



# LEAD OUT LOUD!

A challenge for Girl Guides  
and Girl Scouts aged 11+



# LEADER INFORMATION

- The Lead Out Loud Challenge is designed for Girl Guides and Girl Scouts aged 11+ to work on individually. However, they may benefit from some support from group leaders or family and friends or enjoy working on the challenge in small groups.
- By sharing the challenge with your members you are giving them the chance to take part in a WAGGGS programme alongside Girl Guides and Girl Scouts around the world.
- You can use this challenge at any time as part of your programme to explore leadership and gender equality. If you wish, you can use it to celebrate International Day of the Girl, and to feel connected to the WAGGGS Juliette Low Seminar.
- Members should work towards six challenges, two from each zone. When they have finished, discuss how they approached the challenge, what activities they worked on, and what they learned from the experience.
- Please feel comfortable adapting the challenge to fit your approach to Girl Guiding and Girl Scouting, to work in a group context, to be relevant to younger or older members, or to meet individual needs.
- Some challenges involve exploring the local community, talking to people outside Girl Guiding and Girl Scouting, and sharing online. Please support your members to abide by your Associations' safety guidelines when carrying out these challenges.
- Included in this pack is a digital badge design and certificate that you are welcome to adapt and use, or please mark your members' achievement in whatever way is appropriate in your Association.
- Leadership is not limited by age or role. Very young children can practise leadership too! Try to give members as much space to practise leadership as possible and plan their own challenge
- This challenge applies the WAGGGS Leadership Model:  
[www.waggs.org/en/what-we-do/lead/waggs-leadership-offer/](http://www.waggs.org/en/what-we-do/lead/waggs-leadership-offer/)

## **Why bees?**

*The bee, and her hive, is our symbol for the Juliette Low Seminar. Bees are amazing creatures who have a huge impact on our world. They are also a powerful symbol of shared, female leadership and the strength of working together...do some research to find out why!*



# TIME TO LEAD OUT LOUD

**Do you think of yourself as a leader?** In Girl Guiding and Girl Scouting, we believe that leadership is a shared journey. If you care about understanding the world around you, and like working with others to make a positive difference, you are a leader. It's time to celebrate every Girl Guide and Girl Scout who takes the lead in their own lives, and helps others feel stronger.

Girls around the world face lots of barriers that make it harder for them to be all they can be. That's not fair, and it's not right. **If you're a Girl Guide or a Girl Scout, you are one of ten million leaders!** If we lead together, we can break barriers, challenge discrimination and build a more equal world for girls. You don't have to make a lot of noise to #LeadOutLoud - although you can! Leading Out Loud helps you know yourself, feel stronger, raise others up, and make a difference.

## GIRL FORCE: UNSCRIPTED AND UNSTOPPABLE

In 2012, the United Nations declared October 11 International Day of the Girl (IDG), to advance the human rights of girls around the world. Girl Guides and Girl Scouts have celebrated IDG ever since - and work all year round to empower girls inside and outside our Movement.

The current IDG theme is "GirlForce: Unscripted and Unstoppable", to celebrate the movements of, and for, adolescent girls that have been changing the world ever since the Beijing World Conference on Women, 25 years ago. It's time to recognise that girls are unscripted and unstoppable. They won't be held back by boundaries and barriers and will do whatever it takes to make sure girls live in a world where they are valued and can lead for positive change.

## CONNECT WITH THE JULIETTE LOW SEMINAR

This challenge is dedicated to the 700 young women and 200 volunteers who will #LeadOutLoud from 14-20 November 2019 at the biggest ever WAGGGS leadership event: the Juliette Low Seminar (JLS). Meeting in 20 locations around the world, hosted by 15 national Girl Guide & Girl Scout Associations and 5 WAGGGS World Centres, the JLS will be a life-changing experience. As every participant will return home and empower at least 100 girls, it could be world-changing too. Follow the JLS here: [www.waggs.org/en/what-we-do/lead/jls](http://www.waggs.org/en/what-we-do/lead/jls)

# GET READY



**By taking part in the challenge, you will...**

- Develop your leadership practice
- Step out of your comfort zone!
- Learn about girl's rights in different times, countries and cultures
- Discover unscripted and unstoppable girls and women who have led for change
- Lead Out Loud!



## HOW TO COMPLETE THE CHALLENGE

1. Share the challenge with your group, in case they want to join in!
2. Choose two challenges from each zone to complete
3. Ask your group leader, or another adult you trust, to support you before starting the challenge. Talk them through the challenges you have chosen and what you want to do for each one.
4. Be smart and stay safe, in the real world and online.

