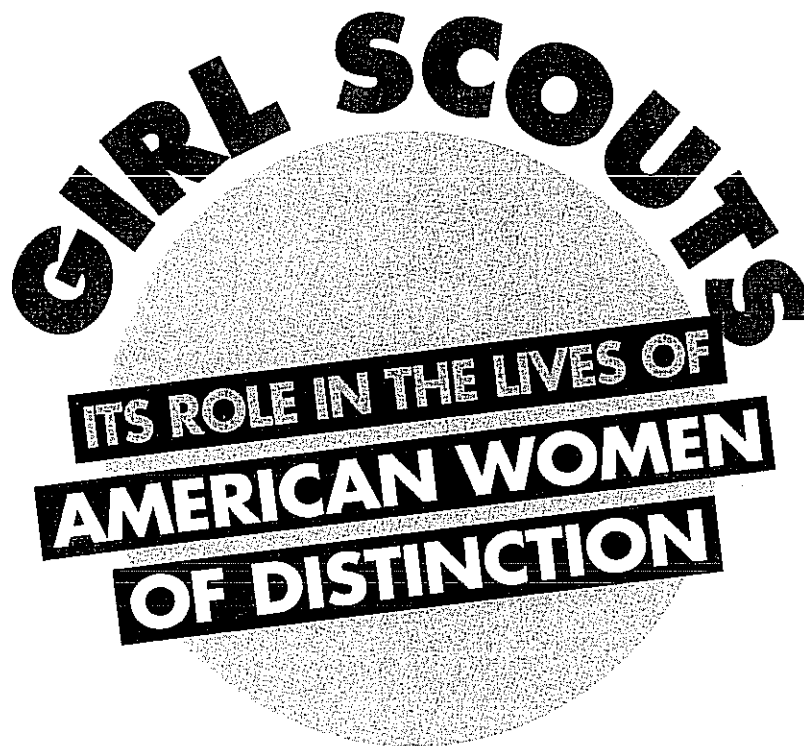


GIRL SCOUTS

**ITS ROLE IN THE LIVES OF
AMERICAN WOMEN
OF DISTINCTION**



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AMERICAN WOMEN
OF DISTINCTION

Prepared for
Girl Scouts of the U.S.A.

July 1991

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**We acknowledge with great appreciation
the grant from
The Equitable Foundation that helped make
this study possible.**

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A Word about This Study

This is a study of what being a Girl Scout has done for women of achievement and distinction in America. Between May 16 and June 7, 1991, a cross section of 473 women listed in *Who's Who of American Women* were interviewed. In all, a total of 301, or 64 percent of the total, said that they had once belonged to the Girl Scouts. By any measure, this certainly is a major finding. Few other organizations that attract young people at an early age would find that so many women of distinction would have been members of their organization. Indeed, among a random sample of all adult women in the country, a lower 42 percent report having once been a member of the Girl Scouts.

The 301 former members were asked in depth about their experience in the Girl Scouts. They were asked what impact their membership had on them when they were young and then in their later life; the strongest memory they had of their experience; the roster of activities they were involved in; the attributes of character they acquired from the Girl Scouts; how membership affected their moral values, social conscience, and ability to work with others; and what it did for their self-confidence, career, family, and life skills.

Probing further, they were also asked just what it was about the Girl Scouts that contributed to their positive experience; how it made them feel better about themselves and their abilities; how it helped them develop values; how it created an atmosphere where they could express themselves; whether the Girl Scouts provided an adult role model or mentor; the extent to which the Girl Scouts gave them insights into their future, opened up leadership opportunities, taught them decision-making, and encouraged them to set high goals and aspirations; and, in the end, how Girl Scouting made them more responsible members of the community.

Out of this study emerges a remarkable documentation of hitherto private histories of women of distinction, and the role the

Girl Scouts played in shaping them as individuals. This is an impressive story of the part played by one organization in the early lives of women of distinction in America. The Girl Scouts have had a direct and powerful impact on the lives of American women who are making important contributions to the future of the country.

The complete methodology is in Appendix A, and Appendix B contains the complete questionnaire with marginal results.

A Note on Reading the Tables

An asterisk (*) on a table signifies a value of less than one-half percent (0.5 percent). A dash (—) represents a value of zero. Percentages may not always add up to 100 percent because of computer rounding, multiple answers from respondents, or the elimination of "no answers."

Public Release

Every Louis Harris and Associates survey is designed to adhere to the code of standards of the Council of American Survey Research Organizations (CASRO) and the code of the National Council of Public Polls (NCPP). Because data from the survey will be released to the public, any release must stipulate that the complete report is available.

Project Responsibility

This study was the product of the efforts of both Girl Scouts of the U.S.A. and the Harris firm. It was the Girl Scouts' sensitivity to its own alumnae corps that led to this study and the discovery of a remarkable tale about those young Girl Scouts of a generation or two ago who grew up to be leaders in this country—women of real achievement and distinction.

The study could not have been con-

ducted without the diligence, imagination, and care of Joel Becker, Deputy National Executive Director, Sylvia J. Brown, Ph.D., Director, Research, and Carolyn Setlow, of the Harris firm. Louis Harris served as the analyst of the results.

In the end, of course, the professional responsibility for the conduct and report of the study has been vested in the Harris firm, which must be prepared to bear the brunt of any criticism that may be leveled toward it.

Survey Highlights

This study examines what Girl Scouting has done for women of achievement and distinction in America. Many findings described in the body of the report do not appear in this summary. Readers are urged to examine the entire report to obtain a full picture of the results of this study.

- 1 *Almost two-thirds (64 percent) of the women of distinction surveyed had been Girl Scouts.* Since a random sample of all adult women in the United States revealed 42 percent were Girl Scouts, these successful women are more likely to have experienced Girl Scouting, a strong testament to the organization's positive impact on the futures of its members.
- 2 *These former Girl Scouts vary widely in age and occupation.* Almost equal numbers of these women were under 40, between 40 and 49, and 50 or older, suggesting that the Girl Scouts' success has been consistent over time. The largest professional grouping is in business, followed by medicine, arts and humanities, and education.
- 3 *Almost unanimously, these women report that Girl Scouting was a positive experience.* The largest majority say Girl Scouting improved their ability to work with others. In fact, two in every three women feel that the interpersonal skills learned in the Girl Scouts at an early age had a direct pay-off well into their later life. They also stressed that Girl Scouting helped them with their self-confidence, moral values, interest in volunteer activities, and social conscience.
- 4 *The longer girls spend in the Girl Scouts, the more profound and lasting its positive effects.* For example, an almost unanimous 91 percent of women in this study with five years or more of Girl Scout experience feel their self-confidence was enhanced as a result, compared with a still impressive 71 percent of women with less than five years of experience.
- 5 *The influence of mentors—troop leaders—on these women was by their own account very strong.*
- 6 *Belonging to the Girl Scouts provided these women of distinction with the kinds of experiences that can help women to attain success.* A majority of women surveyed said Girl Scouting provided a place where they could express themselves and their opinions, opened their eyes to future possibilities, provided them with leadership opportunities they did not get elsewhere, and encouraged them to set high aspirations for their lives.
- 7 *Almost three-quarters of these women (72 percent) made a firm connection between their experience in Girl Scouts and their later success.*
- 8 *There is strong support for keeping the Girl Scouts an all-girl organization.* Fully 84 percent of these women think of this as "a plus," citing the importance of developing self-esteem and the opportunity to bond with other girls.

Analysis

A Special Group of Women of Distinction

As noted earlier, a total of 473 women listed in *Who's Who of American Women* were surveyed. Of these, 301, or 64 percent, are former Girl Scouts (Table 1). These former Girl Scouts are a unique group of people, drawn from three generations of Americans. Their age distribution is just about evenly divided among those who are now under 40 (35 percent), those who are 40-49 (35 percent), and those who are 50 and over (30 percent). This nearly equal division between age groupings indicates that the Girl Scouts keep producing a prodigious crop of outstanding girls who grow into leading citizens of their communities, states, and the nation. Nearly half of the women of distinction were in the Girl Scouts for five years or longer, while the remaining 51 percent were active for fewer than five years.

This steady flow is highly impressive. For example, had there been a skew toward older women, then one would wonder if some of the Girl Scout magic has begun to fade. By the same token, if there were an abundance of younger women, then one would wonder if the Girl Scouts were capable of a sustained quality effort over a period of time. Obviously, neither theory is the case.

The largest single group of women of distinction who were Girl Scouts are now working as business executives. As will be seen, these businesswomen stand out from other women of distinction because of the size of the majorities crediting the Girl Scouts for the character and discipline they developed at an early age and never lost. Nineteen percent are involved in medicine, 18 percent in the arts and humanities, and 10 percent in education.

Equally impressive is that a substantial number, 26 percent of former Girl Scouts, reported that, as an adult, they had been a Girl Scout troop leader or volunteer. Among the 66 percent who felt the Girl Scouts had

a special positive impact on their lives, fully one in three were attracted back to Girl Scouting. The spark that Girl Scouting ignited at a very young age simply refused to go out. As many described it, they felt they should be repaying the Girl Scouts for the deep and important experiences they had in their youngest days.

