



# COUNCIL QUESTS

—— Josephine's Journey ——  
*Troop 200: The Pioneers*



# 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

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





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# Session 1: Who was Josephine Holloway and how did she embody the Girl Scout Law?

## Materials Needed:

- Troop 200: the Pioneers Workbook
- Poster board or white board
- Markers or crayons
- Pens or pencils
- Blank paper
- Snack ingredients
- Crafting supplies: scissors, glue, magazines, stickers, paint, construction paper, etc.
- *Camera/video equipment (optional)*
- Tape



**Be Prepared:** This session contains real stories of racism and discrimination which may be upsetting to some Girl Scouts.

## Before the Meeting

**Activity Plan Length:** 1 hour 40 min

### Show and Tell:

- Before your first meeting, sit down with your family to learn about your family history. You will use what you learn to create your “Trail Map” in this module. Depending on how much of your family history you know, you could learn about how your ancestors came to America or how you family came to live in your current town. See sample questions in your workbook for ideas.

### Snack Preparation:

- We recommend making a snack that the girls of Troop 200 might have made at camp or one of their meetings! 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: Stranded on an Island

Time Allotment: 10 min

Materials Needed:

- Poster board or white board



Consider the following: **If you were stranded on an island, what three items would you want to bring with you?**

Steps:

1. Take turns walking up to a poster board or white board to write down what items you would bring with you if you were stranded on an island. These could be practical survival items or three items you would bring for enjoyment. (Consider an “item” as something you can carry.)
2. As a group, vote to narrow down your list to just three items for your whole troop.
3. Was it difficult to narrow down your list? How did you solve any conflict that arose? What criteria became important to the group that was less important for an individual Girl Scout?

# Activity #1: Identity – Family Trail Map

Time Allotment: 20 min

## Materials Needed:

- Trail Map worksheet
- Pens or pencils
- Blank paper
- Crafting supplies (e.g. construction paper, popsicle sticks, pipe cleaners, glue, etc.)

## Prep Needed:

- Complete your family interview prior to the meeting

## Steps:

1. Using the information gathered in your family interview, you will create a “Trail Map” of your family’s journey. This could include your ancestors immigrating to the United States, your parents moving across the country before you were born, or even all of the places you have lived in your lifetime. Use whatever information is relevant to you.
2. Use craft supplies to draw and decorate your map. It could be a literal representation of the places you have lived, or a flow chart of your family history. Make sure to mark why each place or step was special to you or your family:
  - Did you have other family there?
  - Did you move there for a new job?
  - Did you have a strong connection to that place?
  - Was there a large community of people who share one of your identities (race, ethnicity, religion, class, etc.)?
  - Did you have any good friends there?
3. Exchange trail maps with your fellow scouts to learn more about their family history and journey.

## Activity #2: Diversity – Josephine’s Story

Time Allotment: 15 min

Materials Needed:

- Josephine’s Story worksheet

Steps:

1. Read the article “Honoring Josephine Holloway during Black History Month” on the Girl Scout blog. Did you already know her story? Did anything surprise you? Discuss.
2. Josephine, namesake of Camp Holloway, had a monumental impact on Black Girl Scouts in Tennessee. For each part of the Girl Scout Law, write down one aspect of Josephine’s story that emphasizes that part. Discuss the following with your troop:
  - Were some parts of the law more difficult to come up with than others? Why?
  - Can you think of a more creative way to interpret each part of the law to Josephine’s story? For example, “Respect authority” could become, “Girl Scouts respected Josephine’s authority as an expert on girl issues.”
3. Pretend that you could interview Josephine Holloway during her lifetime. What parts of her life would you want to know more about? Jot down some of your ideas.

