Girl Scouts of Southeastern Michigan

Gender-Expansive Youth Policy

POLICY

GSSEM recognizes and acknowledges that sex and gender identity exist across a spectrum, and that existing and aspiring members may identify outside the male/female binary. GSSEM remains committed to being equitable, inclusive, and cultivating an environment where its membership can show up and engage authentically.

The Girl Scouts experience and programming is not designed to support the needs of cisgender boys; thus, we cannot extend cisgender boys membership. We do allow membership for cisgender girls, non-binary/gender non-conforming/gender neutral and transgender youth.

If a Girl Scout discloses their transition to GSSEM staff or troop leadership, GSSEM will assess and evaluate continued membership on a case-by-case basis, consulting with the transitioning member, their family and troop leadership to determine if Girl Scouts remains a good fit for their identity.

DEFINITIONS

Membership Allowed

- Cisgender girl (gender identity + sex assigned at birth is female)
- Gender non-conforming/non-binary/gender neutral
- Transgender
- Gender identity girl + sex assigned at birth is male
- Gender identity male + sex assigned at birth is female

Membership Not Allowed

- Cisgender boy (gender identity + sex assigned at birth is male)

GENERAL PROCEDURES

As outlined above, GSSEM does not extend membership to cisgender boys. GSSEM staff and volunteers shall, when prompted, share that position with the inquiring party. GSSEM does allow membership for the identities outlined above. If GSSEM staff becomes aware of a current member's transition, staff should address questions or concerns, using the GSSEM Gender Expansive Youth FAQ for reference. If the Gender Expansive Youth FAQ does not provide answers or the question requires further redress, GSSEM staff should escalate the case directly to the Chief Diversity Equity and Inclusion Officer ("CDEIO") for guidance or response.

Occasionally, GSSEM staff may receive requests for accommodation at council events or camp properties. GSSEM reviews and responds to all requests for accommodation on a case-by-case basis in consultation with appropriate staff, which may include program staff, CDEIO and/or membership staff.

*** This policy may be reviewed and updated based on further guidance on the topic from GSUSA.**