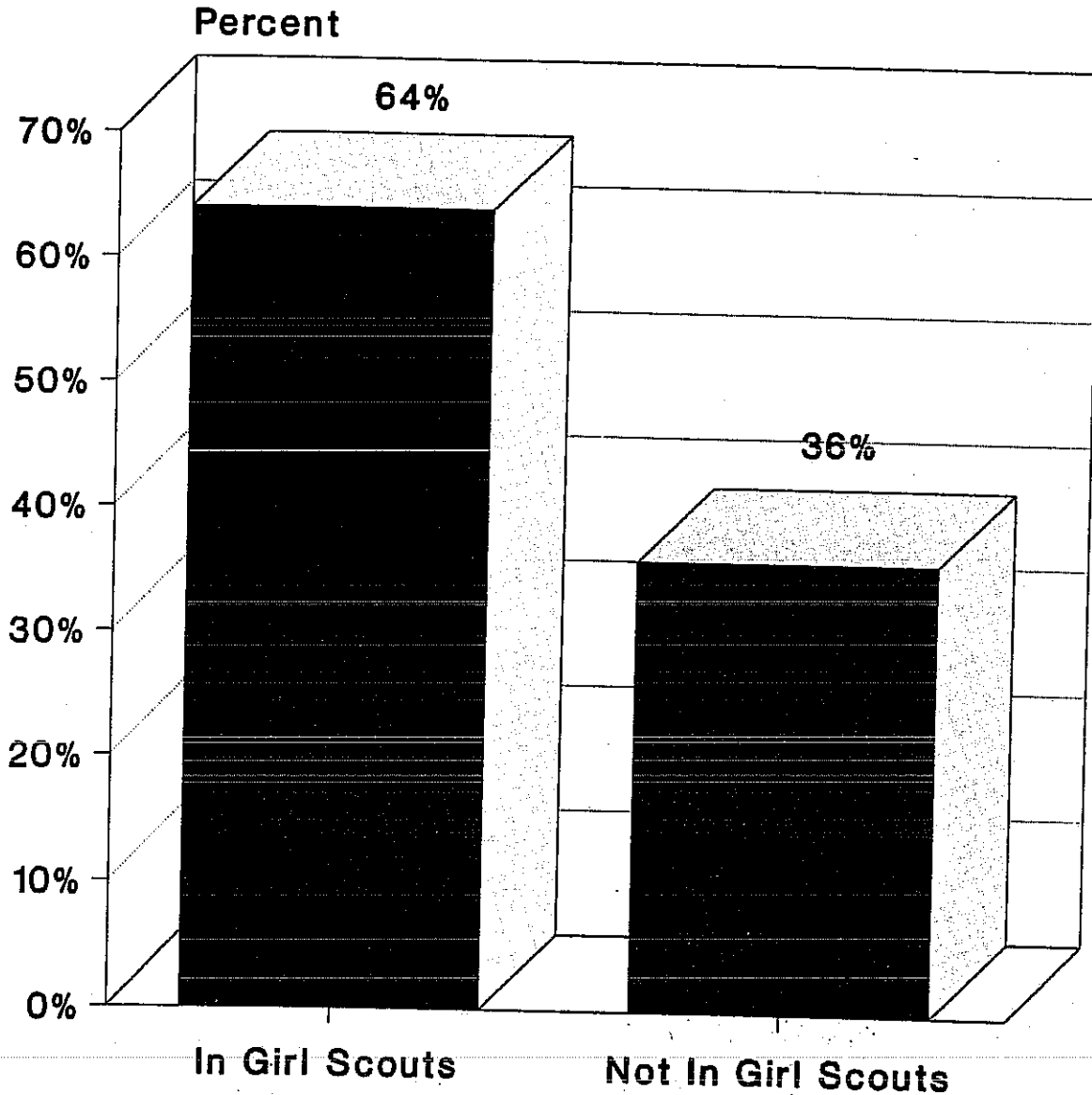
Observation

The most notable statistic in this study about the powerful impact of Girl Scouts in America is that fully 64 percent of the random sample of women of distinction drawn from *Who's Who of American Women* were Girl Scouts. Among the adult female public generally, a lower 42 percent report they were members of the Girl Scouts as young girls. This number rises to 52 percent of all those with a postgraduate degree, 55 percent among those with a four-year college education, and a higher 59 percent among those in the highest income brackets of \$50,000 and over. Among all these variables, it is significant that the strongest relationship exists between Girl Scout experience and achievement.

Clearly, several things can be concluded. One hypothesis is that the Girl Scouts have a penchant for attracting young girls to their membership ranks who have real leadership capacity. However, the converse of this is far more likely to be true: namely, something in the Girl Scout experience triggers a kind of behavior, character formation, and aspiration for leadership that is carried into adult life—indeed, for the rest of these women's lives. These top women achievers go far out of their way at almost every turn to attribute much of their success to what happened to them as Girl Scouts. The organization can take much credit, but at the same time surely must continue to feel a deep obligation to measure up tomorrow and the next day to the service it has rendered to past generations.

Table 1

GIRL SCOUT MEMBERSHIP AMONG WOMEN OF ACHIEVEMENT



Sample of 473 Women of Achievement from Who's Who of American Women

The Impact of Girl Scouts on Women of Distinction

As they think back on it, the overwhelming majority (94 percent) of the women of distinction who belonged to the Girl Scouts say Girl Scouting has had a positive impact on them (Table 2). This accounts for a majority of 60 percent of all who are listed in *Who's Who of American Women* who were positively affected by the Girl Scouts.

Their days in the Girl Scouts are now remembered as a formative experience, one that built character and broadened their entire lives. Its impact, sizable majorities say, is still with them.

In the aggregate, the specific benefits the former Girl Scouts received add up to a nearly universally positive recollection of the Girl Scouting experience:

■ Eighty-two percent say the Girl Scouting experience had a positive effect on their "ability to work with other people at that time." This rises to 88 percent among the one in four of women who is currently a Girl Scout troop leader or a volunteer today, 85 percent among those who are executives in industry, 84 percent who are in the medical field, and 93 percent among both those who spent five or more years with the Girl Scouts and those who found their Girl Scouting experience positive. Fully 65 percent said that their time with the Girl Scouts enhanced their "ability to work with other people in later years."

Dr. Barbara Slydar Rice, a professor of mathematics at Alabama A&M and director of the Alabama Coalition for Mathematics Education, puts it this way: "The Girl Scouts is a wonderful organization, helping girls to find their personal and social identities. In particular, the skills girls and women learn in using their imagination in creating and sharing activities are invaluable." A Girl Scout troop leader herself for five years, she thinks the most important impact of Girl Scouting on her life has been "getting to know your peers—learning to work with a group as children and as adults."

Roxanne Franchini, vice president and sales director of North American Investor

Services in New York City, talks about learning teamwork in the Girl Scouts. "The most important way Girl Scouts has affected me was in being a team player and working with other people. . . It was fun and gave me a feeling of pride. . . I loved the uniform, the badges, and my cap. . . My mother was the troop leader, and I had to share her with the others."

■ Eighty percent report that their days in the Girl Scouts had a positive impact on their "self-confidence at the time," and 61 percent believe the self-confidence they have in their later life was a result of their Girl Scouting experience when they were young.

Merrilee Lafferty Harmon, an attorney in Waco, Texas, expressed it for many when she told her Girl Scout story. She says, "The most important way my life was affected stemmed from the fact that I came from a lower-income family with five brothers. Just to be able to participate in something that everyone else had, being on the same level with them, being close and having such good friends was important. It has a positive effect on my relationships with other females. How nice the troop leader was! She made everyone feel included and important."

Betsy Robbins Heath, the co-founder of Results Unlimited Group Inc., a Florida advertising agency, recalls, "I have fond memories of it all—the camping, the field trips, the slumber parties—all fun. We had a handicapped troop leader who was a good role model and an inspiration. The Girl Scouts let you know at an early age that you could accomplish anything you put your mind to. It also helped you learn how to deal with people and to relate with people and how to cultivate friendships. Our troop leader encouraged us to set goals for ourselves and to meet those goals."

■ Sixty-nine percent say that their Girl Scouting experience had a positive effect on their "moral values" during their early formative days, and 60 percent feel it has enhanced their moral values as an adult.

"Communication, integrity, honesty, being truthful—these things are still a part of my life today," says Jane Ruth Melroy, a high school teacher in Pratt, Kansas. "Girl Scouting was my introduction to environ-

Table 2

THE IMPACT OF GIRL SCOUTING: POSITIVE OR NEGATIVE

Q.5 - Overall, how would you rate the impact that belonging to the Girl Scouts has had on your life -- was it very positive, positive, somewhat positive, somewhat negative, negative, or very negative?

	YEARS BELONGED TO GIRL SCOUTS				AGE		ADULT LEADER VOLUNTEER	POSITIVE IMPACT FROM GIRL SCOUTING	ARTS/HUMANITIES	AREA OF ACHIEVEMENT		
	LESS THAN 5		5 OR MORE		40-49	50 OR OLDER				INDUSTRY	MEDICAL	EDUCATION
	%	%	%	%	%	%						
Base:	301	153	140	105	106	89	78	198	54	110	57	31
Very positive	39	25	56	39	40	38	47	56	41	37	37	48
Positive	37	39	34	40	36	34	33	35	44	39	33	29
Somewhat positive	18	27	9	15	19	20	18	10	11	18	18	19
Somewhat negative	2	3	-	3	2	1	-	-	-	1	5	-
Negative	1	1	-	-	1	1	-	-	2	-	-	3
Very negative	-	-	-	-	-	-	-	-	-	-	-	-
Not much impact	2	3	1	2	3	2	1	-	2	4	4	-
Not sure	1	3	-	1	-	3	-	-	-	1	4	-
-----Positive	94	90	99	94	94	92	99	100	96	95	88	97
-----Negative	3	5	-	3	3	2	-	-	2	1	5	3

mental issues—being conscious of going into a camp area and making sure you left it like you found it," says Carol Maidon, a professor and administrator at North Carolina State University.

■ Sixty-five percent believe their years in the Girl Scouts had a positive impact on their "volunteer activities in later years," rising to 85 percent of those who are volunteers or leaders of the organization today, to 78 percent of those who say their total time as members was an especially positive one, and to 74 percent of those who are now making their careers in education.

Patricia Fitzgerald, a university administrator in Baltimore, says that as a direct result of being in the Girl Scouts, she acquired "the need to participate more in volunteer activity."

■ Sixty-four percent report that the Girl Scouts had a positive effect on their "social conscience at that time," and 61 percent add that this early experience contributed to their "social conscience in later years."