## Snacktivity: Holloway Historians

Time Allotment: 20 min

Materials Needed:

- Snack ingredients

Prep Needed:

- Snack prep

Steps:

1. While you enjoy your snack, discuss your interview questions with your fellow Girl Scouts.



## Activity #3: Justice – Mini Museum

Time Allotment: 35 min

Materials Needed:

- Markers or crayons
- Pens or pencils
- Crafting supplies (e.g. construction paper, popsicle sticks, pipe cleaners, glue, etc.)
- *Camera/video equipment (optional)*
- Tape

Steps:

1. For each part of the Girl Scout law, create a display for a museum that showcases part of Josephine Holloway's story and how it connects to part of the Girl Scout law. You can pair up or work on multiple parts, depending on the size of your troop.
2. Be creative! You could craft something, create an informational poster or poem, design a slideshow, or create a video presentation (or whatever else you can think of).
3. Display your exhibits for family and friends to view at the end of the meeting. Invite them to tour your mini museum.
4. End your meeting with a Friendship Circle.



In this activity, your troop will create a miniature museum dedicated to Josephine Holloway's work with Girl Scouts.

## Session 2: What makes a “pioneer”?

### Materials Needed:

- Troop 200: The Pioneers Workbook
- Pens or pencils
- *Markers or crayons (optional)*
- *Blank paper (optional)*



### Be Prepared:

This session contains discussions of sexism and discrimination which may be upsetting to some Girl Scouts.

## Before the Meeting

**Activity Plan Length:** 1 hour 40 min

### Snack Preparation:

- We recommend making a snack that the girls of Troop 200 might have made at camp or one of their meetings! 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: Anatomy of a Pioneer

Time Allotment: 15 min

Materials Needed:

- Anatomy of a Pioneer worksheet
- Writing utensils
- *Markers or crayons (optional)*



When you think of a pioneer, what traits come to mind?

Steps:

1. Think of what traits come to mind when you picture a pioneer: A brave heart? An open mind?
2. Write them around the outline of a pioneer and draw arrows to connect them to specific parts of the body (think: Operation).
3. Color or decorate your worksheet to correspond with your qualities. Share with your fellow Girl Scouts.

## Activity #1: Identity – Pioneers of Today

Time Allotment: 15 min

Materials Needed:

- Pioneers of Today worksheet
- Pens or pencils



A **pioneer** is a person who comes up with a new way of being, thinking, or doing something. People can be pioneers in many different fields.

Steps:

1. Begin by brainstorming people you look up to today, from any field: sports, the arts, STEM, business, etc. Pick one person to research further.
  - Stuck looking for ideas? Here are some well-known former Girl Scouts: Mariah Carey, Dakota Fanning, Taylor Swift, Abigail Breslin, Venus & Serena Williams, Katie Couric, Barbara Walters, Robin Roberts, Hillary Clinton, Condoleeza Rice, Michelle Obama, Debbie Reynolds, Carrie Fisher, Lisa Ling, Martha Stewart, Meghan Markle, Tammy Duckworth, and almost every female astronaut, to name a few!
2. Start by writing down a summary of what you already know about them and five adjectives you would use to describe them.
3. Spend 10 minutes reading articles about them online. What positive things do people say about them? What criticisms do people make about them? Don't worry about finding "scholarly" sources - just highlight popular discourse.
4. Discuss your findings with your troop – were there any common themes?

## Activity #2: Diversity – Pioneers of History

Time Allotment: 30 min

Materials Needed:

- *Blank paper (optional)*
- *Pens or pencils (optional)*



Sometimes people we consider heroes today were widely criticized in their time.

**Pioneers** push back against the dominant culture or way of doing things by becoming their own authority on a subject.

Steps:

1. Choose a historical pioneer that you have heard about before – maybe you learned about them in your history class!
  - Some ideas include: Marie Curie, Amelia Earhart, Sojourner Truth, Madam C.J. Walker, Gloria Steinem, Ruby Bridges, Ruth Bader Ginsburg, Rosa Parks, Katherine G. Johnson, Nellie Bly, Sarah Winnemucca, and Clara Barton.
2. Begin by searching for some articles written about them today. How is their work depicted? What are they known for? You can jot down some notes as you go, or just take it all in.
3. See if you can find any quotes or images of firsthand accounts in newspapers from the time of their work. Was all of their contemporary reception positive, or did they have critics? What did those critics say?
4. What was the dominant culture or idea in their field that they pushed against? (For example, at the time Amelia Earhart was flying, it was widely believed a woman wouldn't be capable of the complex maneuvers required to fly successfully.)
5. Compare their reputation at the time and how they are remembered today. What do we focus on more – criticisms or achievements?

