

Inclusion & Belonging Debrief

Summer 2023 Debrief Series
The Summer Camp Society
OAAAARS
Transplaining for Camps

Instructions

Warm Up: What's one word to describe your summer?

83 Responses



Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

It went better than last year. We are growing as an organization in the right direction.

Better than I was anticipating.

Not well

On a staff side- fantastic!!! Camper wise- could be better

It was not given as much forethought as it should have been.

Great intentions, OK implementation, inconsistent efforts/results.

We made some major strides on this topic. We added an inclusion specialist for some of our kiddos to have additional support along with hiring a more diverse staff.

We offered an all gender cabin for the first time this year which had a really good response. We could do better

We definitely made progress this summer! Still a ways to go with some older staffers.

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

I think it well, but there is definitely room for growth!

I feel like staff needed a lot of support. I did not have the capacity to give the space I wanted to give.

Well-intentioned and hopeful but not deep enough commitment

Unexpectedly difficult and complicated.

We were in the routine of some small steps, but have lots of room to improve. Defos made some missteps.

Very well for staff - still room to grow for campers and volunteers

Good start, need more practice

The most inclusion aides ever.

Some weeks were better than others. We took baby steps... still growing!

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

That was our main focus for this year and I think it went well but can always be better.

Went well for our first time having an openly trans camper and they had very positive reactions. More difficulty with counselors

Continued steps in the right direction. Progress. Better for campers than for staff

Overall great. Challenges with family perceptions vs reality of what's happening at camp

It went great! We moved miles in the right direction. We still need to do more but we're on the right path!

Went really well actually. The kids are ready ;)

We had a smaller camp so I felt that we were able to connect well with everyone and encouraged staff and camper to engage in activities

Always room for improvement but I know our staff and campers trusted us to always follow up and support them

it was camper initiated, staff supported. met the needs of campers and staff well. could have better organization structure.

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

Kids felt like they belonged at camp, but they also separated into cliques and didn't always feel included across the community.

Camper inclusion feels like we're at a good spot, while staff inclusion needs to be better.

We did a good job of talking about it during training. During summer it went pretty well, but not feeling like policies currently reflect personal beliefs about inclusion completely.

Went well - it was emphasized as one of our core values

Really well overall but we had one staff that brought down inclusion and belong bc for everyone else. It sucks that one person can ruin it

Very well. We serve campers with special needs, and many trans staff.

I felt like I was on the outside looking in most of the summer.

I think it went as well as it could. The challenge is wanting to progress but belonging to a more conservative community.

Really high highs and low lows

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

Better. Campers were more open with their pronouns and we had a plan for campers that use pronouns .

Lots of new opportunities to learn and be more vocal about inclusion as a core value of our camp.

We have a long way to go.

Mixed-bag. I worked really hard to connect and create space for students and it took a while for folks to connect.

It went really well. We had several campers and staff who shared. I feel we were able to navigate much better this summer.

It was mixed. Some counselors/kids were very accepting of everyone, but some were not. Staff were accepting but could do better.

Age based inclusion. Some racist comments.

Illuminated some areas lacking in intention and support.

Camper bit was great. Staff not so great

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

No where near what I thought we had worked on before the summer had started . Some team members didn't do it when ED wasn't around

Making progress every year, but facing roadblocks from upper leadership. Staff did a great job.

We felt we had a solid plan, got called out by parents on increasing implementation, adapted...good result but needed even more.

We got "off the ground" but still have a lot of work to do for our staff and campers

Progress , not perfection. Working on diversifying all of the camps not just our camps closest to the city

I think we have come a long way and are supporting our staff and campers well, but have rough spots to smooth out to make it even better

went well but worried that we haven't been challenged and won't be prepared when we are

It is getting better, mostly due to individual frontline actions. But larger policy changes are needed to make changes across the board.

We were more reactive than proactive this summer.

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

Always intentional but wasn't a top priority or or sure how to execute the intention

Ups and down - relaunched international program, and the nationalism that comes with that

We are getting there, and have lots of things going well, but there are some things at the bigger picture level that we need to make more clear and committed to action.

It felt as though those of us that believe in and advocate for LGBTQIA+ voice are closer than ever, but the gap of understanding and empathy between beliefs has grown.

It went ok. Good intentions, but our facilities and structure make it super hard to make all accommodations possible

Inclusion continues to be a work in progress. Some wins and some misses.