Thelma Pressman, an author in Cathedral City, Louisiana, says that caring for others from different backgrounds is what the Girl Scouts are all about. "Learning about different ethnicities is important, and the Girl Scouts was my first experience with people of different ethnicities or religions."

Margaret Elizabeth Wetherald, a Seattle attorney, says, "It felt good to be a part of something national and international. This was very important for me. I learned to work together and I learned about other cultures."

Sally Brush, who provides for families in transition in Cincinnati, has this to say. "Girl Scouts offer the opportunity to influence young women in formulating their values, to respect the differences between people. They learn respect for others and to care about our planet and the people in it. Often when girls and boys get together, boys dominate. It is important for girls to assume a leadership role, and the Girl Scouts can provide this."

Kelley Bowen, prominent in the arts in Houston, Texas, says "The Girl Scouts is great. It started my awareness of helping other people and interacting with women. It helped me become confident as a woman

and instilled in me the desire to help other people."

■ Fifty-nine percent say that the Girl Scouts had a positive effect on "their family life at the time" and 45 percent report the same about their family life later on as they grew up. "It gave me a positive attitude and self-esteem. I was in Girl Scouts during the transition between having two parents and having only one, and it helped me to get through, gave me confidence," says Kathryn Mickel, the owner of a security company in Pittsfield, Massachusetts.

■ Fifty-four percent felt that their Girl Scout experience had a real impact on their "work or career in later years." Dr. Rosemary Potter, a teacher in Clearwater, Florida, tells how her Girl Scout experience still affects the way she does her work even today, close to 50 years later, "I consider Girl Scouts important for girls I see around me, both those I grew up with and those still growing up. It offers a safe, supervised, and skillful way to experience an increasing variety of life options and adventures. Were it not for the Brownie and Girl Scout troop that met in the basement of MacGregor Public Library in Highland Park, Michigan, and for those persons associated with the camping experience at Camp Metamora and those at Camp Narrin in Michigan, I doubt seriously that I would have been able to teach swimming, to finance my college career, nor to make the confident decision to choose teaching as my profession. I earned 24 merit badges and earned my curved bar. Today I am still able and accomplished in the activities and skills of 23 of those badges. The Girl Scouts will never know to what depth each of those badge adventures took me and my friends" (Table 3).

This is a remarkable roster of positive effects reported by these women of distinction in the Girl Scouts. At the head of the list is the key element of learning to work with other people. Two in every three feel that the interpersonal skills learned back in the Girl Scouts at an early age had a direct payoff well into their later lives. Indeed, a majority of 54 percent report that their Girl Scout experience has had a positive effect on their own work and career. A higher 65 percent feel the experience had a positive

Table 3

POSITIVE IMPACT OF GIRL SCOUTING

Q.7 - Would you say that your experience in the Girl Scouts had a positive effect, a negative effect, or not much effect on the following?

Base: Yes, belonged to Girl Scouts or Brownies.

	PERCENT SAYING POSITIVE IMPACT												
	YEARS BELONGED TO GIRL SCOUTS			AGE			POSITIVE IMPACT FROM			AREA OF ACHIEVEMENT			
	LESS THAN 5		5 OR MORE	LESS THAN 40		40-49	ADULT LEADER VOLUNTEER		ARTS/HUMANITIES	INDUSTRY		MEDICAL	EDUCATION
	%	%	%	%	%	%	%	%	%	%	%	%	%
Base:	301	153	140	105	106	89	78	198	54	110	57	31	
Your ability to work with other people at that time	82	73	93	83	81	81	88	93	80	85	84	81	
Your self-confidence at that time	80	71	91	84	80	74	87	94	70	88	77	84	
Your moral values at that time	69	59	81	71	69	67	77	84	61	75	74	71	
Your ability to work with other people in later years	65	53	80	69	68	57	72	83	57	72	67	61	
Your volunteer activities in later years	65	59	73	63	67	64	85	78	57	65	72	74	
Your social conscience at that time	64	55	74	70	65	55	74	77	50	70	67	65	
Your social conscience in later years	61	52	74	67	63	53	68	79	50	68	63	65	
Your self-confidence in later years	61	51	72	64	63	54	64	80	50	66	58	74	
Your moral values in later years	60	50	71	61	63	55	71	77	54	67	58	65	
Your family life at that time	59	46	74	61	64	51	64	74	50	64	56	71	
Your work or career in later years	54	42	68	54	58	49	62	72	44	63	46	65	
Your school life	53	47	60	51	56	52	59	67	52	54	53	52	
Your family life in later years	45	37	56	37	47	52	63	58	44	47	46	48	

impact on the volunteer activities they had undertaken in later years, with 85 percent of those who work as a adult troop leader or volunteer with the Girl Scouts saying they can trace back their voluntary activity to what they learned as Girl Scouts. In addition, 59 percent feel their experience with Girl Scouts had a positive impact on their family life when they were growing up, and 45 percent see a current positive effect on their own grown-up family life. Over half, 53 percent, say Girl Scouting had a positive effect on their school life, giving them a discipline they might not otherwise have had.

It is evident that the Girl Scouts have profoundly affected just about every key facet of these women's lives—all of their lives up to the present. But perhaps more profound is the effect Girl Scout experience had on shaping their personalities. A substantial 80 percent say that Girl Scouting built their self-confidence when they were girls, and 61 percent say that effect has lasted into their later years. Better than two in every three (69 percent) report that the Girl Scout experience fortified their moral values, and six in 10 say the Girl Scout experience serves them in good stead morally as adults. In addition, 64 percent report that the Girl Scouts strengthened their social conscience while they were young, and almost as many, 61 percent, report that this effect has lasted right into their adult years, even today (Tables 4 and 5).

Observation

Taken in the aggregate, the effects of Girl Scouting are deep and lasting. There are not many organized experiences in which people participate as children that are shown to have had a major life-long impact. What is more, these contributions are not reported simply by a cross section of the public, but by recognized women of distinction.

Time Spent in Girl Scouts Pays Off

There is graphic evidence in this survey that the longer girls spend in the Girl Scouts, the more profound and lasting the positive effects. Here are examples of how those who were in the organization for fewer than five years contrast with those who were active for five or more years:

■ While 73 percent of those who were members for fewer than five years say their experience helped them get along better with other people, a much higher 93 percent of those who were involved for five years or more feel the same.

■ Compared with 71 percent of those with fewer than five years in Girl Scouts who report their own self-confidence was enhanced, an almost unanimous 91 percent of those who participated in Girl Scouts for five years or longer feel that way.

■ A 59 percent majority of those who were in the Girl Scouts fewer than five years say they feel their own moral values were enhanced by their experience, but a much higher 81 percent of those participating for five or more years report the same enhancement of moral values.

■ Compared with 55 percent of those in the Girl Scouts for fewer than five years who feel their experience generated a sense of social conscience, a much higher 74 percent of those participating for five or more years report the same sense of dedication to others.

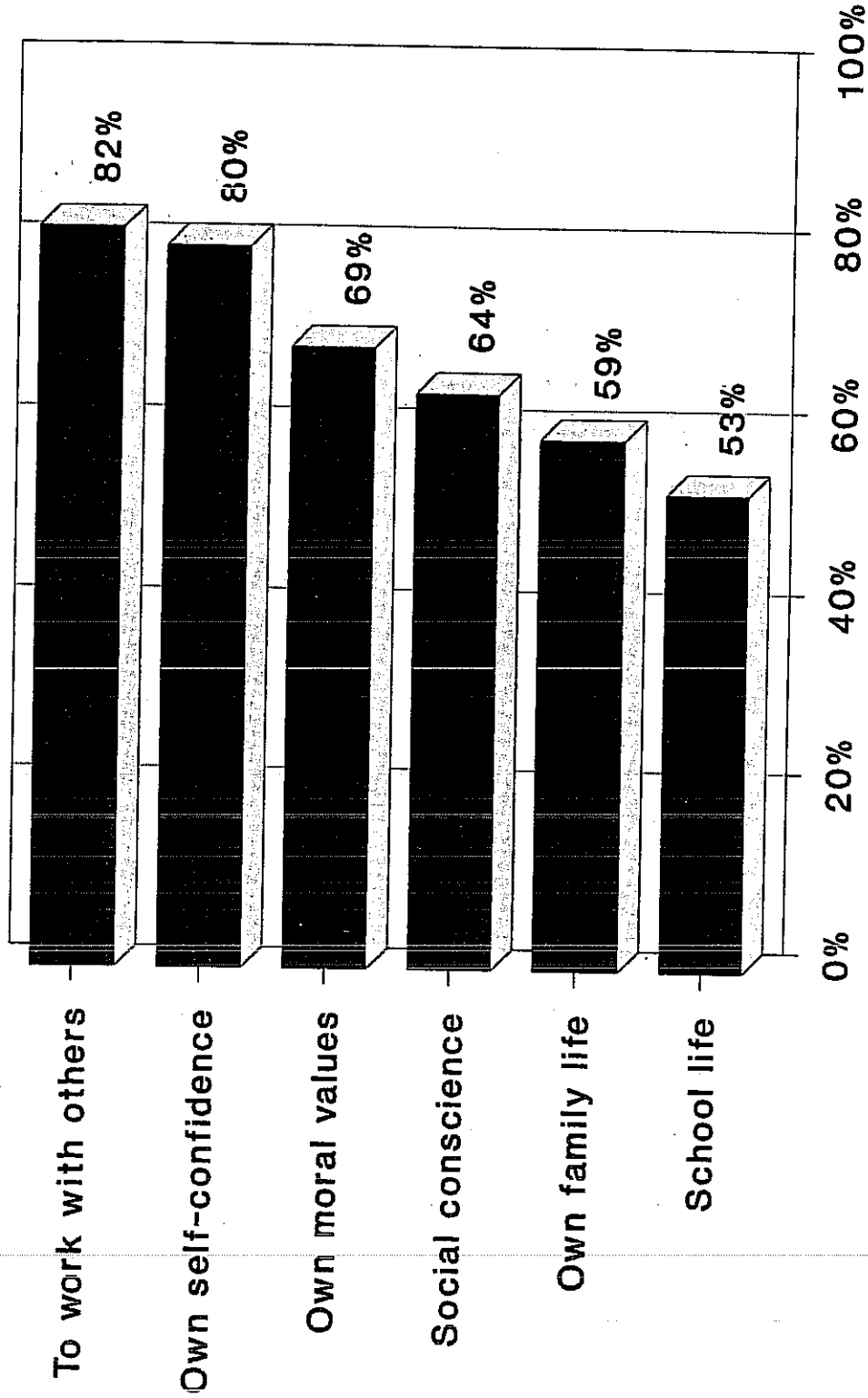
■ While almost half (46 percent) of those in the Girl Scouts for fewer than five years feel their own family life was improved by their Girl Scouting experience, a much more sizable 74 percent of those participating for five years or more feel this way.

