

World Scout Bureau - Interamerican Region
Regional Plan 2022-2025
Commitments - DRAFT

	OBJECTIVE	LINES OF ACTION	INDICATORS	NSOs COMMITMENTS	COMMITTEE COMMITMENTS	OFFICE COMMITMENTS
YOUTH PROGRAMME	1. Strengthen the Youth Programme in the National Scout Organizations of the Interamerican Region.	1.1. Maintain an updated Youth Programme that responds to the interests and needs of youth and their communities.	1.1.1. At least 25 NSOs have an updated Educational Proposal that responds to the interests of the youth and their communities.	Updated Educational Proposal: An Educational Proposal that is no more than 10 years old.	Support the promotion and positioning of the Educational Proposal and Youth Programme of the Interamerican Region.	Provide consultancy services to NSOs on issues related to the Youth Programme.
		1.2. Include in the Youth Programme educational competencies in the areas of resilience, peace, mental health, wellness, leadership, sustainability and active citizenship.	1.2.1. At least 18 NSOs include in their personal progression system educational competencies in the areas of resilience, peace, mental health, well-being, leadership, sustainability and active citizenship.	Include in the update of the Youth Programme the focus on educational competencies, including the proposals in the line of action.		Provide consultancy services to NSOs for updating their Personal Progression system.
		1.3. Diversify the use of technology in the delivery of the Youth Programme.	1.3.1. At least 20 NSOs use technology systems that help facilitate the delivery of the Youth Programme.	Train adults in the use of technology platforms to deliver the Youth Programme.		Offer training opportunities and share best practices in the use of technology to Youth Programme national teams.
		1.4. Monitor and evaluate the Youth Programme with respect to Scouting's impact on individuals, communities and institutions.	1.4.1. At least 18 NSOs implement, at least once, methodologies for evaluating the impact of the Youth Programme and Youth Participation on individuals, communities and institutions.	Measure the impact of the Youth Programme and Youth Engagement using appropriate tools.		Offer methodologies and accompaniment for the evaluation of Youth Programme and Youth Engagement impact.
		1.5 Strengthen the implementation of the Better World Framework in NSOs to contribute to the achievement of the SDGs.	1.5.1 At least 30 NSOs implement at least two challenges of the Better World Framework.	Promote and disseminate the initiatives and challenges of the Better World Framework to be implemented in Scout Groups.		Provide consulting services to NSOs on topics related to the Better World framework.
		1.6 Increase the quality of the NSO's Youth Programme by continuously improving its processes.	1.6.1 At least 25 NSOs increase the quality of their Youth Programme compared to the baseline established at the beginning of the period.	Participate in the annual quality measurement of the Youth Programme.		Establish quality management mechanisms for the Youth Programme.
		1.6.2 At least 25 NSOs increase the quality of their Youth Programme compared to the baseline established at the beginning of the period.	Participate in the annual quality measurement of the Youth Programme.	Encourage NSOs to carry out periodic evaluations of their youth programs to ensure that they remain relevant to the times and needs of the youth of the region.		Establish quality management mechanisms for the Youth Programme.
YOUTH ENGAGEMENT	2. To strengthen the quality of Youth Engagement of the National Scout Organizations of the Interamerican Region.	2.1 Update NSOs regulatory frameworks to remove barriers limiting equal opportunities in decision-making processes at all levels and areas of youth engagement.	2.1.1 At least 27 NSOs have defined and implemented a National Youth Involvement Policy that includes instructions for youth engagement at unit/group, community and institutional levels and is based on the World and Regional Scout Youth Involvement Policy and reviewed periodically.	Update regulatory frameworks to ensure youth engagement at all levels of the NSO.	Provide opportunities for young people to represent their NSOs at events and in Regional or World decision-making spaces.	Provide consulting services to NSOs on topics related to Youth Engagement.
			2.1.2 At least 20 NSOs implement actions to strengthen youth involvement in decision-making at the unit, institutional, and community levels.	Promote and implement youth engagement at all levels of the NSO.		Offer support for NSOs to implement actions to strengthen youth engagement at all levels.
		2.2 Strengthen and update platforms to increase the level of youth engagement in the unit, the institution and the community at regional, national and local levels.	2.2.1 At least 20 NSOs have incorporated 30% of young people under 30 years with full participation in their National Councils and Executive Teams.	Monitor and evaluate youth engagement at all levels and in all areas of the NSO.		Monitor, evaluate, and promote youth engagement at all levels and areas in the region.
			2.2.2 At least 30% of the people participating in the regional training, exchange and decision-making spaces are under 30 years.	Promote initiatives for external youth engagement in NSOs.		
		2.3 Increase the quality of Youth Engagement in NSOs for the continuous improvement of their processes.	2.3.1 At least 15 NSOs increase the quality of youth engagement compared to the baseline established at the beginning of the period.	Participate in the annual quality measurement of Youth Engagement.		Encourage NSOs to carry out periodic evaluations of their level of youth engagement.

