



COUNCIL QUESTS

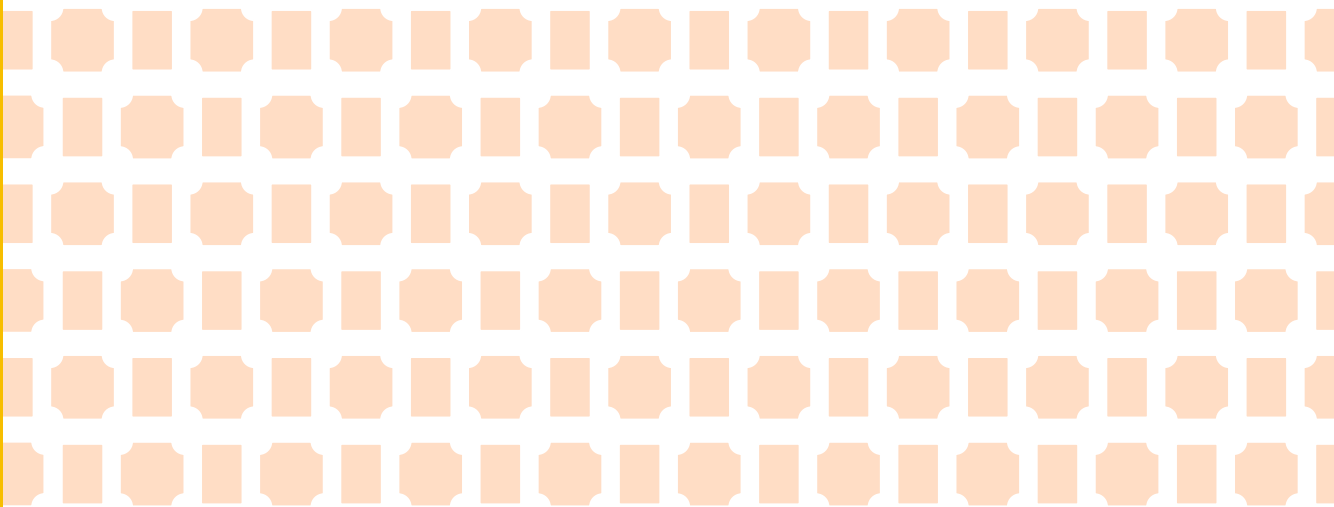
—— Josephine's Journey ——
Hidden Heroine



Senior



Ambassador



Josephine's Journey

Welcome to the Josephine's Journey Council Quest! We are so excited that you and your troop have decided to undergo this new adventure!

At Girl Scouts of Middle Tennessee, we strongly believe in the efficacy and importance of Diversity, Equity, and Inclusion (DEI) education. We also acknowledge that the prospective of engaging with these ideas can be daunting when it comes to working with your Girl Scouts, especially if you don't feel like an expert on the topic yourself.

Let's first address the question, **"What is DEI?"** Diversity and Inclusion are fairly straightforward: respecting a variety of identities and making sure everyone can have a seat at the table when it comes to ideas and decision making. Equity refers to an equality of outcomes, not just opportunities. In practice, this could mean offering extra assistance to those who face barriers to Girl Scouting, such as providing financial assistance or creating materials in a variety of languages.

Remember that as you work through this material, it is normal for girls and adults to feel uncomfortable at different times. We don't expect you to have a perfect grasp of every topic right off the bat – approach this material as an opportunity for you and your Girl Scout troop to learn and grow together. Encourage questions and be prepared to look things up if you don't know the answer. For more resources, we recommend you check out the Council Quest Resources website.

For this Council Quest, many of the topics and activities function at a higher grade level than girls would typically be exposed to in school. For this reason, some of the ideas and ways of thinking might be completely new to them. Make sure to debrief after any emotionally charged activities and to foster an environment where girls feel safe to learn and grow together.

If you have any questions about the material included in this quest, please do not hesitate to reach out the GSMIDTN Programs Team and our Curriculum Specialist. Happy Questing!