■ Finally, compared with 47 percent of those who were Girl Scouts for fewer than five years who feel their school life was enhanced by the Girl Scouts, among those with five or more years in the organization, a 60 percent majority say Girl Scouting had a positive effect on their school life (Table 6).

Table 4

IMPACT OF GIRL SCOUTING IN EARLY YEARS

Percent Reacting Positively

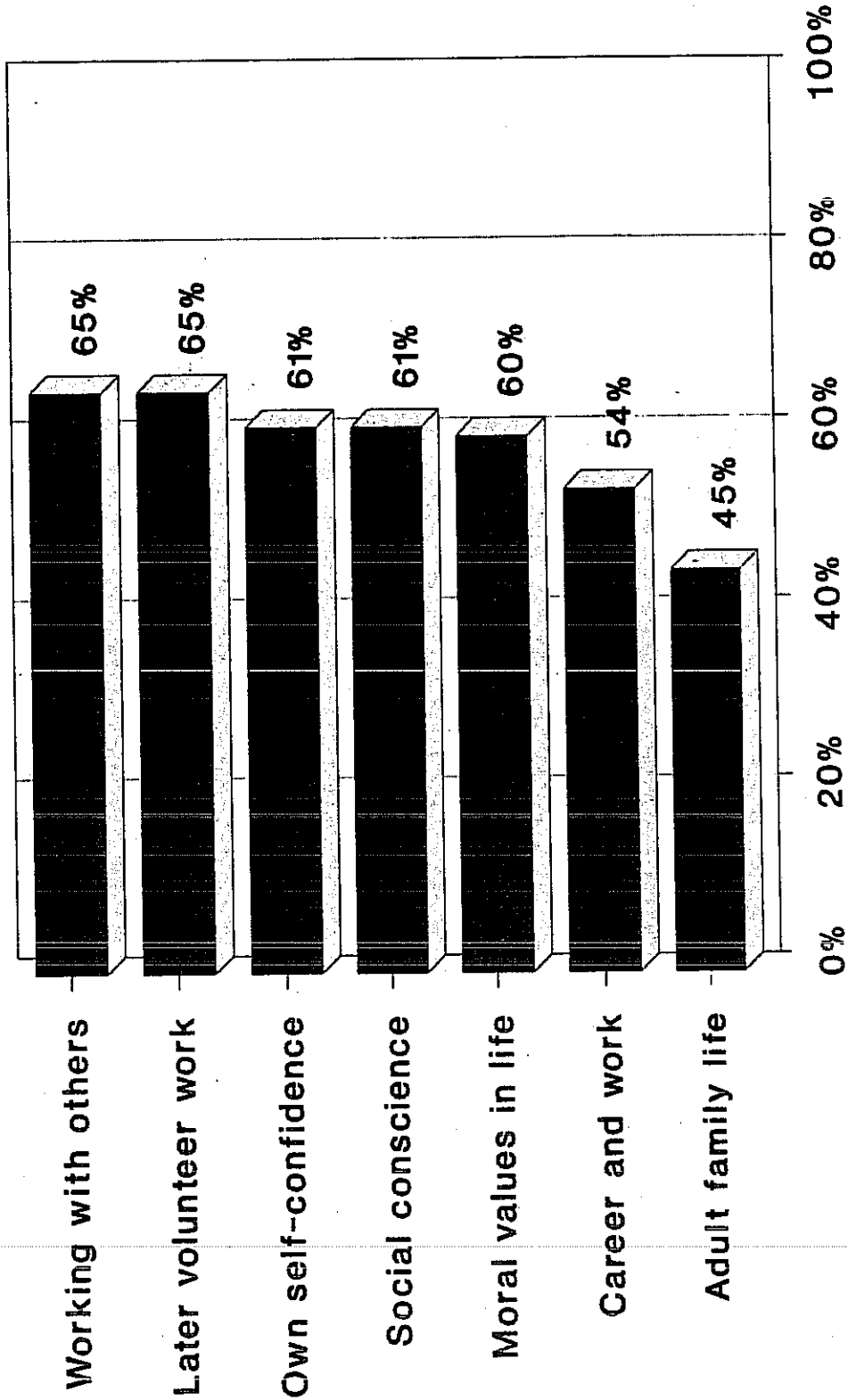


Base: 301 Women of Achievement

Table 5

IMPACT OF GIRL SCOUTING IN LATER YEARS

Percent Saying Positive Impact



Base: 301 Women of Achievement

Table 6

EFFECT OF TIME IN GIRL SCOUTS

Percent Reacting Positively by Length of Active Membership in Girl Scouts



Base: 301 Women of Achievement

Impact of Girl Scouting Varies by Different Career Tracks

One phenomenon which emerges from this study is that the Girl Scout experience seems to have had an even more positive effect on those who go into some occupations and careers than into others:

■ For example, in discussing the extent to which their Girl Scout experience had an impact on their work or career, 44 percent of those who now work in the arts or cultural fields and almost half (46 percent) in health and medicine say that their membership had a positive connection with their chosen field. By contrast, much higher majorities of those working in business (63 percent) and in education (65 percent) report positive impact from their Girl Scouting experience.

■ Similarly, in building self-confidence, 50 percent of those in the arts and 58 percent of those in the health field say their Girl Scout experience had a positive effect on their later lives. An even higher 66 percent of those in business and 74 percent of those in education report having a similar positive reaction from their Girl Scouting days (Table 7).

The Unique Girl Scout Experience

Sizable majorities of the women surveyed feel that belonging to the Girl Scouts benefited them in highly positive ways: "Helped me feel better about myself and my abilities" (87 percent); "made me a more responsible member of my community" (86 percent); "helped me learn sound moral values" (82 percent); "encouraged me to set high goals or aspirations for my life" (77 percent); "provided a place where I could express myself and my opinions" (76 percent); "provided me with an adult role model or mentor" (74 percent); "provided me with decision-making opportunities" (73 percent); provided me with leadership opportunities I could not get elsewhere" (68 percent); and "opened my eyes to possibilities for my future" (63 percent) (Table 8). Again, women with five or more

years of Girl Scout experience were even more likely to report these benefits of belonging to the Girl Scouts.

These outstanding women note specific aspects of their Girl Scout experience that produced these important personal and career benefits. The top experiences they volunteered are: "the existence of team spirit and team work," "a high level of awareness of helping people in the community," "the skills learned in socialization in the Girl Scouts," "a sense of goals and follow-through," "camaraderie and friendships," and "the presence of good role models" (Table 9).

Observation:

The correlations these women of distinction made between their Girl Scout experiences and their later success in life are incredibly high. Substantial majorities ranging from 63 percent to 87 percent see a direct link between what they learned in the Girl Scouts and an impressive roster of important attributes.

Most memorable among their experiences in the Girl Scouts are: "camping" (60 percent), "patch and badge projects" (35 percent), "crafts, making things" (32 percent), "trips" (18 percent), "cooking" (15 percent), "learning about nature" (13 percent), "working with other girls" (12 percent), "singing" (10 percent), and "selling cookies" (8 percent) (Table 10).

Throughout the survey, many of these women of achievement relate fond memories of a mentor they had in Girl Scouting. Dr. Rosemary S. J. Schraer, now chancellor of the University of California-Riverside, reminisces, "My leader was highly important in my life. She set very high values in terms of education. She became an important role model for me back when I was a young girl, and became even more important later in my life."