ENVIRONMENTAL SUSTAINABILITY	3. Strengthen the topic of environmental sustainability in the Interamerican Region in line with the WOSM strategy to contribute to the mitigation of the consequences caused by climate change.	3.1 Encourage the creation of action plans that contribute to environmental sustainability in the region's NSOs.	3.1.1 At least 14 NSOs implement actions that contribute to the Organization's environmental sustainability.	Create and implement a plan for the implementation of Environmental Sustainability at all levels of the NSO.	Encourage NSOs to implement environmental sustainability as a priority in their national events.	Generate reference material for the creation of national strategies for environmental sustainability.
		3.2 Establish new strategic alliances to increase the knowledge and performance of the NSOs on Sustainable Development topics.	3.2.1 At least 10 NSOs establish collaborative actions with at least one organization to strengthen their educational and/or institutional approaches to Sustainable Development.	Establish partnerships with external organizations to strengthen sustainable development issues at NSOs.		Offer training and support opportunities for the establishment of strategic alliances on the topic of Sustainable Development.
DIVERSITY AND INCLUSION	4. Strengthen Diversity and Inclusion in the National Scout Organizations of the Interamerican Region, taking into account economic, cultural, disability, migration and gender aspects, among others.	4.1 Increase the number of with a national Diversity and Inclusion policy.	4.1.1 At least 20 NSOs have a National Diversity and Inclusion Policy aligned to the Regional Policy.	Update and/or formulate a National Diversity and Inclusion Policy.	Promote the Interamerican Policy on Diversity and Inclusion in the NSOs of the region.	Provide consulting services to NSOs on topics related to Diversity and Inclusion.
		4.2. Promote Diversity and Inclusion in the strategic areas of the NSOs, integrating topics of economic, cultural, disability, migration and gender diversity.	4.2.1 At least 20 NSOs implement actions to promote diversity and inclusion, favoring gender equality, integration of economic, racial, ethnic and disability diversity, among others.	Create an implementation plan for Diversity and Inclusion actions in all areas and levels of the NSOs.	Implement recommendations related to the result of the Gender Study.	Offer training opportunities and exchange of experiences in Diversity and Inclusion.
		4.3 Develop new strategic alliances to increase Diversity and Inclusion actions.	4.3.1 At least 10 NSOs establish strategic alliances with at least one organization that focuses on D&I work.	Establish partnerships with external organizations to strengthen the implementation of Diversity and Inclusion at NSOs.	Support and promote generation of partnerships to promote Diversity and Inclusion.	Prepare and share materials related to Diversity and Inclusion. Provide support to identify and establish strategic alliances with external organizations that support the area of Diversity and Inclusion.
HUMANITARIAN ACTION	5. Strengthen the area of Humanitarian Action in the National Scout Organizations of the Interamerican Region to collaborate in a responsible manner during emergency situations.	5.1 Develop action plans that enable NSOs to act appropriately in emergency situations in coordination with governments and other organizations.	5.1.1 At least 12 NSOs have position papers and plans to contribute to humanitarian actions.	Create a Humanitarian Action Framework that includes the NSO's position, action plan and necessary materials.	Support obtaining resources for the training of NSOs in Humanitarian Action.	Provide consulting services to NSOs on issues related to Humanitarian Action.
			5.1.2 At least 15 NSOs implement Humanitarian Action actions and/or materials in the delivery of the Youth Programme.			Offer opportunities for training and exchange of experiences in Humanitarian Action.
		5.2 Develop strategic alliances to strengthen the NSOs' Humanitarian Action.	5.2.1 At least 10 NSOs establish collaborative actions with at least one organization that focuses on Humanitarian Action.	Establish partnerships with external organizations to support the implementation of Humanitarian Action in the NSO.		Promote joint working groups with heads of other experts organizations in Humanitarian Action.