Sincerely,

The Programs Team

Girl Scouts of Middle Tennessee

We are deeply grateful for the support from Ascend Federal Credit Union.





Table of Contents

3	Session 1: What makes a heroine?
8	Session 2: Who was Josephine Holloway?
12	Session 3: Where can you find Hidden Heroines?
16	Session 4: How can you be a Holloway Heroine?

Session 1: What makes a heroine?

Materials Needed:

- Hidden Heroine Workbook
- Pens or pencils
- Letter beads
- Decorative beads
- Embroidery floss
- Paper
- Markers
- *Computer (optional)*
- *Magazines & glue (optional)*
- *Colored paper, scissors, glue, sharpies (optional)*

Before the Meeting

Activity Plan Length: 1 hour 45 min

Snack Preparation:

- We recommend making a snack that Josephine Holloway might have made at camp! Here is one idea:
 - GORP (Good Ol' Raisins and Peanuts): Mix together any combination of granola, dried fruit, pretzels, nuts, or chocolate candies that you like.

Getting Started

Steps:

1. Welcome girls to the meeting.
2. Recite the Girl Scout Promise and Law.
 - Girl Scout Promise: On my honor, I will try - to serve God and my country, to help people at all times, and to live by the Girl Scout Law.
 - Girl Scout Law: I will do my best to be – honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and to respect myself and others, respect authority, use resources wisely, make the world a better place, and to be a sister to every Girl Scout.

Warm Up: “I Am” Poem

(adapted from *Practicing Inclusion*, MIT)

Time Allotment: 15 min

Materials Needed:

- I Am worksheet
- Pens or pencils




The goal of this activity is to demonstrate that there is much more to a person than what comes out in face-to-face interactions and for Girl Scouts to take some time for self-exploration and declaration.

Steps:

1. On your “I Am” worksheet, take a few minutes to write 10 things about who you are. They can be lighthearted fun facts, high-risk disclosures, or anything in between that you’d like to share about yourself with your fellow Girl Scouts.
2. Take turns sharing your poem with the group.
3. Discuss your poems with your troop. Consider the following:
 - How did it feel to share a wide range of information?
 - Were there pieces that you left out? Why?
 - How did you decide what to share about yourself?
 - Did any of your fellow Girl Scouts’ responses surprise you? Why?
 - Would you have written different responses in another setting?

Activity #1: Identity – Traits of a Heroine

Time Allotment: 20 min

 A **heroine** is admired for her courage, outstanding achievements, or noble qualities. In this activity, you will explore which traits you admire in a heroine.

Steps:

1. Visit [OpenPsychometrics.org](https://openpsychometrics.org) and take the 36-question “Which Character” Personality Quiz. What do you view as your strongest traits?
2. Take a minute to scroll through which fictional characters you were most similar to – are any of your favorites on the list? You can also sort by your favorite movies or television shows.
3. Choose a few of your favorite characters and look at their personality breakdowns – what are their strongest traits? Do they have traits that you admire or would want to strengthen in yourself? Do you have traits that would be useful for them?
4. Already familiar with this test? Try one of these other tests [OpenPsychometrics.org](https://openpsychometrics.org):
 - 4 Personality Alignments
 - 5-isms

Activity #2: Diversity – Appreciation Bracelets



Look at your list of traits you would like to strengthen in yourself. Do any of those traits apply to your fellow Girl Scouts? In this activity you will create bracelets to remind each other of your most admirable traits.

Time Allotment: 30 min

Materials Needed:

- Traits of a Heroine worksheet
- Letter beads
- Decorative beads
- Embroidery floss
- *Colored paper, scissors, glue, sharpies (optional)*

Steps:

1. Choose 1 or 2 traits you admire about each of your fellow Girl Scouts. Write them down. They could be traits you share or traits you'd like to develop yourself.
2. Use the letter beads to spell out that trait and create a cute bracelet for each of the members of your troop. If you have a large troop, try to create 4-5 bracelets.
 - Get creative with your beads! You could also add charms or anything you can think of. If you don't have beads, you can make your own by rolling paper (check out the tutorial on the Council Quests Resources website) and writing on your paper beads with sharpie.
3. When you are finished, present the bracelets. Did any of the traits people admire about you surprise you? Did you identify them as strong traits in yourself?