In all, 49 percent of the women surveyed say they had such a mentor or role model in their troop leader or another adult connected with Girl Scouting. The most important attributes they learned from their adult mentor were "caring and con-

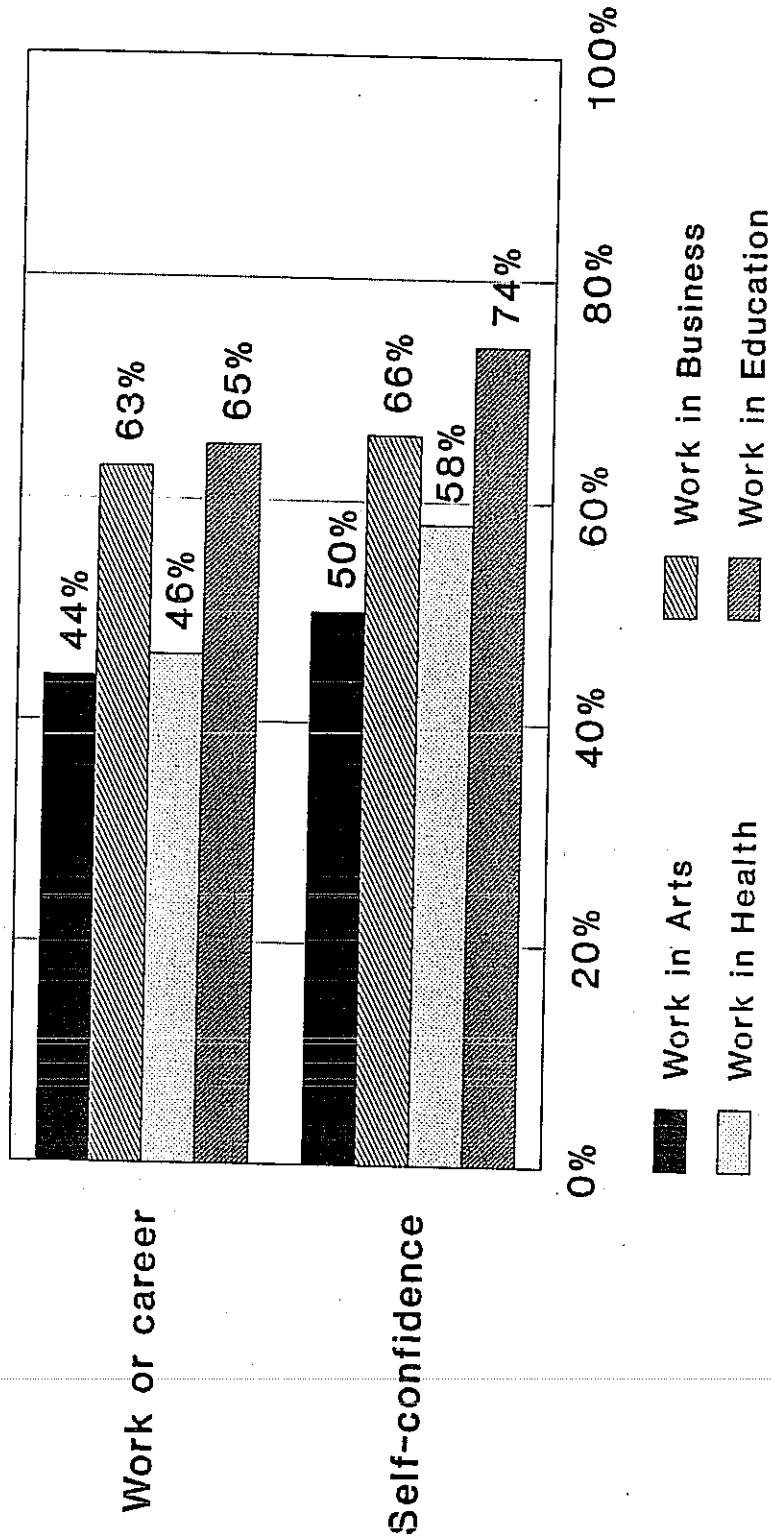
(Continued on page 23)

Table 7

GIRL SCOUTS AND VARIOUS CAREERS

Helps Most In Business and Education

Percent Saying Positive Influence



Base: 301 Women of Achievement

Table 8
BENEFITS FROM GIRL SCOUTS

O.9 - Back when you belonged, to what extent did belonging to the Girl Scouts... -- a lot, some, not much, or not at all?

PERCENT REPORTING "A LOT" OR "SOME" IMPACT

	YEARS BELONGED TO GIRL SCOUTS		AGE		ADULT LEADER VOLUNTEER	POSITIVE IMPACT FROM GIRL SCOUTING	AREA OF ACHIEVEMENT					
	TOTAL FORMER GIRL SCOUTS	LESS THAN 5	5 OR MORE	LESS THAN 40			40-49	50 OR OLDER	ARTS/HUMANITIES	INDUSTRY	MEDICAL	EDUCATION
Base:	301	153	140	105	106	89	78	198	54	110	57	31
Help you feel better about yourself and your abilities	86	80	94	89	89	81	90	96	85	86	86	90
Make you a more responsible member of your community	86	81	93	84	89	85	94	96	93	85	84	87
Help you learn sound moral values	81	73	91	83	81	79	83	91	87	84	75	87
Encourage you to set high goals or aspirations for your life	77	69	86	79	74	78	82	90	76	75	81	84
Provide a place where you could express yourself and your opinions	76	73	82	80	79	69	82	87	72	77	75	87
Provide you with an adult role model or mentor	74	70	79	73	74	74	83	86	69	77	74	81
Provide you with decision-making opportunities	73	61	87	73	76	67	81	85	67	66	75	94
Provide you with leadership opportunities that you did not get elsewhere	68	56	81	72	71	58	76	82	65	65	70	77
Open your eyes to possibilities for your future	63	56	74	67	65	57	72	80	56	68	65	61

Table 9

SPECIFIC POSITIVE EXPERIENCES AS GIRL SCOUTS

Q.8 - Specifically, what experiences in Girl Scouts were responsible for the positive effects you just mentioned? Can you give an example?
 Base: Experience in Girl Scouts "had a positive effect" in any of questions 7a-m.

	YEARS BELONGED TO GIRL SCOUTS				AGE		ADULT LEADER VOLUNTEER		POSITIVE IMPACT FROM GIRL SCOUTING	AREA OF ACHIEVEMENT			
	LESS THAN 5 YEARS		5 OR MORE YEARS		40-49	50 OR OLDER	TEEN	ARTS/HUMANITIES		INDUSTRY	MEDICAL	EDUCATION	
	%	%	%	%	%	%	%	%		%	%	%	%
Base:	269	124	139	96	96	76	75	194	46	102	52	28	
Team spirit/team work/working as a group	28	28	28	26	33	25	27	32	26	27	35	25	
Awareness of helping people/community	21	14	27	29	18	14	23	24	15	22	19	25	
Interpersonal/socialization skills	15	13	17	15	20	11	20	18	17	15	13	7	
Sense of goals/following through	13	11	15	16	17	7	12	13	13	12	15	14	
Comradere/friendships	10	12	8	9	10	11	9	9	20	5	13	11	
Good role models	9	8	10	9	6	12	5	12	4	10	10	14	
Leadership skills	8	5	12	7	11	5	13	9	11	8	10	4	
Good values/reinforced values	8	8	9	5	8	12	9	9	-	15	4	11	
Sense of achievement/accomplishment	7	7	8	4	9	9	5	8	11	6	6	18	
Confidence/self-esteem	7	6	7	7	6	8	15	8	9	9	4	4	
Supportive environment of my peers	7	10	5	8	5	8	7	6	13	7	8	7	
All other mentions	40	35	43	35	43	41	40	39	61	27	31	43	
Don't know/no answer	4	5	4	6	-	7	4	1	2	8	2	-	

Table 10

ACTIVITIES REMEMBERED MOST FROM GIRL SCOUTING

O.4 - What activities do you remember most from your days in the Girl Scouts?

	YEARS BELONGED TO GIRL SCOUTS				AGE		ADULT LEADER VOLUNTEER		POSITIVE IMPACT FROM GIRL SCOUTING	AREA OF ACHIEVEMENT			
	LESS THAN 5		5 OR MORE		40-49	50 OR OLDER	TEEN	ARTS/HUMANITIES		INDUSTRY	MEDICAL	EDUCATION	%
	%	%	%	%	%	%	%						
Base:	301	153	140	105	106	89	78	198	54	110	57	31	
Camping	60	48	73	63	57	60	69	68	69	56	63	52	
Patch/Badge projects	35	28	43	30	41	34	31	40	43	33	26	58	
Crafts, making things	32	30	34	43	31	20	31	33	26	34	40	32	
Trips	18	18	19	13	24	18	17	20	19	18	18	26	
Cooking	15	16	15	10	17	19	23	18	15	18	7	29	
Learning about nature	13	12	14	10	10	20	14	14	22	8	14	10	
Meetings	12	8	16	13	13	9	6	12	11	11	7	19	
Working with other girls	12	10	14	11	15	8	10	14	7	13	14	19	
Singing	10	8	11	14	6	9	6	10	13	10	7	6	
Selling cookies	8	5	11	10	11	2	8	9	4	10	5	10	
Community service	7	5	11	9	6	8	10	9	4	6	14	6	
Learning new skills	7	9	4	5	7	8	5	8	9	5	9	13	
Games	6	6	6	2	8	8	6	5	7	5	7	-	
Other activities	26	20	31	23	28	26	28	27	28	25	19	39	
Not sure, don't remember	4	7	1	3	4	6	1	1	2	6	5	-	

cern for others," "a good role model," "a respected leader," "dedicated and committed to things bigger than yourself," "helped build my confidence personally," "displayed strong moral values," and "was a maternal figure" (Table 11).

It is highly significant that as they recount the specific memories of their Girl Scout experience, 72 percent of these women feel that their Girl Scouting years had contributed to their later success, and 78 percent feel that the Girl Scouts helped them develop as "a competent, resourceful woman," which is one of the central goals of the Girl Scout program (Table 12). Furthermore, women who were Girl Scouts for five years or more were even more likely to say that Girl Scouting contributed to their success (82 percent) and helped them to become competent, resourceful women (91 percent).

Observation

In the end, two bottom line elements for any woman of achievement surely must be the extent to which she feels she has acquired the degree of competence to perform at the high level she has set for herself, and that she has reached those pinnacles of success to which she has long aspired. By better than three to one margins, these women of achievement feel the Girl Scouts helped them achieve the competence they now have and contributed to their making it to the top in their fields. This surely must put the Girl Scout experience in a unique role, comparable to what for some others might be an entire education or the influence of deep family relationships.

Support for Girl Scouting as an All-Girl Organization

When asked directly about the fact that the Girl Scouts was an all-girl organization when they were girls, 66 percent feel it was a "plus," only 5 percent a "minus," and 24 percent "neither." But, when asked how they feel about the Girl Scouts today as an all-girl organization, a much higher 84 percent feel that it is a "plus" to keep it that way, 8 percent a "minus," and 3 percent feel it is "neither," (Table 13).