The staff made it wonderful for the campers, but the upper management made it terrible for the staff.

I feel that a sense of belonging was a common and welcoming theme across the board. Safety on the other hand wasn't what it should be.

We made what felt like really strong headway in the off season. But once staff arrived we lost several BIPOC staff to quitting or firing. DEI training went ok - some LGBTQIA people felt triggered.

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

73 Responses

Some highlights, some challenges working with individual staff and teen volunteers (opportunities for more growth next summer)

It felt pretty solid but I always find that we don't build around everyone we could be bringing in. I.e. not much support for staff/campers with disabilities

Confusing: one of our transgender staff members write an email about how she felt safe coming out professionally after her time here and another called us transphobic

Poor front loading with families led to some incredible successes but many, many corrections with campers who weren't ready.

It felt pretty smooth but maybe in a "smoothing over" way. No big issues but I wondered if that was because people weren't sharing things or putting enough attention on issues.

Challenging to find the inclusion & belonging amongst campers and staff, there were many instances of misinformed comments that took a lot of restorative justice conversations.

Overwhelming support from community when we made very public and shared our inclusion practices and policies!

We have had an incredibly inclusive space the past few summers that just sorta "happened", but this summer were much more intentional about what we are doing & saying to create & improve that space

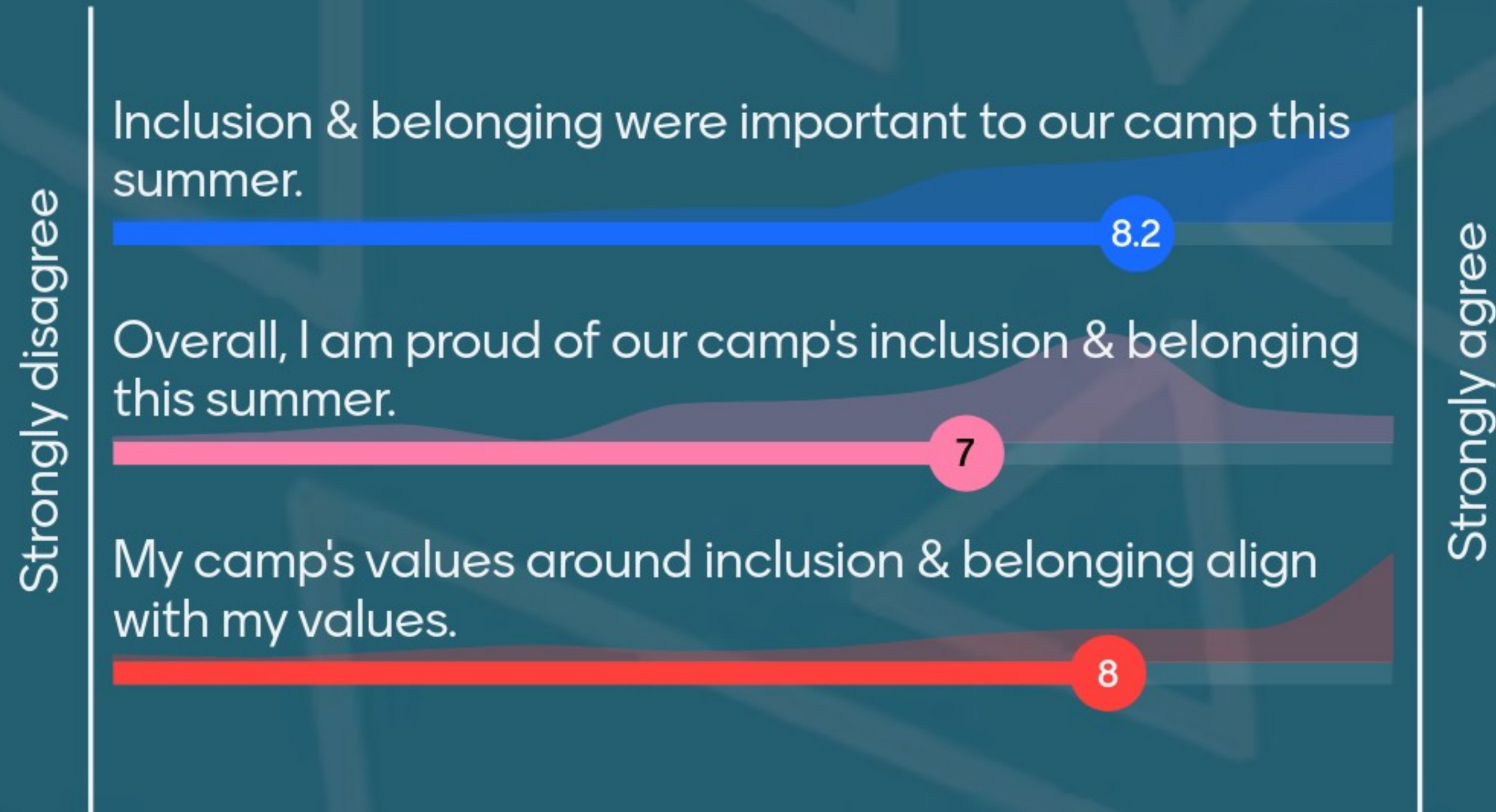
Great inclusion with the LGBTQ+ community, not well with community members of color. Different understanding regarding zero tolerance . Lots of unconscious bias.