Snackivity: Building a Heroine

Time Allotment: 15 min

Materials Needed:

- Snack ingredients

Prep Needed:

- Snack prep

Steps:

1. While you enjoy your snack, discuss what traits make someone a Heroine. How do these connect to the Girl Scout Law?

Activity #3: Justice – Heroine Cameo

Time Allotment: 25 min

Materials Needed:

- Paper
- Markers
- *Computer (optional)*
- *Magazines & glue (optional)*



In this activity you will create a series of posters to honor Heroines who embody each part of the Girl Scout Law.

Steps:

1. As a troop, brainstorm Heroines from fiction, history, or modern times who you believe represent each part of the Girl Scout Law. Try to use a mix of heroines from different places and times. (For example, you might say that Joan of Arc represents Courageous and Strong, while Malala Yousafzai represents Make the World a Better Place).
2. Create posters for each Heroine. You could draw or create collages to be hung up in your meeting space, or create digital posters that can be shared online. Collaborate and be as creative as you like!
3. End your meeting with a Friendship Circle.

Session 2: Who was Josephine Holloway?

Materials Needed:

- Hidden Heroine workbook
- Pens or pencils
- Markers or crayons
- *Computer (optional)*
- *Poster board & markers (optional)*



Be Prepared:

This session contains real stories of sexism, racism, and discrimination which may be upsetting to some Girl Scouts.

Before the Meeting

Activity Plan Length: 1 hour 45 min

Snack Preparation:

- We recommend making a snack that Josephine Holloway might have made at camp! Here is one idea:
 - Ants on a Log: Fill celery stalks with nut butter, hummus, or cream cheese and top with raisins or Craisins.

Getting Started

Steps:

1. Welcome girls to the meeting.
2. Recite the Girl Scout Promise and Law.
 - Girl Scout Promise: On my honor, I will try - to serve God and my country, to help people at all times, and to live by the Girl Scout Law.
 - Girl Scout Law: I will do my best to be – honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and to respect myself and others, respect authority, use resources wisely, make the world a better place, and to be a sister to every Girl Scout.

Warm Up: Mind Map



What are you thinking about on a daily basis? Create a representation of what occupies your brain with fun colors and drawings.

Time Allotment: 15 min

Materials Needed:

- Mind Map worksheet
- Markers or crayons

Steps:

1. On your Mind Map worksheet, section off areas of your mind by how much time you spend thinking about them. Do you spend half of your time thinking about your pets? Section off half of your brain diagram and draw a picture of them. *Your sections can be serious or silly – it's your brain!*
2. Decorate the sections as you see fit.
3. Share with your fellow Girl Scouts.

Activity #1: Identity – Looking Inside

(adapted from *Learning for Justice*)

Time Allotment: 20 min

Materials Needed:

- Inside/Outside worksheet
- Pens or pencils



Your **identity** consists of various personal and social identities – some that others can see, some that they can not.

Steps:

1. Using the Inside/Outside worksheet, list visible identities, identities others can see (i.e. gender, race, ethnicity, age, etc.), around the outside of the circle. Write down invisible identities, identities others cannot see (i.e. sexual orientation, religion, immigration status, etc.) on the inside of the circle.
 - Don't feel like you need to list anything you are not comfortable sharing. It's okay to keep something private even if others are being open. Identity can be sensitive because it can influence how people interact with us and how we interact with others.
 - Think outside of the box with some of your identities! Are you a band kid? A gamer? A horse girl? List any identities that are important to you.
2. Take turns sharing with your troop. Did you learn anything new about your Girl Scout friends?

Activity #2: Diversity – Josephine’s Story

Time Allotment: 25 min



Intersectionality

is the idea that we all have multiple identity characteristics that make us who we are, and the intersection of these identities come together to create unique forms of privilege and oppression.