Janice Maureen Steinhäuser, an arts administrator in Denver, describes her feelings this way, "The Girl Scouts should be kept as an all-girl organization. It is important that girls have a place to bond." Patti Rae Seikus, who works in publishing in Atlanta says, "In this day and age I felt it's probably good that the Girl Scouts remain an all-girl organization. Girls need that one-on-one experience. . . free from the influence of boys."

"Do not go co-ed. There needs to be a place for girls to go without the pressure of sexuality," says Mercedes Kowalczyk, the director of a nonprofit organization in New York City.

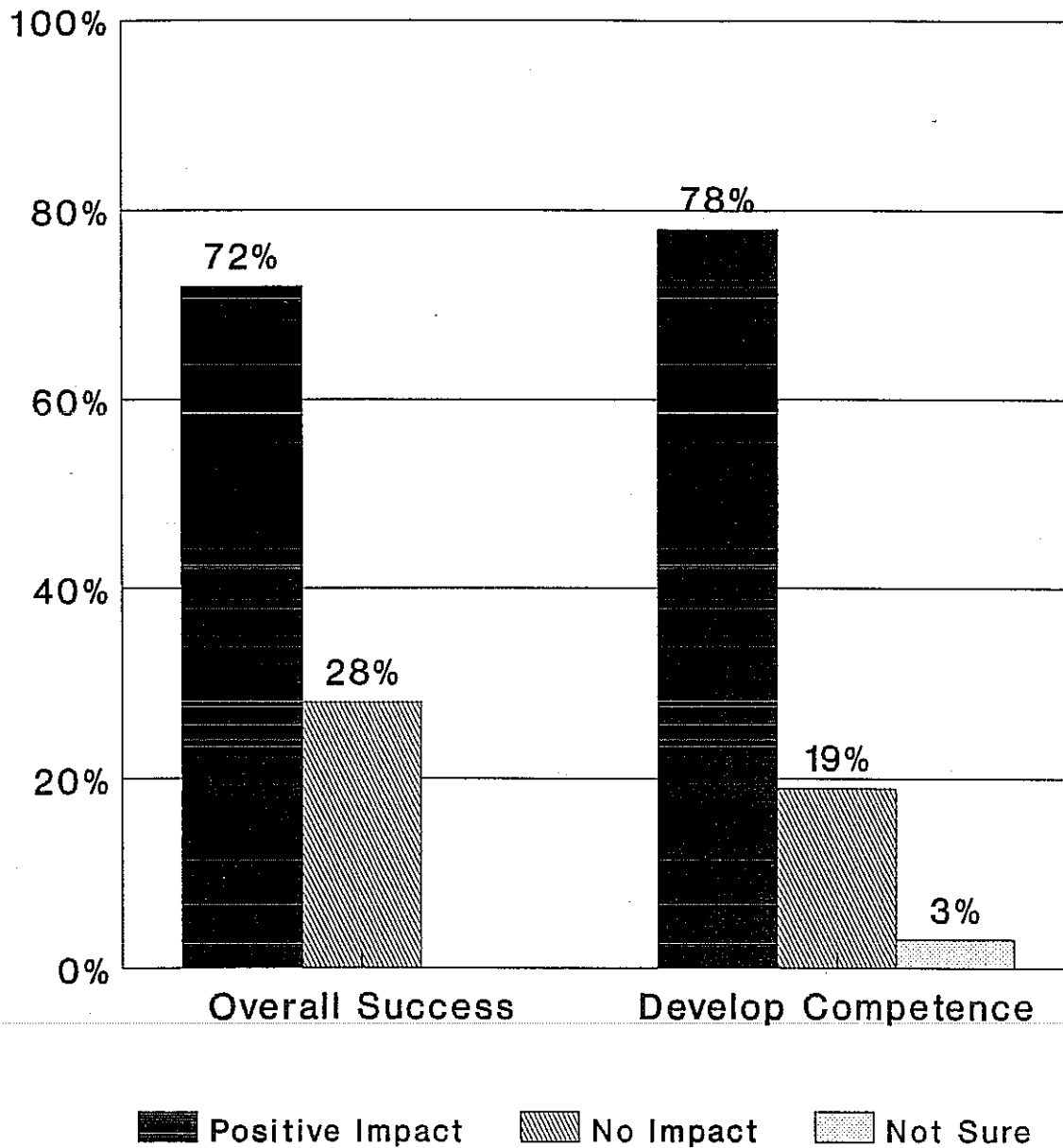
Observation

The issue of whether or not the Girl Scouts should remain all-girl evokes strong opinions from these women. While the benefits of having an experience with members of the opposite sex are acknowledged by a minority, an overwhelming majority favors keeping the Girl Scouts as a place where girls can develop skills, nurture a sense of self-worth, and have leadership opportunities apart from boys. Clearly, having such a chance in the Girl Scouts made a big difference for these women of distinction.

Table 12

The Value of Girl Scouts

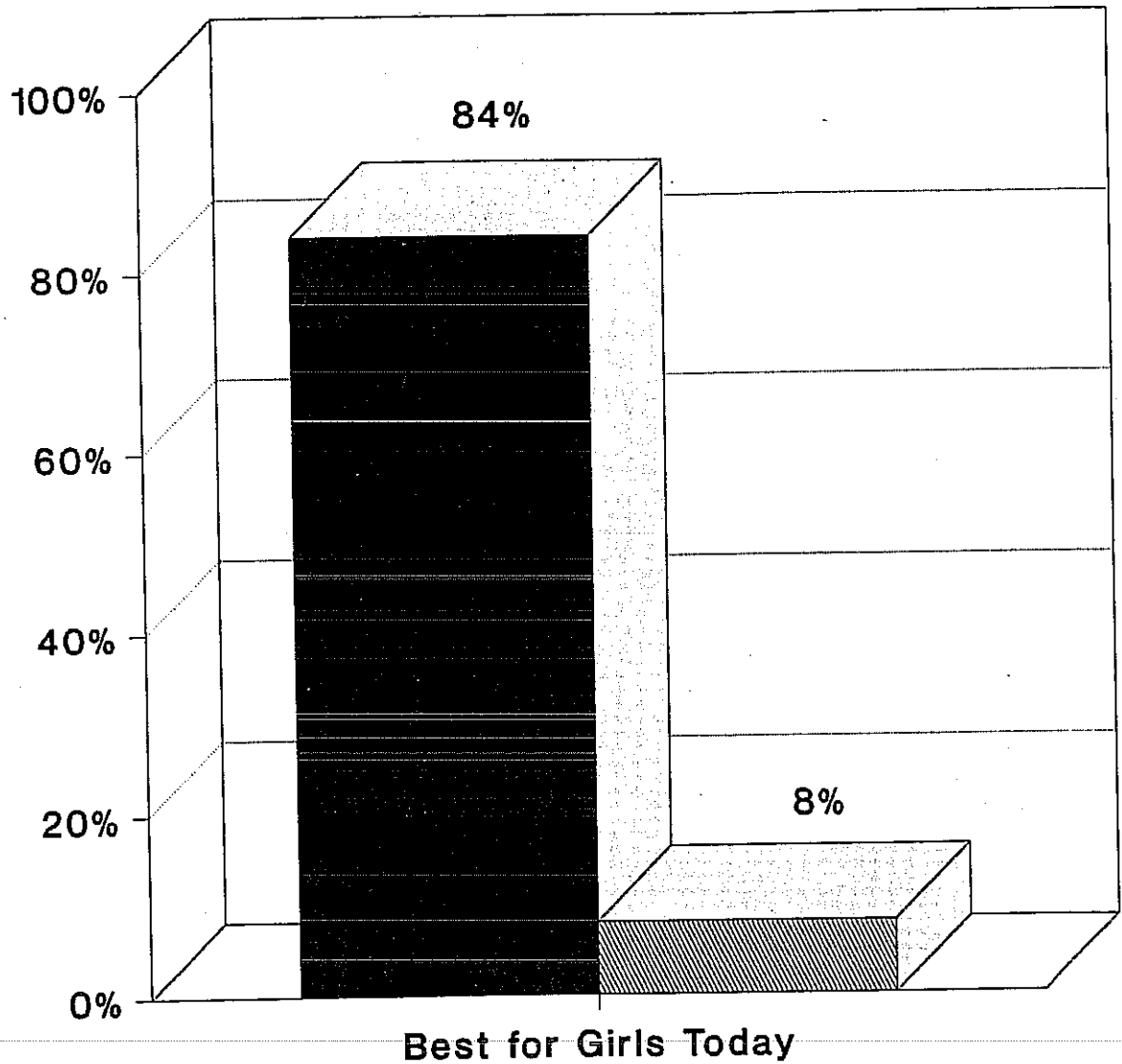
How Much Girl Scouts Contributed to Being Competent and Successful



Base: 301 Women of Achievement

Table 13

Girl Scouts: All Girls? Views on Maintaining All-Girl Status



■ All Girls A Plus

▨ All Girls A Minus

Base: 301 Women of Achievement

Appendix A: Methodology

As agreed by Girl Scouts of the U.S.A., Louis Harris and Associates, Inc., relied on Marquis *Who's Who* to provide the basis for the sample of American women of distinction. Marquis systematically selected 4,000 records from its listing *Who's Who of American Women*. The Harris firm then selected a stratified sample from these records and sent them to Executive Marketing Service, Inc., for telephone number look-up.

Stratification and Weighting

The Harris firm defined eleven occupations stated according to the proportions in the original sample from Marquis. For example, 30.3 percent of the *Who's Who* sample are employed by industrial firms. Therefore, the same percentage of the completed interviews consisted of women employed by industry. The remaining ten occupational strata, in order of decreasing size, were: medicine, education, the humanities, the arts, communications, government, law, associations, athletics, and other.

Interview Procedures

Strict interviewing guidelines were followed by the Harris firm in conducting the survey. Each person was contacted a maximum of four times for the study. If a respondent declined to participate, no efforts were made at refusal conversion. The respondents were offered copies of the survey summary results as an incentive to participate. If asked, interviewers identified the source of the respondents' names: *Who's Who of American Women*.