***Choose and complete 2 challenges from each zone, in any order!***

### DISCOVER

Learn new things and try new skills

### GROW

Practice leadership and reflect on who you are as a leader

### ACT

Take the lead and impact the world around you

**SHARE YOUR CHALLENGES WITH GIRL GUIDES AND GIRL SCOUTS AROUND THE WORLD!**

**#LeadOutLoud #TeamGirl @waggs\_world**



# TOOLS

## BEIJING PLATFORM OF ACTION NINE INDICATORS FOR GIRLS:

1. Eliminate all forms of discrimination against girls
2. Eliminate negative cultural attitudes and practices against girls.
3. Promote and protect the rights of girls and increase awareness of their needs and potential.
4. Eliminate discrimination against girls in education, skills development and training.
5. Eliminate discrimination against girls in health and nutrition.
6. Eliminate the economic exploitation of child labour and protect young girls at work.
7. Eradicate violence against girls.
8. Promote girls awareness of and participation in social, economic and political life.
9. Strengthen the role of the family in improving the status of girls

## CREATIVE TOOLBOX

***If a challenge asks you to create something but you don't like the suggestions given, why not try a different idea?***

scrapbook – campaign – mood board – mind map – postcard  
story – journal – blog – vlog – poster – youtube video – poem  
letter – drawing – painting – sculpture – comic – mural – collage  
photos – gallery – presentation – song – dance – play – game  
mime – pitch – newscast – flashmob – speech – article  
interview – short film – graffiti wall

UNICEF official IDG page:

[www.unicef.org/gender-equality/international-day-girl-2019](http://www.unicef.org/gender-equality/international-day-girl-2019)

International Day of the Girl 2019 UN concept note:

[www.un.org/zh/events/girlchild/pdf/2019\\_Note.pdf](http://www.un.org/zh/events/girlchild/pdf/2019_Note.pdf)

Beijing Declaration and Platform for Action: 12 Areas of Concern:

[www.unwomen.org/en/news/in-focus/csw59/feature-stories](http://www.unwomen.org/en/news/in-focus/csw59/feature-stories)

Infographic: Status of Women: [www.unwomen.org/en/digital-library/multimedia/2018/7/infographic-why-gender-equality-matters-to-achieving-all-17-sdgs](http://www.unwomen.org/en/digital-library/multimedia/2018/7/infographic-why-gender-equality-matters-to-achieving-all-17-sdgs)

UN Women Gender equality glossary

<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&lang=en>

# DISCOVER



## Unstoppable Stories

“Unscripted and unstoppable” girls and women take the lead, speak up, and don’t let barriers stop them making positive change. Do you know a girl or woman like this? Interview them! Start by telling them why you think they are unscripted and unstoppable. Then ask:

- What inspires and motivates them?
- How do they think they practise leadership?
- How did their leadership create positive change for themselves, others or their community?

Capture the story to share with others e.g. as a video, article or comic strip

## Big Question

Did you know that there are about 3,700,000,000 women and girls in the world? Think of one question that would help you learn more about their different lives and experiences. Ask as many girls and young women as you can, from as many cultures and backgrounds as possible. Did the answers surprise you?



## Discover the JLS

This November, hundreds of Girl Guides and Girl Scouts will explore their leadership and challenge gender barriers at the Juliette Low Seminar!

- Visit [www.wagggs.org/en/what-we-do/lead/jls](http://www.wagggs.org/en/what-we-do/lead/jls)
- Find out which different countries are hosting the JLS
- Choose the country you know the least about.
- Research a game or song from Girl Guiding / Girl Scouting in that country and share it with your Girl Guide/Girl Scout group

## Rights Mapping

Read the nine Beijing Platform for Action indicators for girls. Go for a walk in your community and capture what you see of how girls and women live their lives in your community. Do you see any signs of what your community is doing, or could do, to meet those indicators?

Capture your observations in any form e.g. drawings, words or photos. If you can, display these as a gallery for others to see.

## Power of Change

The 1995 Beijing Declaration was the first platform to specifically call out girls' rights. How has the world changed for girls and women since the Beijing Declaration? Talk to a woman over the age of 50, and ask her:

- What gender barriers did she face when she was your age, and how did she tackle them?
- What rights do girls have now, that they did not have then?
- What do we still need to work on to create an equal world for everyone?
- What advice would she give to girls today?

## Know Your Rights

We need to know our rights to be able to exercise them. Research what the Beijing Declaration and Platform for Action have meant for girls' rights globally. What did you discover? Share your findings e.g. as an infographic, poster or blog post.



## Lead Out Loud Art

You don't have to use words to speak out! Create a work of art in any medium that explores what you think it means to "Lead Out Loud" and encourages girls to feel confident enough to see themselves as leaders. You could create a painting, sculpture, short play, dance, video, etc.



# GROW

## Rise to the Challenge

Leaders often find themselves in new, challenging situations. Set yourself a personal challenge which takes you out of your comfort zone either physically or mentally, or helps you overcome a fear that you have, and complete it! How did you have to change your thoughts or feelings to achieve the challenge? Discuss your experience with someone you trust.

## Lead Outside

Plan and lead an outdoor activity for a small group. At the end of the activity, ask them to write down one thing they appreciated about how you behaved as the group leader, and one idea they have for how you could work on your leadership

## Leadership Goals

How are you an unscripted and unstoppable leader? Six important areas for leaders to practise are:

- Taking time to reflect on your experiences and learn from them
- Collaborating with others, helping them understand each other and work together
- Encouraging innovation, both by learning the facts and making time for creative thinking
- Getting inside the worlds of others, practising empathy and trying to understand the world
- Caring about gender equality and empowering girls, so everyone has the chance to lead
- Taking action to make the world a better place

You are probably already practising some of these areas a lot as a leader, and maybe there are some you could practise more. Either:

- a. Choose one area you want to work on and come up with five different ideas for how you could practise it in your daily life. Try at least one every day for a week.
- b. Choose an area you already practise and lead a simple activity for a group of girls that gives them a chance to practise it too.