In this activity you will learn how to examine the historical impact of intersecting identities. Need more help understanding this term? Check out the article on the Council Quests Resources website.

Steps:

1. Read the article on the Council Quests Resources website on the life and work of Josephine Holloway, namesake of Camp Holloway.
2. Discuss what you’ve learned with your troop. Consider the following:
 - What, if anything, did you know about Josephine Holloway before reading this article? What did you learn?
 - How do you think Josephine’s identity as a Black person shaped her experiences? How about her identity as a woman? Think about the historical context of when she was working to establish her first official troop.
 - When applying intersectionality to a discussion of someone’s identities, you examine how those identities overlap and interact with each other. In the case of Josephine Holloway, how did her identity as a Black woman, not simply a Black person or a woman, shape her experiences?
3. Read the transcript of Sojourner Truth’s “Ain’t I a Woman?” speech and watch the clip of Dr. Kimberlé Crenshaw, who coined the term intersectionality. Discuss the following with your troop:
 - You experience life through the lens of your intersecting identities. In addition to race and gender, your age, class, religion, and beliefs shape how you experience the world. Can you think of a way intersectionality has shaped your life and your experiences?

Snacktivity: Hidden Histories

Time Allotment: 15 min

Materials Needed:

- Snack ingredients

Prep Needed:

- Snack prep

Steps:

1. While you enjoy your snack, consider the following:

- Why do you think Josephine Holloway's efforts to integrate Girl Scouts in Middle Tennessee were not widely known at the time?
- Why would GSUSA name her a "Hidden Heroine" in 1976?
- How do we determine whose stories are remembered?

Activity #3: Justice – Uncovering Hidden Heroines

Time Allotment: 30 min

Materials Needed:

- *Computer (optional)*
- *Poster board & markers (optional)*



Now you'll go on an archaeological exploration through time to discover other hidden heroines.

Steps:

1. Choose a historical period or event you are interested in. You can team up with other Girl Scouts or search solo.

2. By using any digital resources at your disposal, try to find more information about a less-well-known historical figure. You may find that more information has been discovered about them in recent years that expands on their life story. You may find a historical figure you had never heard of before. Try to find information that usually isn't part of the discussion.

- For example, you may have heard about Rosalind Franklin, whose uncredited research first allowed Watson and Crick to model DNA. But did you that she was a pioneer in her field, with extensive work with topics including coal and viruses in her short career? Read more on the Council Quest Resources website.

3. Share the information you have learned. You could create a poster, record a short podcast, create a post for social media, or anything else you like!

4. End your meeting with a Friendship Circle.


Session 3: Where can you find Hidden Heroines?

Materials Needed:

- Hidden Heroine workbook
- Pens or pencils
- Blank paper
 - *Poster board and markers (optional)*
 - *Computer (optional)*

Prep Needed:

- Leaders: Print Identity Sheets

 **Be Prepared:** This session asks you to reflect on your own racial identity and how that impacts who you associate with, which may be uncomfortable for some Girl Scouts.

Before the Meeting

Activity Plan Length: 1 hour 40 min

Snack Preparation:

- We recommend making a snack that Josephine Holloway might have made at camp! Here is one idea:
 - Friendship Salad: Each girl brings a different type of fruit which can be mixed with honey and a dash of lemon juice. Add marshmallows or chopped nuts for fun.

Getting Started

Steps:

1. Welcome girls to the meeting.
2. Recite the Girl Scout Promise and Law.
 - Girl Scout Promise: On my honor, I will try – to serve God and my country, to help people at all times, and to live by the Girl Scout Law.
 - Girl Scout Law: I will do my best to be – honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and to respect myself and others, respect authority, use resources wisely, make the world a better place, and to be a sister to every Girl Scout.

Warm Up: Whose Story?

(adapted from *Practicing Inclusion*, MIT)

Time Allotment: 15 min

Materials Needed:

- Blank paper
- Pens or pencils

Steps:

1. Write down a true story or experience that happened to you on a paper along with your name. The more bizarre, the better!
2. Collect the stories and shuffle them up. Have your leader read them out one by one – can you guess whose are whose?
3. Discuss – Whose story did you find the most surprising? Did you find you learned about something new you have in common?

