



Hybrid Meeting Tips

In a **hybrid meeting**, some Girl Scouts attend in person while others attend online. Hybrid meetings might be the best choice when girls live far from each other, parents don't feel comfortable with in-person meetings just yet, girls or family members are at risk, or when a girl is under the weather.

It's true, online and hybrid meetings aren't optimal. Girl Scouts is all about girl-led, cooperative learning, and more importantly "learning by doing." But Girl Scouts also Discover, Connect, and Take Action. And right now, **focusing on connecting** is really important. And, it may just be the way that hybrid meetings will work best until we can all meet in person.

Going hybrid? Give these meeting tips a try:

Set up for success

- **Share the meeting plan** in advance, especially to girls who will attend remotely.
- Make sure all have **access to the same supplies**.
- **Assign one adult to monitor the virtual space** and relay any issues to the in-person group
- Very important: establish and emphasize norms, primarily so that all girls have speaking time and girls aren't talking over each other. Use a bright, visible object, like a bandana, that each girl can hold onto—in person and at home. Raising the object indicates she wishes to speak. A moderator can ensure that all girls are heard.
- Plan the meeting in **three parts...**

Three parts

- Time for the **leader to connect and interact with the girls**
- Time for **girls to connect and interact with each other***
- Time for **girls to do an activity**

*In a hybrid meeting, **time for girls to connect and interact with each other (team-building, and socializing)** is the most important part. In in-person meetings, you may have spent 30 out of 60 minutes on activities. In a hybrid meeting, it's ok if 30 or more minutes is dedicated to girl-to-girl interaction.

At the meeting

- **Establish norms or create a code of conduct.** Let girls contribute on ways they should treat each other and behave. If they don't come up with how to interact together in the hybrid space, suggest a few. Help them agree on all the norms. Post them in your files or visually as a reminder.
- **Take an "audible roll call"** at the beginning of each meeting, so everyone knows who is present. Remember, that some may call in or be unable to share a screen. So, you might need to know that caller #3 is Vanessa or that the screen that says Joseph is actually Joseph's daughter, Mia.



- **Pair a girl who is present “in person” with a buddy who is “virtual”** so that the in-person girls can assist their buddies and help them stay engaged. This can be done using the chat feature. The buddy forms a one-on-one connection and helps strengthen relationships in the troop. Buddies can rotate too. [This tip requires that even those present at the in-person meeting have access to a device in order to pair up with a virtual buddy].
- **When having a discussion, ask for input from those in virtual attendance first,** so that they never get left out and have an opportunity to feel heard and included. If you ask at the end, they’re likely to feel like an after-thought.

Other ideas

Before your first hybrid meeting begins, have in-person girls arrive early. Take turns sending one girl away so that she can't hear, then quietly tell a joke. When all girls have cycled in at out of the main area, discuss together what it felt like not to see, hear, or be in on the laughter. Talk about the importance of empathy for the girls who aren't able to join in person and the importance of keeping those girls included.

Game Ideas for Teambuilding, Socializing, and Connecting

Modified Pictionary. Have one girl use the [Wheel of Names](#) to select a troopmate. Ask the selected girl to find a picture on the internet or on her computer that she likes. Have her describe the picture for a set period of time. The rest of the troop will draw what they hear and then share their drawings and compare it to the original when the time is up.

Girl Scout Bucket List: Girl Scouts discover, connect, and take action to make the world a better place. Have each girl share their top five “discovery” bucket list and their “take action” bucket list. Would they like to discover what it’s like to jump from a plane, hunt for fossils, ride a horse, play in a band onstage? If they could do anything they wanted, what are the top five ways they would make the world a better place? Give girls time to discuss common or unique items on their lists and why they chose them.

Would You Rather: Give girls time to each come up with a “would you rather” question. The internet is full of “would you rather” question options. Share some with girls beforehand so that they get the idea. Girls take turns asking their questions and sharing answers. Have girls to come up with one funny question and one that’s more challenging.

What’s in a Name: Have each girl pick an adjective that starts with the same letter as their first name. A girl named Lilly might pick “laughing” to create the name “laughing Lilly.” Have girls try to remember the new name of their troopmates and call them by name as they interact during the meeting.

Photo Gallery: Have each girl share a favorite photo on screen. Give each girl time to tell the story of her photo and why it’s important to her.

Matching game: Before a meeting, have each girl send a description of what makes her unique. Create a two-column document that lists girl names and their descriptions, but not in order. Share the document during a meeting to see if girls can match up the descriptions with the right troopmate.