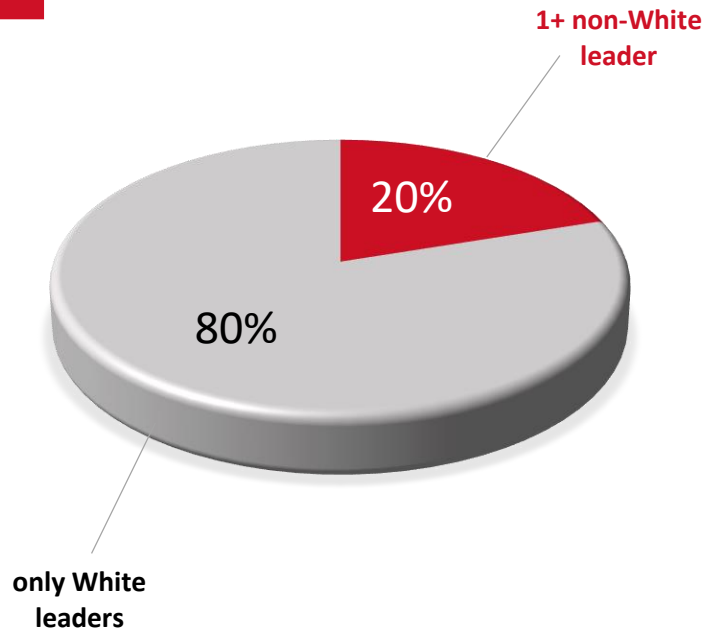
² Participants were able to select all that apply.

YOUTH SURVEY: DESCRIPTIVES

Respondents indicated their **race/ethnicity**³ as...



Percentage of youth in troops with...



What is the prevalence of **racial diversity** for scouts?

Percent of White scouts...

17% Exposed to 1+ **non-White** troop leader

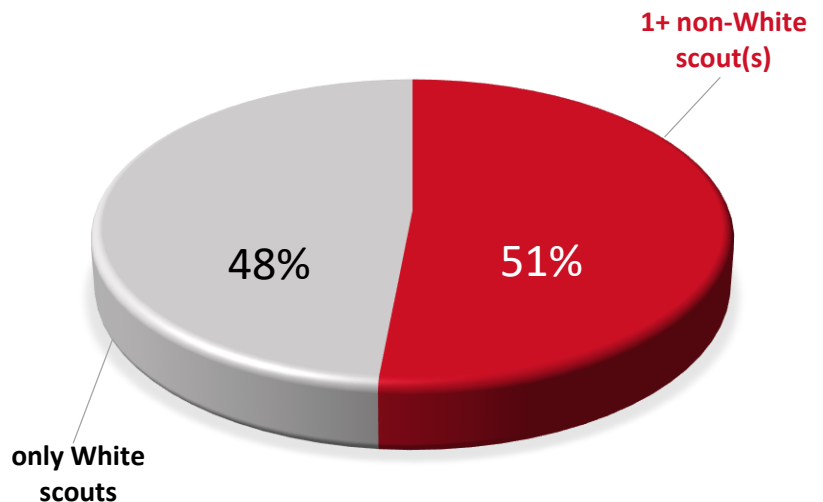
98% in **White** majority troops

Percent of non-White scouts...

44% exposed to 1+ **non-White** troop leader

68% in **White** majority troops

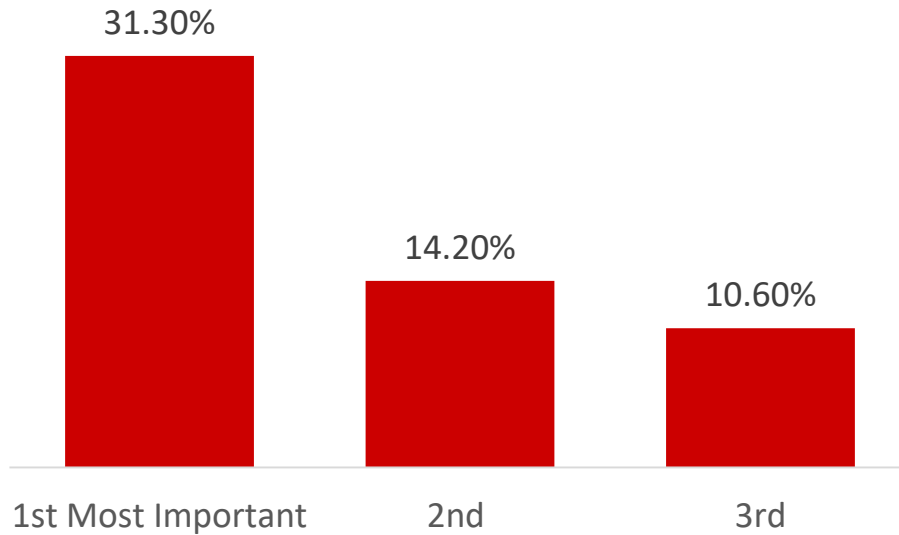
Percentage of youth in troops with...