Give us a 1-3 sentence overview of how you feel inclusion & belonging went at your camp this summer.

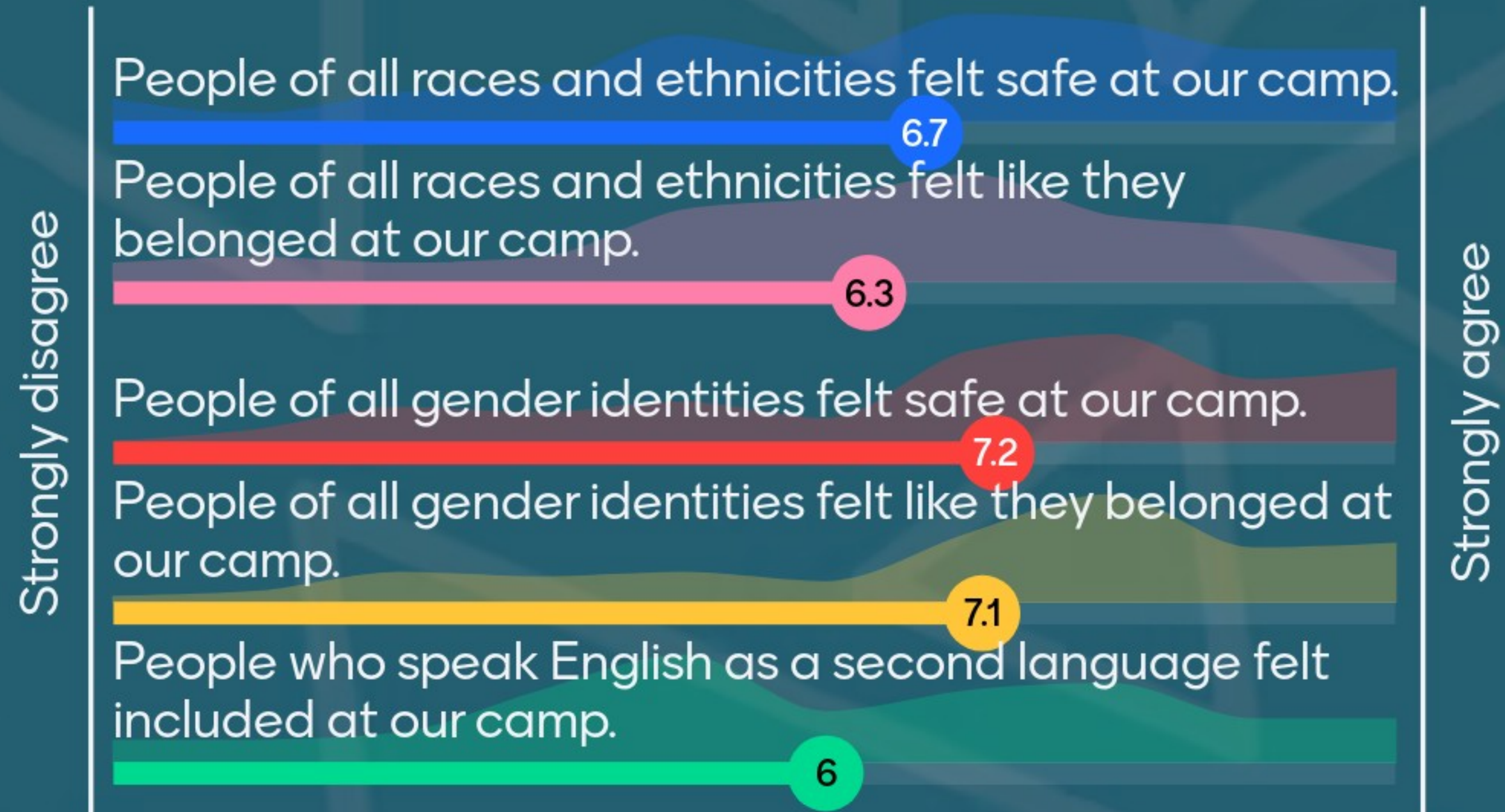
73 Responses

We have some Work to do

How do these statements describe your camp this summer?



From your perspective, how well do these statements describe your camp this summer?



From your perspective, how did the following groups feel about your inclusion & belonging policies?



What was your biggest win when it comes to inclusion & belonging?

83 Responses

Chris and team coming to present to our volunteer orientation 😊

We are going to be renaming our group to remove a racist's history and a gendered title.

Holding our ground re: our inclusion practices when stakeholders and/or caregivers were very vocal about their disagreement.

diversified the campership in major ways for the first time since pre-COVID. Lots of aid given out, lots of community partnerships formed to get ALL types of kids here.

We included noise-cancelling headphones in our inventory and it was a BIG HIT. So many kids were using them, and grabbing them when they noticed they were overstimulated

Gender inclusive bunks at every age group and for staff.

Finally having an Inclusion Policy

We had parents supporting their kid's gender identity and advocating for them

No blue/pink sides of camp anymore (gendered sides of campus)

What was your biggest win when it comes to inclusion & belonging?

83 Responses

I had a parent contact me after camp to share that it meant so much to their child that we reprinted their nametag with their new name.

Staffers REALLY engaged with our training around supporting neurodivergent campers!

Campers and staff being able to express pronouns, sexuality and cultural differences freely and in a safe environment

Having gender inclusive housing

The staff as a whole "got "what we wanted to do.

"I thought this would just be another christian camp trying to indoctrinate me but i actually feel really loved for who i am here"

Our board is open to inclusivity and change

Having kids be genuinely present and thoughtful when discussing aspects of identity at Camp

I have multiple staff who used to be campers who came back to camp post-transition and expressed that they felt comfortable and supported

What was your biggest win when it comes to inclusion & belonging?

83 Responses