ADULTS IN SCOUTING

6. Strengthening Adult Management in National Scout Organizations in the Interamerican Region.		6.1.1 At least 18 NSOs have an Adult Management Model that includes elements to support the improvement of the Youth Programme and generational succession.	Formulate and implement an adult management model in line with the NSO's Youth Programme.	Encourage NSOs to implement an Adult Management Model that responds to the needs of their adults.	Provide consulting services to NSOs for the formulation of their Adult Management Models.	
		6.1 Promote the implementation of the Adult Management Model in the NSOs focused on the improvement of the Youth Programme and generational succession.			Generate tools to support the implementation of the Adult Management System in NSOs.	
					Offer training opportunities and exchange of experiences in Adult Management.	
	6.2 Promote innovation in volunteer frameworks in the NSOs focused on the satisfaction, well-being and recognition of volunteers and establishing alliances with other volunteer organizations.	6.2.1 At least 17 NSOs measure the satisfaction of their adult volunteers and professionals.	Review and update the volunteer schemes, characterization and recognition of adults in the NSO.	Promote and be an example of volunteering focused on continuous improvement, well-being and recognition.	Generate methodologies and processes for measuring adult satisfaction in NSOs.	
		6.2.2 At least 10 NSOs have flexible volunteering schemes.			Provide consulting services to NSOs on topics related to flexible volunteering.	
		6.2.3 At least 10 NSOs carry out actions for their volunteers focused on wellbeing and recognition of the organization's adults.			Provide consulting services to NSOs for the implementation of well-being and recognition plans.	
		6.2.4 At least 10 NSOs in the region have at least one collaborative action with other volunteer organizations to support their volunteering schemes and to share best practices in this area.			Provide support to identify and establish collaborative actions with external organizations to strengthen volunteering schemes.	
	6.3 Increase the quality of Adult Management in the NSOs for continuous improvement of their processes.	6.3.1 At least 15 NSOs increase the quality of their adult management processes compared to the baseline established at the beginning of the period.	Establish partnerships with external organizations to strengthen the management of volunteerism at NSOs	Support and promote the generation of partnerships to strengthen volunteering in the region.	Provide support to identify and establish collaborative actions with external organizations to strengthen volunteering schemes.	
	7. Increase the level of implementation of the Safe from Harm policy in all areas and levels of the National Scout Organizations of the Interamerican Region with special emphasis on the human rights approach.	7.1 Encourage compliance with Safe from Harm in NSOs.	7.1.1 At least 24 NSOs comply with all Safe From Harm requirements established for NSOs.	Make all necessary adjustments and actions necessary for compliance with all Safe from Harm requirements.	Promote the implementation and compliance with Safe from Harm requirements in all NSOs in the region.	Provide consulting services to NSOs for compliance with Safe from Harm requirements.
			7.1.2 At least 31 NSOs carry out actions required to comply with the amendment to the World Constitution in its article V.5, paragraph e) and Resolution 2021-04 "Strengthening Safe from Harm in Scouting", both approved at the 42nd World Scout Conference.			Offer training opportunities for the implementation of actions in Safe from Harm.
7.2 Evaluate the level of implementation of Safe from Harm mechanisms in NSOs.		7.2.1 At least 24 NSOs increase the result in their self-assessment on the level of implementation of the Safe from Harm Policy.	Participate in the annual measurement of management in Adults in Scouting.	Encourage the NSOs to carry out periodic evaluations of their Adult Management.	Establish mechanisms for continuous improvement in the management of adults in NSOs in the region.	
7.3 Develop strategic alliances to increase the knowledge and implementation of actions for the protection of children and young people participating in Scouting.		7.3.1 At least 10 NSOs establish collaborative actions with at least one organization to support the protection of children and youth within Scouting.	Participate in the annual measurement of Safe from Harm implementation in the NSO.	Encourage NSOs to conduct annual assessments of their implementation of Safe from Harm.	Establish mechanisms for the measurement and continuous improvement of the implementation of Safe from Harm.	
		Establish partnerships with external organizations that contribute to the implementation of Safe from Harm at the NSO.	Support and promote the generation of partnerships to strengthen the culture of Safe from Harm in the region.	Provide support to identify and establish collaborative actions with external organizations for the protection of girls, boys and young people.		