# Snacktivity: Past v. Present



You've probably heard this quote from Pulitzer Prize winning historian Laurel Thatcher Ulrich before: "well-behaved women seldom make history."

Time Allotment: 20 min

Materials Needed:

- Snack ingredients

Prep Needed:

- Snack prep

Steps:

1. While you enjoy your snack, discuss your findings with your fellow Girl Scouts. Did you learn anything that surprised you?
2. Consider the quote above. Did you learn about any friends or colleagues of your pioneer who are not as famous today as they are? Why do you think some people are remembered by history and others are not?

## Activity #3: Justice – Historian of the Future

Time Allotment: 20 min

Materials Needed:

- Historian of the Future worksheet
- Pens or pencils

Steps:

1. Imagine you were reporting on your pioneer of today 100 years in the future. What is their legacy (the mark they left on history)?
2. Consider:
  - Will people focus on their current drama or public critiques?
  - What will they be remembered for?
  - How have they changed or in some way left a mark on their chosen profession?
3. Share your article with your fellow Girl Scouts. Try creating a video, sharing a social media post, or writing a press release.
4. End your meeting with a Friendship Circle.



Now that you have learned a little more about how pioneers were viewed during their careers, role-play as a historian of the future.

## Session 3: What was Troop 200?

### Materials Needed:

- Troop 200: The Pioneers Workbook
- Building Troop 200 Leader Guide
- Pens or pencils
- Marker or crayons
- Blank paper
- *Misc. crafting supplies (optional)*

### Prep Needed:

- Leaders: review Leader Guide and prep ahead of time



### Be Prepared:

This session contains discussions and experiences of racism and discrimination through role-play, 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 the girls of Troop 200 might have made at camp or one of their meetings! 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: Personality Alignment

(based on personality test from [openpsychometrics.org](http://openpsychometrics.org))

Time Allotment: 15 min

Steps:

1. Stand in a single file line in the middle of the room. Designate one side of the room as side "A" and the other as side "B".
2. Have a troop leader or another adult read off each set of traits. For each pair of traits listed, step out of line in accordance with how much you lean towards one side of the other. (For example, if trait A is cleanliness and trait B is messiness, stepping halfway towards side A means that you consider yourself 75% clean and 25% messy. Some traits you will identify with strongly. If you are more neutral, remain closer to the middle.) Return to your original spot after each pair of traits.
3. As you go through each pair of traits, pause to look around at where your fellow scouts align themselves. Are you similar or different? Are you surprised by how you or another scout identify?

Trait A	Trait B
Artistic	Scientific
Wild	Tame
Bossy	Meek
Charming	Awkward
Juvenile	Mature
Creative	Conventional
Quarrelsome	Warm
Punk Rock	Preppy
Intellectual	Physical
Deep	Shallow
Deranged	Reasonable
Strict	Lenient
Masculine	Feminine
Nerd	Jock

## Activity #1: Identity – What Makes a Pioneer?

★ Josephine Holloway's first official Girl Scout troop was called Troop 200. In this session, you will put yourself in their shoes and consider what it takes to be a pioneer. Begin by identifying which traits the Girl Scouts of Troop 200 embody.

Time Allotment: 20 min

Steps:

1. Visit [OpenPsychometrics.org](https://openpsychometrics.org) to take their personality quiz. Individually or as a group, take the 36-question personality test as if you were a member of Troop 200.
2. Check out your character breakdown – which television or movie characters that you admire were Troop 200 members most similar?
3. You can also look at the characters that you admire and discover which traits they are most closely associated with. Were you surprised by anything you learned? Discuss with your troop.

