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To help the Scout of his age develop an awareness of God’s love for each one of His special, unique created beings. To help the Scout become aware and understand his identity as an important member of his family, his community, and as a member of the Family of God. To continue to develop an awareness as members of the parish and the Body of Christ. To aid the Scout in his awareness of the responsibilities that grow out of God’s love for us. Bear or Webelos Scouts Registered 7 to 10 year old (Bear or Webelos) of Catholic Faith. REQUIREMENTS Each Cub must have his own Activity Book: Available from the Scout Shop. The book is designed for the Cub and his parent/guardian to work together. The Cub is required to make a banner as part of his requirements. Diocesan and BSA Youth Protection policies must be followed. SCOUT’S ROLE Actively work on the activities with his parents or guardians. Keep the Religious Emblems Coordinator informed of his progress. PARENT’S ROLE Actively work on the activities with their son. He may need your help with Bible readings and getting information. Keep the Religious Emblems Coordinator informed of your son’s progress. NCSS PARENT GUIDE Download PARVULI DEI Parent Guide from NCSS Leer en español Ler em português It’s easy to view the corporate world’s growing emphasis on DEI—diversity, equity, and inclusion—with cynicism. Too often attempts to address discrimination seem to be more about optics than about real change, with business leaders’ being quick to issue statements of support but sluggish when it comes to taking meaningful action. And if you’ve ever rolled your eyes at a buzzword-laden corporate diversity training, you’re not alone. But in the wake of movements such as Me Too and Black Lives Matter, there’s cause for optimism. It’s increasingly clear that many people—perhaps even the vast majority—are genuinely disturbed by inequities and are motivated to address them. What will it take to transform those good intentions into actual shifts in the distribution of power? Four new books shed light on the challenges that women, people of color, and other underrepresented groups face at work and what employees, managers, and organizations can do to make DEI a reality. (While HBR has a policy of not reviewing new releases from our book publishing arm, we’d be remiss if we didn’t also point you to the forthcoming Anti-Racist Leadership, by James D. White, and The Necessary Journey, by Ella F. Washington.) In Inclusion on Purpose, the DEI consultant Ruchika Tulshyan notes that real progress requires not just empathy but proactive, ongoing effort. She offers six strategies for turning empathy into action—be uncomfortable, reflect on what you don’t know, invite feedback, limit defensiveness, grow from your mistakes, and expect change to take time—and encourages readers to examine how policies or assumptions that seem “normal” can cause unintended harm. For example, she describes a workplace where social events always included alcohol, thus excluding employees whose religion, culture, or health kept them from drinking. Tulshyan recommends acknowledging such mistakes, identifying the biases that may have driven them, and working to do better. While her advice is directed at employees at any level, Inclusion Revolution, by longtime DEI executive Daisy Auger-Dominguez, focuses on what managers should do—for instance, track diversity metrics for hiring, retention, and growth; acknowledge conflict openly; and incentivize progress. She also suggests practices such as holding regular listening sessions, setting up anonymous hotlines for reporting concerns, and making daily “to be” lists of specific ways to operate inclusively. She asserts that middle managers have more power than they may realize. “You can create a sense of psychological safety where everyone feels confident and comfortable to take risks, make mistakes, contribute opinions, and be candid about what they are up against,” she writes. “Managers have this power. You have this power.” Just as managers can sometimes feel powerless, small-business owners and entrepreneurs often feel their DEI efforts are hamstrung by limited resources. But in The Antiracist Business Book, the DEI business coach Trudi Lebrón argues that you don’t need a big budget to make progress. An entrepreneur herself, she suggests simple strategies such as quick check-ins before meetings, purposefully seeking input from whoever might be affected by a big decision, and when you’re forced to do something that will affect someone negatively, taking preemptive steps to minimize harm. (For example, if you need to lay off employees to keep your business afloat, provide recommendation letters or job placement support.) Lebrón also tackles the discomfort associated with wanting to dismantle unjust systems while still hoping to succeed within them—the plight of many socially minded businesspeople. She