³ Participants were able to select all that apply.

YOUTH SURVEY: DESCRIPTIVES

Youth were asked to identify the part of their **cultural background** that is most central or important to them in a free-response format. The most common identity mentioned as their **MOST** important identity was **race/ethnicity**. The following illustrates the prevalence of describing race as first, second, and third most central to their cultural background:



The likelihood of mentioning race/ethnicity as the most important aspect of their cultural identity significantly differed by **youth race** and by the **racial diversity of the troop**.

Youth who mentioned **race** as their most important cultural background were more likely to...

- Identify as a non-White race or ethnicity
- be in a troop with 1 or more non-White scout
- be in a troop with 1 or more non-White troop leader

Please see the appendix for detailed information about youths' cultural identity responses

YOUTH SURVEY

The below results reflect Multi Level Model (MLM) analyses, which allow us to test individual differences (e.g., youth race) and troop differences (e.g., did the youth have a non-White SM or ASM?) simultaneously. We looked at whether there were differences in youth character scores for youth who had all White troop leaders, versus those who had at least one non-White leader.

WHAT DID WE LEARN?



Youth perceptions of their troop's **cultural humility** scores were significantly different between troops with...



Youth **communication** scores were significantly different between troops with...



Differences were found at the troop level, but not at the scout level, suggesting exposure to racially/ethnically diverse leaders, but not individual scout race/ethnicity, has a bigger impact on youth's character outcomes.

SAMPLE

Wave 1 data were collected from March - June 2019. A total of 627 troops (6,761 Scouts and 2,272 Scouters) were invited to take the Wave 1 survey. After 16 weeks of administration, online surveys were completed by 421 troops (includes the Scoutmaster plus at least 5 Scouts). Response rates were favorable with 61% of registered Scouts and 76% of registered Scouters completing surveys, for a total of 4,151 scouts and 1,673 scouters.

APPENDIX

METHODS

Surveys contained a mix of "scouting demographic" questions (e.g., how many years the adult had been a troop leader, or the youth had participated in scouting), basic demographics (e.g., age, race/ethnicity, religion), and character outcomes for adults (e.g., connection, confidence, reflection) and youth (e.g., leadership, purpose, respect for others' beliefs).

To assess cultural humility, the following information was asked in the youth survey:

There are several different aspects of one's cultural background that may be important to a person, including (but not limited to) race, ethnicity, nationality, gender, age, orientation, religion, disability, socioeconomic status, and size. Some things may be more central or important to one's identity as a person, whereas other things may be less central or important.

Please identify the part of your cultural background that is most central or important to you: (Remember, cultural background includes but is not limited to race, ethnicity, nationality, gender, age, orientation, religion, disability, socioeconomic status, and size.)

The question was open-ended, and was later coded into 15 categories. The categories and their distribution are reported here:

| Category | Most Important | Second Most Important | Third Most Important |
|---------------------|----------------|-----------------------|----------------------|
| Race | 31% | 14% | 11% |
| Religion | 26% | 19% | 13% |
| Nationality | 13% | 20% | 11% |
| Age | 8% | 10% | 17% |
| Gender | 5% | 17% | 24% |
| Family | 4% | 3% | 1% |
| Other | 4% | 5% | 5% |
| SES | 2% | 3% | 5% |
| Physical Appearance | 2% | 4% | 6% |

| Category | Most Important | Second Most Important | Third Most Important |
|------------------------------|----------------|-----------------------|----------------------|
| Disability | 2% | 2% | 2% |
| Sexual orientation | < 1% | 1% | 1% |
| Region | < 1% | 1% | 1% |
| Outside of School Activities | < 1% | 2% | 2% |
| School | < 1% | < 1% | 1% |
| Political Views | < 1% | < 1% | < 1% |