SAFE FROM HARM

COMMUNICATIONS	8. To promote the quality of the Communications in the Interamerican Region in order to position Scouting as the leading youth organization in non-formal education across the Region.	8.1 Increase the scope of external communications by both NSOs and regional bodies.	8.1.1 At least 9 NSOs increase the reach of their external communications based on a measurement tool.	Review and update the communications strategy to include a greater emphasis on external communications and promotion of Scouting.	Support obtaining resources to carry out massive regional campaigns to position Scouting in traditional media.	Coordinate the implementation and carry out the actions of the 2022-2025 Regional Communications Strategy corresponding to the Regional Office.		
			8.1.2 The Regional Communications Plan in its External Communications achieves at least 80% compliance.			Carry out the actions of the External Communications Plan corresponding to the Regional Office.		
		8.2. Increase the quality of internal communications in the NSOs.	8.2.1 At least 18 NSOs increase the quality of their internal communications between the different levels of the Organization (Global, Regional and National) compared to the baseline established at the beginning of the period.	Implement the NSOs's communications strategy with all its plans and annually measure its level of implementation and quality.	Promote and support to carry out an analysis of internal communication through the different levels of the Interamerican Region.	Provide consulting services to NSOs in the field of Communications.		
			8.2.2 At least 15 NSOs have a National Communications Plan aligned with the Global and Regional Strategy.			Keep active the channels of communication for the implementation of the Regional Communications Strategy and the Regional Plan.		
			8.2.3 The Regional Communications Plan for internal communications achieves at least 80% compliance.			Guide the implementation of the internal communication quality management mechanism in the Interamerican Region.		
		8.3 Strengthen the positioning and appropriate use of the World Scout brand at the regional and national levels.	8.3.1 At least 15 NSOs have an agreement for the non-commercial use of the Scout Scout Brand.	Maintain or establish an agreement for the non-commercial use of the World Scout Brand.		Offer training on the correct use of the Scout Brand.		
			8.3.2 At least 4 NSOs increase brand positioning of Scouting	Monitor and measure the level of positioning of the Scout Brand at the national level.		Provide consultancy services to the NSOs regarding the Scout Brand.		
		PARTNERSHIPS	9. Encourage the creation and maintenance of partnerships in the Interamerican Region to provide support to each of the strategic areas in the National Scout Organizations.	9.1 Disseminate and increase the scope of partnerships at the national and regional levels, with emphasis on those that support the Better World Framework.	9.1.1 At least 9 NSOs in the Region carry out actions that contribute to the implementation of the regional partnerships strategy.	Maintain, strengthen and generate partnerships that support the processes of all areas of the NSOs.	Promote existing partnerships and generate new strategies that can be replicated in NSOs.	Provide assistance to NSOs identifying institutions and/or organizations to establish cooperation actions in the framework of implementing the regional strategy of partnerships.
					9.2 Strengthen the NSOs' capacity to manage new partnerships and projects that will enable them to obtain support for strategic areas through resources or cooperative actions.			9.2.1 At least 18 NSOs participate in regional training sessions on Partnerships and Project Management.
								Guide the consultation process of the positioning of the Scout Brand in the Region.