Staff showed up on dress up days and banquet dresses authentically as them!!! Saw their personalities come to life and how comfy they felt!

Seeing one particular camper thrive in our environment

2nd year of all our all gender housing really cemented it as a part of us

That my staff felt supported and cared for

We had two staff members who are LGBTQIA+ and in a relationship, but that was NEVER an issue parents brought to us!!! I had so much worry about it.

Completing the restorative justice cycle with a camper surrounding racist comments! They went home with better language and knowledge.

Adjusting activities so that campers who didn't want to engage still had a part involved in the activity

Just the fact that we started the journey.

Having our new site this year be okay and help us make a gender inclusive cabin happen.

What was your biggest win when it comes to inclusion & belonging?

83 Responses

Inclusion page on website and acknowledgment in application.

How many staff / campers were supportive of expressing / sharing pronouns

Kids using names/pronouns that felt right for them at camp

Counselors and campers feeling empowered to politely correct people about their pronouns

A camper in our last session who had been kicked out of several camps. From a pre-camp phone call with the family, intentional staff selection, daily checkins. Reported as best camp of their summer!

Adding "Inclusive and Equity Minded" as a category on our staff evaluations

the development and implementation of sensory spaces

When a campers guardian told us how good their child felt, because we added the all gender cabin.

We were not only able to get a kid to camp who was wheelchair bound by rearranging busing, BUT got to fully incorporate them in all camp activities on their schedule!

What was your biggest win when it comes to inclusion & belonging?

83 Responses

I had trans-femme campers (who historically have been excluded in camp in general) in my smaller program every single session!

Had parents support their child's pronouns—I'm in Utah and that's HUGE.

For campers to be their true selves and feel safe to talk about it

Staying true to our mission and our commitment to inclusion and belonging despite negative pressure from caregivers and community

Finally succeeded in having a Zoom for all our BIPOC staff across all our sister programs so folks who are otherwise isolated could see/be with each other. Folks were excited about more next year!

