



In my 2020 antiracism message, I pledged that our Council would ensure all girls and their families are welcome and respected in Girl Scouting.

After many months of education, work with our consultant, and strengthening volunteer and staff policies, we just convened our first Girl Listening Session focused on Diversity, Equity and Inclusion. The older girls who participated were articulate, honest and brave. All are Girl Scouts of long standing in our Council, and each told of personal experiences that ranged from disrespect and microaggressions to being the target of racism.

I am deeply troubled by their stories. Our Council has let them down and come up short. I apologize to all of our girls and women of color who have not been respected or welcomed into our organization.

If you witness, or are the victim of, any form of discrimination, I urge you to immediately contact Customer Care (customer care@gssgc.org or call 909-307-6555) which will elevate your report to the Vice President of Member Services and to the Council's Executive Team and me. The matter will be quickly and effectively resolved.

Our Council can and will do better. It is our promise to you and our duty as Girl Scouts.

Yours in Girl Scouting,

Cynthia H. Breunig
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President & CEO