Activity #1: Identity – Circles of Influence

(adapted from *Practicing Inclusion*, MIT)

Time Allotment: 20 min

Materials Needed:

- Circles of Influence worksheet
- Pens or pencils

Prep Needed:

- Leaders: While Girl Scouts complete worksheet, hang Identity Sheets around your meeting space.



The purpose of this exercise is to raise awareness of who is in your influential social circle.

Steps:

1. Complete your Circles of Influence worksheet with the first person who comes to mind for each item. You will not have to share your list if you do not want to.
2. When everyone is done, stand up and disperse through the room. Have your leader read each prompt and move to stand near the identity that best corresponds with that person.
3. When you have completed the activity, sit down and discuss the following:
 - What were some observations people made in this exercise?
 - What did it feel like to stay in one place under one racial identity?
 - What does this mean to you?
 - What did it feel like to move?
 - Is anyone surprised by what they saw?
 - Are you surprised by your own list?
 - What can you do with this information?

Activity #2: Diversity – Perseverance

Time Allotment: 20 min

Materials Needed:

- *Poster board and markers (optional)*



You've looked at Hidden Heroines throughout history – where can you find Hidden Heroines today?

Steps:

1. Choose a social justice movement you are particularly inspired by – whether it's Black Lives Matter, the Dakota Access pipeline protests, #MeToo, or any movement that matters to you.
2. You probably know a few faces from your movement. For example, Greta Thunberg's Fridays for Future campaign made her a household name. Who else has been critical to the movement that you have not heard about? Learn more about their work.
3. Investigate why they are not as well known as others in their movement. Do they take a back seat to run the movement? Are they less vocal? Do they have other obligations they focus on?
4. Draft a poster or social media post about your Heroine. Share with family and friends so their work can be acknowledged!

Snacktivity: In Your Backyard

Time Allotment: 15 min

Materials Needed:

- Snack ingredients

Prep Needed:

- Snack prep

Steps:

1. Can you spot any Hidden Heroines in your own life? While you enjoy your snack, discuss. Who would you want to acknowledge?

Activity #3: Justice – Honoring Heroines

Time Allotment: 30 min

Materials Needed:

- Honoring Heroines Brainstorming worksheet
- Pens or pencils
- *Computer (optional)*



Who in your life deserves to be acknowledged for the work they do? Is it a caregiver who sacrifices to help you succeed, a teacher who goes the extra mile to help you learn, or a custodian whose hard work is often overlooked? Now is your chance to uplift them!

Steps:

1. Identify someone in your life you would wish to acknowledge.
2. With your troop, brainstorm a way to show your appreciation. You could:
 - Host an appreciation brunch
 - Write thank you letters
 - Create a video compilation of positive messages
 - Present them with a Certificate of Acknowledgment (*see Hidden Heroines print-outs*)
3. Make a plan to implement your idea before your next meeting.
4. End your meeting with a Friendship Circle.

Session 4: How can you be a Holloway Heroine?

Materials Needed:

- Hidden Heroine workbook
- Pens or pencils
- Snack ingredients
- *Markers or crayons (optional)*
- *Poster board (optional)*
- *Laptop/presentation software (optional)*



Be Prepared:

This session contains discussion of real stories of racism, sexism, and discrimination, which may be upsetting to some Girl Scouts.

Before the Meeting

Activity Plan Length: 1 hour 40 min

Snack Show-and-Tell:

- For your final meeting, celebrate! Have each Girl Scout bring their favorite snack to share in a potluck together. Don't forget to be sensitive to allergies and food preferences in your troop.

Getting Started

Steps:

1. Welcome girls to the meeting.

2. Recite the Girl Scout Promise and Law.

- Girl Scout Promise: On my honor, I will try - to serve God and my country, to help people at all times, and to live by the Girl Scout Law.
- Girl Scout Law: I will do my best to be – honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and to respect myself and others, respect authority, use resources wisely, make the world a better place, and to be a sister to every Girl Scout.