Sharing pronouns encouraged, girls/boys side changed to 'north/south' side of camp in terminology

Getting more non-white participants at a camp in a very white community

We conferenced with a family to discuss their child's cabin preference pre camp and went with their choice in cabin versus what was encouraged by the gender clinic at our hospital partner. Their choice

A counselor in training was not using the right pronouns on another camper so my directors pulled them aside and firmly said no you will not do this. Use the right pronouns.

What was your biggest win when it comes to inclusion & belonging?

83 Responses

Pronouns being supported no matter what no questions asked.

Multiple campers over the summer were able to find a staff person they connected with and share something personal about themselves that they are not "out" about at home.

Changed our policies around dress-code to remove gendered wording

Publishing a "Culture Code" that we shared on our website to tell everyone how we as an organization stand in regards to all things DEIB

I had a camper disclose their pronouns to me where they didn't feel the comfort in their group, and felt like they had support in me as a director

Our "win" was born out of a really uncomfortable situation. I went to our team with an interaction that was causing and we removed that parent from camp. It affirmed that people did have my back

Staff felt supported by head staff

Getting volunteers comfortable with using they/them pronouns.

Certain staff spoke up that they weren't being treated fairly (they felt it for two years in a row, and finally felt okay to express it)

What was your biggest win when it comes to inclusion & belonging?

83 Responses

Having it be there (a leadership roll, training sessions etc.) even when people were uncomfortable.

Staff understanding and implementing conversations about rules vs norms

THIS! A camper wrote- "Thank you for letting people use the restrooms that match their gender and not their sex. You've made so many people feel safe. One camp today, might be a whole world tomorrow."

Stood up to every parent who hated our inclusion policy and was supported by my exec director

Having a trans staff who felt included and supported in all aspects of camp

Having plenty of LGBTQ staff who said they felt supported.

Multiple campers feeling safe to come out to staff

No staff left this year because of our efforts or our lack of efforts.

On the last day of camp, a nonbinary staffer on the verge of tears telling me how strongly they felt belonging

What was your biggest win when it comes to inclusion & belonging?

83 Responses

Striking deadnames from every report/printed document

We had a change in bathroom only policy implemented

Launched 4 new physical adaptations for program activities

More BIPOC staff on our leadership team and getting to see how that changed how staff felt supported

Having several neurodivergent staff members having success at their jobs. Also their coworkers were patient as these folks needed more support -

Older volunteers on our board

We worked hard to help campers with behavioral issues to ensure success. And explained to parents who complained about how important it is to include all campers and work with them.

We had more camperships available and taken up on!
*donor money gifted to families in need who are unable to send their youth to camp

Cost and location, we are semi-rural.

What was your biggest win when it comes to inclusion & belonging?

83 Responses

Older board members

The community we live in.

Difference in beliefs/acceptance between senior leadership and frontline staff

Accessibility, accommodations, and support for campers with disabilities

Getting complacent, "we got this", keeps us from improving and growing

Having the time, resources, and commitment from everyone to actually implement all the great ideas we come up with

Including campers with mental health difficulties while keeping other campers safe

Navigating DEI at a religious camp with wildly different opinions and beliefs.

Hiring a diverse group of staff and maybe not understanding all of the cultures in advance made it harder to support once they arrived

What was your biggest win when it comes to inclusion & belonging?

83 Responses

Parent accusations of camper disagreements being targeted based on race

being part of a larger agency and being tied to their protocols which become harder to change when it's seen as "just for camp"

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

Having the time to fully commit while still doing the rest of my job

Other leadership staff

Teaching 20+ international staff about white supremacy in the United States

Cost of camp.

Acting and speaking in hopes you say the right thing to not offend and hope we're being inclusive enough.

The community was not open to change

Being rural and having an overall (not at camp) community that isn't always welcoming to diverse staff. We have a hard time getting diversity in staff

supporting attendance at camp with students who had to choose between supporting family /college vs attending camp

Staffers not being communicative about what support they needed

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

That no one should be a test run- I want to make sure we are prepared to care for people properly

Staff diversity

Our location- we want to be racially and economically diverse but our community isn't, and we lack the ability to supply transportation and scholarship support

Our parent organization

Physical inaccessible grounds

Having a camp in the south - fears around parents and their response to my own queer identity and desires to make camp more inclusive.

We're a religious camp. While generally the religion is welcoming of everyone, our conservative community isn't on board with a lot of changes we want to make. Fear of losing donors.