## Leadership Diary

Journaling is an amazing tool to help you be more conscious about who you are as a leader. For one week, spend ten minutes before you go to bed reflecting on your day. Think about:

- How did you feel? How did your feelings affect your actions and behaviours?
- What did you learn about yourself, and about your world?
- How did you lead yourself? How did you lead others?

After one week, look back at your journal. Can you see the everyday ways you have practised leadership?



## Dream Big

*“Let your dream devour your life, not your life devour your dream.”*

What is a dream you have? Spend some time exploring your dream and identify the steps you could take to help you reach it. This month do one thing that brings your dream closer. How did taking this step make you feel? How did you overcome any barriers you met along the way?

## Be Well

Well-being is an important part of leadership – if you want to empower others, you first need to empower yourself. Think of one small thing you can do every day to be kind to yourself. For example, you could try Shinrin-Yoku, the Japanese practice of forest bathing: spend some time slowly exploring nature using all five senses to connect with your environment and clear your mind.

## Friends make you strong

Go on an adventure with your friends! Work together to plan and take part in an activity that is empowering, feels good and will challenge your group to work together. Reflect together: How are you feeling at the end of the experience? How do you think it might have felt different doing the same activity alone or with people you don't know? How can your friends help you grow as a person?



# ACT



## Share Your Story

How does being a Girl Guide or Girl Scout help you develop as a leader, and prepare you for an unscripted and unstoppable future? Create a short video message starting “Girl Guides or Girl Scouts helps me Lead Out Loud because...”

Please share your video with @waggs\_world #LeadOutLoud #TeamGirl

## Lead for SDGs

Join other Girl Guides and Girl Scouts around the world and lead the change to achieve the sustainable development goals (SDGs)! Ask your group your group leader to sign up your group on [waggs.thegoals.org](http://waggs.thegoals.org) and take at least one SDG course together.

## Girls can!

Gender norms and stereotypes are set ideas that society creates about how people should act according to their gender – such as how they should dress or behave. They aren't true and are often harmful. Think of a gender norm or stereotype that holds girls back in your society. Come up with something you can do to challenge it, or prove it wrong, and try it!



## Mentors Matter

Mentors share their knowledge, skills and experience to support someone else, voluntarily and without judgement. Practise peer mentoring to empower and encourage someone, such as a friend, family member or younger Girl Guide/Girl Scout. Ask them if they are willing to help you practise your mentoring skills, and arrange to have a conversation with them in a safe environment

- Use questions to help them explore:
- What goals do they have, or what do they want to change in their lives?
- What steps could they take to work on these things?
- What do they need to plan, and do, to take those steps?
- What experience can you share that might help?
- Stay in touch and support them as they carry out their plan.

## Powerful Messages

Written words can have a great impact on people. Don't you love the feeling of getting a letter or postcard from a friend? Either:

- a. Write a letter to a girl or young woman you know to empower her, giving her positive feedback and encouraging her to reach for her dreams. End your letter by encouraging her to do the same for someone else.
- b. Find a creative, secret way to share short but meaningful messages with other girls and young women to help them feel strong.



## Be Heard

Sometimes leaders need to find the courage to speak up in front of others, and openly share their ideas with the world. Write a short speech about a change you want to see in the world, then dare yourself to speak out in public.

Either:

- a. Deliver your speech at school, work, or in a safe community space
- b. Create a short video sharing your message. Post the video on social media using #LeadOutLoud #TeamGirl @waggs\_world and have a minimum of five shares.

## Safe Space

A safe space is a place where people can come together free of violence, discrimination, hate speech or harassment, where they can find the courage to be themselves and share their opinions. Start by answering these questions:

- What makes a safe space, safe?
- Where are the safe spaces for girls in your community, where their voices are heard and respected?
- How has Girl Guides and Girl Scouts been a safe space for you?

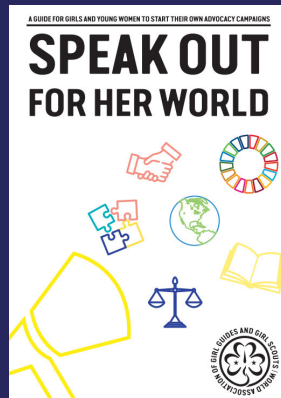
Come up with one change that would make Girl Guides and Girl Scouts an even safer and more empowering space for girls and young women, and share with your Association locally or nationally



**BEE**LIEVE IN YOUR POTENTIAL  
AND CREATE A BUZZ!

**#LEADOUTLOUD**

**OTHER TOOLS FOR WORLD CHANGERS:**



[www.waggs.org/en/resources](http://www.waggs.org/en/resources)

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