GOOD GOVERNANCE	10. To increase the quality of Institutional Development in order to have National Scout Organizations in the Interamerican Region that effectively support Scouting to achieve its continuity.	10.1 Strengthen the regional GSAT strategy, with emphasis on the NSOs' action plans.	10.1.1 At least 24 NSOs have been assessed with one of the modalities of the GSAT since 2018 onwards. 10.1.2 At least 24 NSOs have an Action Plan based on the results of their last GSAT assessment.	Implement continuous improvement mechanisms at NSOs through the application and/or updating of the GSAT assessment and its action plan.	Reinforce in the NSO the importance of the GSAT as a tool for self-assessment and continuous improvement.	Provide consultancy services to NSOs to carry out their GSAT evaluation. Provide consulting services to NSOs for the formulation and implementation of action plans to strengthen their capacities.	
		10.2 Implement continuous improvement processes in the NSO's governing bodies and executive team, emphasizing good governance, strategic planning, financial management, risk management and compliance.	10.2.1 At least 18 NSOs implement induction processes for members of their governing bodies and executive teams.	Design and implement actions for good governance and institutional management in strategic, financial and risk aspects.	Being an example of governance for the NSOs and influencing the governing bodies so they prioritize the strategic objectives of the Regional Plan. Create a platform providing opportunities for exchange and learning on governance issues.	Provide consultancy services to NSOs on best practices of Good Governance in their governing bodies and executive teams.	Provide consulting services to the NSOs in terms of strategic planning, in addition to monitor the alignment of the objectives of their national strategic plans with the strategic plan of the Region.
			10.2.2 At least 18 NSOs formulate or adapt their national strategic plans so that 40% of their objectives are aligned with the Region's strategic plan.			Provide consultancy services to the NSOs regarding the diagnosis of their financial models and the formulation of their improvement plans.	
			10.2.3 At least 18 NSOs formulate improvement plans based on the analysis of their financial models.			Provide consultancy services to NSOs regarding the implementation of risk management processes.	
			10.2.4 At least 12 NSOs execute the steps described in the Risk Management Process Implementation Guide.				
		10.3 Increase the quality of Institutional Management in the NSOs for the continuous improvement of their processes.	10.3.1 At least 26 NSOs increase the quality of their institutional development in relation to the baseline established at the beginning of the period.	Participate in the annual quality measurement of Institutional Development.	Generate Change Management strategies to achieve continuity in the governance structures of the NSOs.	Offer opportunities for training and exchange of experiences in institutional management of NSO processes. Continue carrying out the annual quality measurement of the Institutional Development of the NSOs.	
		11. To generate holistic and sustainable growth of the National Scout Organizations of the Interamerican Region as a consequence of an integral management.	11.1 Promote the creation of growth strategies in the NSOs that respond to the new normality, through WOSM Service Model.	11.1.1 At least 18 NSOs develop and implement a growth strategy.	Formulate and implement the growth strategy of the NSO.	Promote with stakeholders why Scouting is important to a young person, their parents and their community.	Provide consulting services to NSOs in terms of formulating their growth strategy.
			11.2 Generate new strategic alliances to foster growth.	11.2.1 At least 10 NSOs establish collaborative actions with at least one organization to generate growth.	Establish alliances with external organizations that contribute to the growth of the NSO.		Provide assistance to the NSOs identifying institutions and/or organizations to establish cooperation actions allowing them to generate growth.
			11.3 Increasing the growth of the NSOs.	11.3.1 At least 17 NSOs report at least 2% growth in membership over the entire period.	Perform the annual membership report	Keep in mind the objective of holistic and sustainable growth in all the decisions and actions of the ISC.	Monitor the evolution of the NSO membership.

GROWTH