Interviewers asked each respondent whether she was a member of any Girl Scout organization while a child. If the answer was affirmative, the interviewer

proceeded with the main interview. If not, the interviewer gathered demographic information about the respondent and concluded the interview. In all, 172 of the 473 respondents were screened out in this way. The remaining 301, or 64 percent, answered in the affirmative.

The questionnaire included several open-ended questions. At the end of the interview, respondents were given the opportunity to make a statement for attribution. They were also given the option of allowing all of their open-ended responses to be attributable by name. In all, fully half of the women chose to make their statements about Girl Scouts public.

Sampling Tolerance

Sampling error is defined as the difference between the results obtained from the sample and those that would have been obtained had the entire population been queried. At the 95 percent confidence level, the margins of sampling error range from 3 to 6 percentage points. Sampling error is higher for survey results at 50 percent than for those at 10 percent or 90 percent.

To take, for example, a response at the 10 percent level, in 95 out of 100 samples randomly drawn to identical specifications, the results would be between 7 percent and 13 percent.

Other Sources of Error

Survey research is subject to other sources of error, including interviewer mistakes, data handling errors, and clerical errors. However, the procedures followed at the Harris firm keep these kinds of errors to a minimum.

Appendix B: Questionnaire

S2. Are you of Hispanic origin or descent, or not?

- Yes, of Hispanic origin.....(32(___ -1
- No, not of Hispanic origin..... ___ -2
- Not sure..... ___ -3

S3. Do you consider yourself white, black, Asian or Pacific Islander, or American Indian or Alaskan native?

- White.....(33(___ -1
- Black..... ___ -2
- Asian or Pacific Islander..... ___ -3
- American Indian or Alaskan native... ___ -4
- Other (SPECIFY) _____
- _____ ... ___ -5
- Not sure..... ___ -6

S4. What is the last year of school you have completed?

- Less than high school (grades 1-11)...(34(___ -1
- High school graduate (grade 12)..... ___ -2
- Some college (grades 13-15)..... ___ -3
- College graduate (grade 16)..... ___ -4
- Postgraduate (grade 17 and over)..... ___ -5
- Not sure..... ___ -6

S5. How old are you? IF HESITANT, READ LIST

- 18 to 20.....(35(___ -1
- 21 to 24..... ___ -2
- 25 to 29..... ___ -3
- 30 to 34..... ___ -4
- 35 to 39..... ___ -5
- 40 to 44..... ___ -6
- 45 to 49..... ___ -7
- 50 to 64..... ___ -8
- 65 to 74..... ___ -9
- 75 and over..... ___ -0
- Not sure.....(36(___ -1

THANK AND TERMINATE.

THANK YOU FOR YOUR HELP TODAY.

1. Recognizing that Brownies are a part of Girl Scouting, approximately how many years in total were you a Girl Scout when you were a girl? Please do not include any time you may have spent as an adult volunteer. IF UNSURE, ASK TO ESTIMATE.

 / / Years in total MEAN 5
(37-38)

Not sure.....(39(-1

2. Do you remember about how old you were when you first joined Girl Scouts? Remember, Brownies are a part of Girl Scouting. IF UNSURE, ASK TO ESTIMATE.

 / / Years Old MEAN 8
(40-41)

Not sure.....(42(-1

NOTE: IF RESPONDENT GIVES SCHOOL GRADE INSTEAD OF AGE, CHANGE ANSWER INTO AGE AS FOLLOWS:

- Kindergarten = 05 years
- 1st grade = 06 years
- 2nd grade = 07 years
- 3rd grade = 08 years
- 4th grade = 09 years
- 5th grade = 10 years
- 6th grade = 11 years

3. What is your strongest memory of your Girl Scouting experience? What else? PROBE IF NEEDED

Camping	36	(43-44)
Camaraderie/Friendships	22	(45-46)
Earning badges	16	(47-48)
Arts/Crafts	13	(49-50)
Uniform	10	(51-52)

4. What activities do you remember most from your days in the Girl Scouts? What else?
DO NOT READ LIST -- MULTIPLE RECORD

Camping.....	(53(	<u>60</u>	-1
Community service.....	(54(	<u>7</u>	-1
Cooking.....	(55(	<u>15</u>	-1
Crafts, making things.....	(56(	<u>32</u>	-1
Flying up.....	(57(	<u>2</u>	-1
Games.....	(58(	<u>6</u>	-1
Girl Scout Promise and Law, saying it..	(59(	<u>1</u>	-1
Gold Award project.....	(60(	<u>1</u>	-1
Learning about nature.....	(61(	<u>13</u>	-1
Learning new skills.....	(62(	<u>7</u>	-1
Learning values.....	(63(	<u>2</u>	-1
Patch/Badge projects.....	(64(	<u>35</u>	-1
Sewing.....	(65(	<u>4</u>	-1
Singing.....	(66(	<u>10</u>	-1
Trips.....	(67(	<u>18</u>	-1
Wider Ops.....	(68(	<u>1</u>	-1
Working with other girls.....	(69(	<u>12</u>	-1
Other activities (SPECIFY)			

Meetings

.....	..(70(	<u>12</u>	-1
Not sure, don't remember.....	(71(	<u>4</u>	-1

5. Overall, how would you rate the impact that belonging to the Girl Scouts has had on your life -- was it very positive, positive, somewhat positive, somewhat negative, negative, or very negative?

Very positive.....	(72(	<u>39</u>	-1
Positive.....	.....	<u>37</u>	-2
Somewhat positive.....	.....	<u>18</u>	-3
Somewhat negative.....	.....	<u>2</u>	-4
Negative.....	.....	<u>1</u>	-5
Very negative.....	.....	<u>-</u>	-6
Not much impact (vol.).....	.....	<u>2</u>	-7
Not sure.....	.....	<u>1</u>	-8

73-80Z

6. What would you say is the most important way in which belonging to the Girl Scouts has affected your life? (PROBE IF NEEDED:) Could you give me an example? What else?

Team spirit/team work	23	2*(10-11)
Interpersonal/socialization skills	21	(12-13)
Camaraderie/friendships	10	(14-15)
Confidence/self-esteem	10	(16-17)
Good values/reinforced values	9	(18-19)

7. Would you say that your experience in the Girl Scouts had a positive effect, a negative effect, or not much effect on (READ EACH ITEM)?

<u>DO NOT ROTATE</u>	<u>Positive Effect</u>	<u>Negative Effect</u>	<u>Not Much Effect</u>	<u>Not Sure</u>
a. Your school life.....	.(20(<u>53</u> -1	<u>1</u> -2	<u>45</u> -3	<u>1</u> -4
b. Your family life at that time.....	.(21(<u>59</u> -1	<u>1</u> -2	<u>39</u> -3	<u>1</u> -4
c. Your family life in later years.....	.(22(<u>45</u> -1	<u>*</u> -2	<u>52</u> -3	<u>2</u> -4
d. Your work or career in later years.....	.(23(<u>54</u> -1	<u>-</u> -2	<u>43</u> -3	<u>3</u> -4
e. Your self-confidence at that time.....	.(24(<u>80</u> -1	<u>2</u> -2	<u>17</u> -3	<u>1</u> -4
f. Your self-confidence in later years.....	.(25(<u>61</u> -1	<u>1</u> -2	<u>35</u> -3	<u>4</u> -4
g. Your ability to work with other people at that time.....	.(26(<u>82</u> -1	<u>*</u> -2	<u>16</u> -3	<u>2</u> -4
h. Your ability to work with other people in later years.....	.(27(<u>65</u> -1	<u>*</u> -2	<u>32</u> -3	<u>3</u> -4
i. Your moral values at that time.....	.(28(<u>69</u> -1	<u>*</u> -2	<u>28</u> -3	<u>3</u> -4
j. Your moral values in later years.....	.(29(<u>60</u> -1	<u>*</u> -2	<u>38</u> -3	<u>2</u> -4
k. Your social conscience at that time.....	.(30(<u>64</u> -1	<u>*</u> -2	<u>34</u> -3	<u>2</u> -4
l. Your social conscience in later years.....	.(31(<u>61</u> -1	<u>*</u> -2	<u>38</u> -3	<u>*</u> -4
m. Your volunteer activities in later years..	.(32(<u>65</u> -1	<u>*</u> -2	<u>34</u> -3	<u>1</u> -4

33Z

ASK Q.8 IF ANSWERED "POSITIVE EFFECT" ON AT LEAST ONE ITEM IN Q.7.

8. Specifically, what experiences in Girl Scouts were responsible for the positive effects you just mentioned? Can you give an example? What else? PROBE IF NECESSARY

Team spirit/team work	28	(34-35)
Awareness of helping people	21	(36-37)
Sense of goals/following through	13	(38-39)
Camaraderie/friendships	10	(40-41)

ASK EVERYONE

9. Back when you belonged, to what extent did belonging to the Girl Scouts (READ LIST) -- a lot, some, not much, or not at all?