advises a mindset shift from “Money is a necessary evil that I have to learn to deal with” to “Money is a resource that can be leveraged for good, and I am comfortable and confident in my ability to earn, manage, and leverage it.” She invites readers to reject the “toxic, oppressive, exploitative, and racist” elements of capitalism and reorient toward “just commerce,” insisting that “we can create a new world in which wealth and justice work together.” It’s an inspiring goal—and one that Rohini Anand, the former global chief diversity officer of Sodexo, aims to tackle on an international level. In Leading Global Diversity, Equity, and Inclusion, she addresses the often-overlooked challenge of translating DEI programs across multinational organizations with a wide variety of cultural, political, and legal contexts. She recalls one meeting in which a French colleague told her, “Diversity is a very American thing, Rohini. It does not apply to us in Europe as we already have so many nationalities here.” She realized that in France, she would need to speak differently about DEI to get buy-in. Summaries and excerpts of the latest books, special offers, and more from Harvard Business Review Press. Anand describes another learning moment she had at Sodexo: Tasked with increasing female representation in its India operations, she replicated mentorship programs that had been successful elsewhere. But when they were met with utter disinterest, she scrapped them and started asking local employees about the barriers they faced. The women explained that their mothers-in-law often pressured them to prioritize housework over their jobs, so Anand created a recognition day and told employees to invite their relatives. After seeing their daughters, wives, and mothers receive awards and hearing about their contributions at work, the families lessened their demands at home, allowing the women to invest more in their careers. Anand notes that while this approach might have felt awkward or inappropriate in other locations, it worked in India. She reminds us that “every place has its history of exclusion, its discrimination, its web of attitudes and systems that fuel and justify marginalization.” The role of global DEI practitioners is to uncover those legacies of power imbalance and determine—in close partnership with local stakeholders and cultural experts—the strategies that will be most effective in addressing them. No matter where in the world or the power structure we find ourselves, we all have a part to play in identifying and remedying inequity. While it’s easy to lose hope or descend into anger and cynicism, we’re all better served by working together to listen, understand, and improve ourselves and our workplaces. And there’s so much to be done—so let’s stop rolling our eyes and get to it. A version of this article appeared in the January-February 2022 issue of Harvard Business Review. The store will not work correctly in the case when cookies are disabled. Shop By Scout Uniforms Apparel Insignia Camping Events Crafts Gifts Handbooks Literature Sale Please use one of these supported browsers to improve your experience. Google Chrome Safari Mozilla Firefox Microsoft Edge The purpose of the Parvuli Dei (Children of God) emblem is to help young boys and girls explore a wide range of activities in order to discover the presence of God in their daily lives as members of their families and parishes, and also to develop a good, positive self-image through the contributions they can make to the group or community.Program ObjectivesTo help the Scout of his age develop an awareness of God’s love for each one of His special, unique created beings.To help the Scout become aware and understand their identity as an important member of their family, community, and as a member of the Family of God.To continue to develop an awareness as members of the parish and the Body of Christ.To aid the Scout in their awareness of the responsibilities that grow out of God’s love for us.EligibilityRegistered 8 to 10 year old (Bear or Webelos) of Catholic Faith.RequirementsEach Cub have their own Activity Book (Parvuli Dei Activity Book, Publication Date: 2003).The book is designed for the Cub and their parent or guardian to work together.The Cub will be required to make a banner as part of the requirements.Diocesan and BSA Youth Protection policies must be followed.Getting StartedEmblem Books may be obtained 1) directly from the NCSS Online Store, 2) your local BSA Scout Shop, 3) BSA Supply at “ ”, or 4) through most Diocesan scout committees.Although the book could be completed in four to six hours, the goal of earning a religious emblem is to help the Cub develop a personal relationship with Jesus, so it is suggested that steps be spread over several weeks. This will help the Cub understand that this is a long-term commitment, not a one-time project. Scroll to Top

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