Warm Up: Anatomy of a Heroine

Time Allotment: 15 min

Materials Needed:

- Anatomy of a Heroine worksheet
- Pens or pencils
- *Markers or crayons (optional)*

Steps:

1. What traits come to mind when you picture a heroine: A brave heart? An open mind?
2. Write them around the outline of your heroine and draw arrows to connect them to specific parts of the body (think: Operation).
3. Decorate it with colors and drawings if you like!

Activity #1: Identity – History Forged in Middle Tennessee

Time Allotment: 20 min

Prep Needed:

- Visit the Council Quest Resources website to access articles.



It's easy to look at Heroines from history and think that their successes were inevitable. In this activity, you will consider stories from Middle Tennessee that show that history does not have a guaranteed outcome – you live it every day. You could make choices today that help create long-lasting change.

Steps:

1. Did you know that the ratification of the 19th amendment, which gave women the right to vote, came down to a single vote in Tennessee? Take turns reading *The Mother Who Saved Suffrage* to learn more. Discuss the following questions with your troop:

- Did you learn anything new from reading this article? Had you learned about any of the historical “characters” before?
- What might have happened if Mr. Burn’s mother’s letter had not reached him in time? Would your life look different today?
- In this article, the author notes that women’s suffrage activists had been campaigning for over 50 years to get the amendment passed. What did this story teach you about the impact of both large-scale movements and individual choices on the outcome of history?

2. It is important to remember that much of the change throughout history has been driven by young people. Take turns reading *Nashville Sit-ins* about the protests lead by college students in the 1960s that lead to the desegregation of Nashville lunch counters and inspired protests and demonstrations in other cities.

- Did you learn anything new from reading this article? Had you learned about any of the historical “characters” before?
- What might have happened if the Fisk University students had not persisted with their protests? How would your life look different today?
- How did the students’ individual choices shape the Civil Rights Movement? What is their historical legacy?

Activity #2: Diversity – Becoming a Heroine

Time Allotment: 15 min

Materials Needed:

- Becoming a Heroine worksheet
- Pens or pencils

Steps:

1. Begin by listing characteristics you have that you are proud of – it is important to not take your positive traits for granted.
2. List 1-3 areas you would like to improve on. This list could include practicing patience, becoming more outgoing, or reducing tardiness, to name a few.
3. For each of the areas you listed, come up with a few ideas of how you could develop those skills. For example, you could start a gratitude journal or join the debate team. Brainstorm ideas with your fellow Girl Scouts.
4. Share your ideas with the group. Over the next few months, practice implementing your new goals and see how they work for you!

Snacktivity: Heroines

Time Allotment: 20 min

Materials Needed:

- Snacks ingredients

Prep Needed:

- Snack prep

Steps:

1. While you celebrate your success with a snack, discuss what changes you want to help make in the world with your troop. They can be big or small, as long as they are important to you!

Activity #3: Justice – Your Big Idea

★ Now that you've learned about Heroines throughout history and what it takes to be a heroine, it's time to come up with a plan of your own!

Time Allotment: 25 min

Materials Needed:

- My Big Idea worksheet
- *Poster board & markers (optional)*
- *Laptop/presentation software (optional)*

Steps:

1. With your My Big Idea worksheet, write down the change you want to make. It can be as grand or small-scale as you like – the sky's the limit.
2. Write down your action plan: what you need to do to make this change happen. Whether it's talking to the president or cleaning up your neighborhood, big changes are made step by step.
3. Create a Call to Action presentation to share with your troop. You could make a poster, a PowerPoint, or just talk. Share your idea and the steps it will take to get there. You can use your ideas as inspiration later for your Ready, Set, Go! Project.
4. End your meeting with a Friendship Circle.

Feel proud of yourself for completing all of the Council Quest modules. Now it's time to design your READY, SET, GO! Project.



We are deeply grateful for the support from Ascend Federal Credit Union.