<u>ROTATE -- START AT "X"</u>	<u>A Lot</u>	<u>Some</u>	<u>Not Much</u>	<u>Not At All</u>	<u>Not Sure</u>
() a. Help you feel better about yourself and your abilities.....(42(<u>50</u> -1	<u>37</u> -2	<u>7</u> -3	<u>5</u> -4	<u>2</u> -5	
() b. Help you learn sound moral values.(43(<u>37</u> -1	<u>45</u> -2	<u>10</u> -3	<u>8</u> -4	<u>1</u> -5	
() c. Provide a place where you could express yourself and your opinions.....(44(<u>36</u> -1	<u>40</u> -2	<u>14</u> -3	<u>9</u> -4	<u>1</u> -5	
() d. Provide you with an adult role model or mentor.....(45(<u>46</u> -1	<u>28</u> -2	<u>15</u> -3	<u>10</u> -4	<u>1</u> -5	
() e. Open your eyes to possibilities for your future.....(46(<u>30</u> -1	<u>33</u> -2	<u>19</u> -3	<u>16</u> -4	<u>2</u> -5	
() f. Provide you with leadership opportunities that you did not get elsewhere.....(47(<u>31</u> -1	<u>37</u> -2	<u>16</u> -3	<u>15</u> -4	<u>1</u> -5	
() g. Provide you with decision-making opportunities.....(48(<u>34</u> -1	<u>39</u> -2	<u>15</u> -3	<u>11</u> -4	<u>2</u> -5	
() h. Encourage you to set high goals or aspirations for your life.....(49(<u>41</u> -1	<u>36</u> -2	<u>14</u> -3	<u>8</u> -4	<u>2</u> -5	
() i. Make you a more responsible member of your community.....(50(<u>51</u> -1	<u>35</u> -2	<u>7</u> -3	<u>6</u> -4	<u>1</u> -5	

10a. Was there any one troop leader or adult in the Girl Scouts whom you remember who was important in your life?

Yes, there was.....(51(49 -1 (ASK Q.10b)

No..... 50 -2
 Not sure..... 1 -3] (SKIP TO Q.11)

10b. In what way was that troop leader or adult important in your life? PROBE IF NEEDED.
 Could you give me an example? What else?

Caring/concern	27	(52-53)
Good role model	24	(54-55)
Admire/respect leader	19	(56-57)
Mother was the leader	15	(58-59)
Dedicated/committed	11	(60-61)

ASK EVERYONE

11. All in all, to what extent did your Girl Scout experience contribute to your being a success in your area of achievement -- a lot, some, not much, or not at all?

A lot.....	(62(	<u>22</u>	-1
Some.....		<u>50</u>	-2
Not much.....		<u>15</u>	-3
Not at all.....		<u>13</u>	-4
Not sure.....		<u>*</u>	-5

12. As an adult, have you ever been a Girl Scout troop leader or volunteer, or not?

Yes, have been.....	(63(	<u>26</u>	-1
No, have not been.....		<u>74</u>	-2
Not sure.....		<u>*</u>	-3

13a. When you belonged to the Girl Scouts, was the fact that it was an all-girl organization a plus or a minus for you?

A plus.....	(64(	<u>66</u>	-1
A minus.....		<u>5</u>	-2
Neither (vol.).....		<u>24</u>	-3
Both (vol.).....		<u>2</u>	-4
Not sure.....		<u>3</u>	-5

13b. The Girl Scouts remains an all-girl organization. For young girls today, do you feel that this is a plus or a minus of belonging to the Girl Scouts today?

A plus.....	(65(	<u>84</u>	-1
A minus.....		<u>8</u>	-2
Neither (vol.).....		<u>3</u>	-3
Both (vol.).....		<u>2</u>	-4
Not sure.....		<u>3</u>	-5

14. The mission of the Girl Scouts is to help girls develop to become competent, resourceful women. On the whole, did they help you in that regard, or not?

Yes, helped me.....	(66(	<u>78</u>	-1
No, did not.....		<u>19</u>	-2
Not sure.....		<u>3</u>	-3

15. Why did you leave Girl Scouting when you did? Any other reason? DO NOT READ LIST --
MULTIPLE RECORD IF NECESSARY

It got boring.....(67(12 -1
 I didn't like my leader.....(68(2 -1
 It wasn't cool to belong anymore.....(69(2 -1
 I didn't like wearing the uniform.....(70(1 -1
 My friends all left.....(71(3 -1
 I moved away.....(72(18 -1
 I got too old; it's for younger girls... (73(31 -1
 Still belong today; never left.....(74(2 -1
 Other (SPECIFY)

Other activities took priority

.....(75(29 -1
 Not sure.....(76(6 -1

77-80Z

Now I have a few background questions.

F1. Are you of Hispanic origin or descent, or not?

Yes, of Hispanic origin.....3*(10(-1
 No, not of Hispanic origin..... -2
 Not sure..... -3

F2. Do you consider yourself white, black, Asian or Pacific Islander, or American Indian or Alaskan native?

White.....(11(-1
 Black..... -2
 Asian or Pacific Islander..... -3
 American Indian or Alaskan native... -4
 Other (SPECIFY)
 -5
 Not sure..... -6

F3. What is the last year of school you have completed?

Less than high school (grades 1-11)...	(12(	___	-1
High school graduate (grade 12).....		___	-2
Some college (grades 13-15).....		___	-3
College graduate (grade 16).....		___	-4
Postgraduate (grade 17 and over).....		___	-5
Not sure.....		___	-6

F4. How old are you? IF HESITANT, READ LIST

18 to 20.....	(13(	___	-1
21 to 24.....		___	-2
25 to 29.....		___	-3
30 to 34.....		___	-4
35 to 39.....		___	-5
40 to 44.....		___	-6
45 to 49.....		___	-7
50 to 64.....		___	-8
65 to 74.....		___	-9
75 and over.....		___	-0
Not sure.....	(14(	___	-1

15-802

The confidential part of this survey is now finished.

However, we thought you might want to have some of the things you have told us reported to the Girl Scouts with your name so that they can quote your words by name when they talk with other people who are interested in Girl Scouts.

A. If there is anything you have told us about your Girl Scout experience and its effect or influence on your life that you would like us to report to the Girl Scouts with your name attached, please tell me now and I will write it down. If you prefer, we can share all your comments with the Girl Scouts with your name attached. If you do not want to be quoted by name, that is all right and everything you have said will be held in confidence.

INTERVIEWER RECORD:

Respondent agrees to be quoted..... (CONTINUE)

Respondent prefers to have all her comments shared with Girl Scouts with her name..... (SKIP TO Q.B BELOW)

Respondent declines to be quoted..... (THANK AND END INTERVIEW. RECORD TIME ENDED BELOW)

FOR INTERVIEWER: IN ORDER TO GET FULL ANSWERS HERE, YOU MAY PROMPT WITH EARLIER OPEN-END ANSWERS, BUT WRITE DOWN WHAT IS SAID NOW.

Multiple horizontal lines for handwritten notes.

B. Can the Girl Scouts contact you directly about the possibility of your making a public statement about Girl Scouting, or would you prefer not to be contacted?

Girl Scouts can contact.....
Prefer not to be contacted.....
Not sure.....

C. For the record, what is your primary occupation or area of achievement?

Horizontal line for handwritten answer to question C.

RECORD: Respondent's Name: _____

Area Code: _____ Telephone No. _____

That completes the interview. Thank you very much for your cooperation!

TIME ENDED: _____ A.M./P.M.

Appendix C: Sample of Quotes from Women of Distinction

"Giving a sense of values and a sense of helping others. Giving back what you got from the Girl Scouts."

Kathleen Agnes Gauthier Garske,
regional director of Office
of Refugee Resettlement

"I feel that being in the Girl Scouts improved my self-esteem. It helped me to realize that girls can accomplish things."

Dr. Valerie Farmer-Dougan, sociologist

"The activities were challenging, hard stuff...had to push to succeed—kind of a feminist thing—Girl Scouts gave girls a challenge they couldn't find elsewhere."

Elizabeth Wiener, writer/journalist

"Working with other girls. Being encouraged to try new things, to strive and achieve. I was able to be creative, do what I wanted to do. I was also able to bond with other women."

Penelope Leitner Lisi,
executive director of the
Center of Educational Excellence
of Connecticut State University

"Working on badges. Being with other girls. I was an only child living on a farm. It was important to be with other girls."

Ruth A. Dutton, automotive executive

"It opened up a world of new things for us. Introduced me to new friends."

Dana Webb, manager of
software development

"The group activities, the sharing—we traded things—it lessened the materialistic side of things—kids were generous and not territorial, the noncompetitive atmosphere."

Sandra Gola, graphic designer
(packaging)

"Taught you self-reliance as a female."

Susan Hastings, director of
shopping center marketing

"Gave a sense of achievement. Also a sense of belonging to a group but also respected for individuality."

Anne Taylor Coonrod, owns her own
business-branch manager

"Achievement, learning to achieve, setting goals, taught women to achieve."

Beatrice Klodzinski, business consultant-
teacher

"It helped me to be friends with a lot of people. It also changed my attitude towards other people."

Linda Dian Sander, medical researcher

"My mother was working at the time. I was to go from Brownie to Girl Scout. It was necessary for the mothers to be helpers. My mother told them she would help at night and on Saturdays—but in no way were they going to deny her daughter this opportunity. This made a great impression on me. Not too many women were working in those days!"

Marcia A. Moon, school administrator

"The notion of learning to do productive meaningful things—not just social but service-oriented."

Linda Wyckoff, lawyer

"Self-esteem, the earning of badges. Rewards for accomplishing a goal. Learning to break down a project into parts."

Ginger Appelgarth, financial adviser

"The Girl Scouts offers the opportunity to influence young women in formulating their values, to respect the difference between people, and respect for the need to care for our planet. Very often when girls and boys get together, boys dominate. It is important for girls to assume leadership roles and the Girl Scouts can provide this."

**Sally Brush, social services
for families in transition**

And these quotes from women who chose to comment anonymously...

"I came from an immigrant family. We were often made to feel like outsiders. But with the Girl Scouts I felt I belonged."

Scientist

"The activities helped to develop skills that inspired confidence in myself and a sense of independence. I learned to swim and earned my Red Cross Life Saver badge. This introduction to the outdoors gave me a different sense of myself."

Artist

"When I was a young girl, our society did not recognize women as intelligent human beings. The Girl Scouts offered us a place where we could be confident in ourselves and be seen and heard."

Educator

"Being a member taught me how to serve others which I still do today. As an adult I got involved with UNICEF and other charitable organizations because of what the Girl Scouts instilled in me as a young girl."

Educator