## Activity #2: Diversity – Building Troop 200

Time Allotment: 30 min

Materials Needed:

- Building Troop 200 Leader Guide
- Pens or pencils
- Markers or crayons
- Blank paper

Prep Needed:

- Leaders: review Leader Guide and prep ahead of time

★ In starting Troop 200, Josephine Holloway was a pioneer. In this activity, you will find out just what it takes to make your own Girl Scout troop run.

Steps:

1. Divide your troop into two groups. Move to opposite sides of the room. Your leader will give you a budget, a resource guide, and a checklist.
2. You will have 20 minutes to budget for and gather all of the resources you need. You can perform any of the “fundraising” tasks outlined on your resource guide to raise funds for all of the components of a successful Girl Scout Troop.
3. When your 20 minutes are up, have both groups come together to discuss what unforeseen challenges they faced, and what they learned from the exercise.



# Snackivity: Reflection

Time Allotment: 20 min

Materials Needed:

- Snack ingredients

Prep Needed:

- Snack prep

Steps:

1. As you enjoy your snack, reflect on what barriers to Girl Scouts might still exist. Did you encounter any issues during the last activity which resonated with you today?

## Activity #3: Justice – Troop 200’s Legacy

Time Allotment: 20 min

Materials Needed:

- *Misc. crafting supplies (optional)*



Now that you’ve learned about Troop 200, it’s time to share their story!

Steps:

1. It’s time to share the story of Troop 200! Get creative with this one – use any medium you like to teach someone outside of your Girl Scout troop about Troop 200. Some ideas may include:
  - Creating a poster to be hung up in your meeting space;
  - Writing and filming a video to be posted on YouTube or shared on social media;
  - Writing a letter or email to inform family and friends;
  - Designing a pamphlet that can be put out in your school’s library;
  - Or anything you can come up with!
2. Share your creation – display it in public or share online.
3. End your meeting with a Friendship Circle.

## Session 4: How can you be a pioneer of tomorrow?

### Materials Needed:

- Troop 200: The Pioneers Workbook
- Pens or pencils
- Snack ingredients
- *Markers or crayons (optional)*
- *Poster board (optional)*
- *Laptop/presentation software (optional)*



### Be Prepared:

This session contains references to historical and modern discrimination, racism, and sexism, 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 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: Mind Map



For this activity, create an abstract representation of you and things you care about.

Time Allotment: 15 min

Materials Needed:

- Mind Map worksheet
- Writing utensils
- *Markers or crayons (optional)*

Steps:

1. Draw circles to represent your passions, interests, and identities. Make the circle bigger if something is more important to you or you think about it a lot. Have related circles overlap like they would with a Venn diagram.
2. Decorate it with colors or drawings if you like!
3. Share your mind map with your troop.

# Activity #1: Identity – History Forged in Middle Tennessee

★ It's easy to look at pioneers and social movements 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!

Time Allotment: 20 min

## 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 – Social Justice Movements

Time Allotment: 20 min

Materials Needed:

- Changemakers Brainstorming worksheet
- Pens or pencils

Steps:

1. Consider a social justice movement of today that you respect. Maybe it's Me Too, Black Lives Matter, Fridays for Future, or another movement you are interested in. Do some research into how they got started. Consider the following:
  - Who started the movement? Were they an expert in the field or just someone with a passion?
  - Were they inspired by social justice movements that come before them?
  - Are young people involved? In what ways have they shaped the movement?
2. Using your Changemakers Brainstorming worksheet, write down some characteristics of a successful social justice movement. Looking at your Mind Map, write down some issues or areas of interest that are important to you. Do you care about writing, sports, video games, science? What are some changes you'd want to see in those fields? Collaborate with your fellow Girl Scouts to come up with some ideas.

## Snacktivity: Changemakers

Time Allotment: 20 min

Materials Needed:

- Snack 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 successful social justice movements and the people who create important change in the world, it's time to come up with an idea 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 of 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.**





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