Not having enough single stall, non-gender specific restrooms.

Physical inclusion for those with physical disabilities, we are owned by a special needs non profit, but camp is for typically functioning kids with not a lot of ways to help those with physical limit

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

Serving campers of color and having them feel comfortable at camp

Recruiting non-white staff

The town as a whole.

"Old school" views of gender fluidity

Our location being in a high end community but wanting to support and find those campers in other areas and getting them to camp

A one week camp with limited resources to follow the trends of ungendered cabins and volunteer counselors

Older board members

Privacy in restrooms

Higher leadership not wanting to make intentional changes.

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

Helping prevent cliques, attracting a diverse staff and camper population

Getting senior leadership comfortable with they/them pronouns

Other leadership members being uncomfortable with these topics coming up during training

How to recruit BIPOC staff who want to be a part of an overnight camp staff in rural New England - and then creating a place where they want to stay. Almost all white staff.

"We didn't have to do that in the past" "why do we need to change?"

The community i live in.

Other parents were upset about our inclusion policies

Getting diverse volunteers and campers

Many are hesitant to make waves due to caregiver and community backlash.

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

Feeling like the only voice in the room. Or the most progressive/loudest...

Staff diversity

Lack of racial/ethnic diversity on staff

Our camp does not have policies regarding inclusion and belonging. Our camper population comes from a wealthy conservative background.

Better front loading of our camp culture of inclusion with campers! Campers on the whole are more open and accepting but the ones who aren't poison the well

Staff not wanting to talk about anti racism and resistance to white supremacy training (even though 90% of our staff are BIPOC)

We worked first time with a local community program that helped place kids of diverse backgrounds, language, socioeconomic, race into camps...language in pre camp communications were crazy hard

Diverse population of campers whos adults are not comfortable with the mixing of socioeconomic status

Staff racial diversity

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

Leadership being open to accepting the fact that they have unconscious bias.

effective learning and development for staff/volunteers a one week camp

Nationalism in international campers

Staff wanting to be supported in the same way that we asked them to support campers but not willing to do the work to support each other

Inconsistent work among agency camps.

we're a new camp in an old location with very long, set traditions. Weekly fighting the uphill battle to change old habits, mindsets, expectations, etc.

Lack of tradition of camp with many campers.

Staff and camper geographical catchment area is so large that different groups get exposure to each other for the first time

being tokenized as the only queer person on staff to always teach or share my perspective. Or to give the opposing side of the argument

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

We hired a diverse staff but then were not fully prepared to support all of the different needs

Being forced to choose between the needs of campers.

Age gap

Admins hired BIPOC staff who were not qualified - then blamed their race when they quit or were fired....

We have a mostly white population and it affects camp culture in ways that are hard for me (a white person) to identify and change. I don't want camp culture to just be white culture

Trying to be patient with the uneducated or more conservative parents

A partner camp that differed in policy- wanted our counselors working with their campers to out campers to parents if they disclosed anything. Ooph

Diverse staff

Bring everything to everyone. It's hard.

What was your biggest challenge when it comes to inclusion & belonging?

68 Responses

How much we expect of staff and how much they are holding. Hard to live into our values as fully as we would like to when time, capacity, resource, and mental space are limited.

International staff being offered community and "mentors" but seeing this community more isolating and staying where they are comfortable rather than branch out farther than their mentors.

Alignment throughout the staff (gap in age between younger - older staff).

Staff knowing how to talk to campers on the gender spectrum.

getting applications to interview qualified Trans staff

What staff training did you do on inclusion & belonging?

64 Responses

A couple hours. We brought in a couple of speakers who led activities and discussion.

None, unfortunately.

Diversity Circles, small debrief groups

1 day, yes yes yes

Transplaining for Camps 🤔

Didn't bring anyone, baked into stuff throughout training week

We had Shola Jones come speak with us! Absolutely brilliant and set the standard for what our culture is as a camp

In house and only a couple hours

Outside speaker

What staff training did you do on inclusion & belonging?

64 Responses

Anti-racist curriculum project workshop

We did team building for half a day and as part of our welcome to camp intro speech

Need more for sure

We did a recorded video session on gender and gender at camp with our gender clinic at our hospital partner

A couple hours and included in our mandatory forms and application.

its embedded in everything

1.5 hours out of a 2 day training

We had a discussion focused on what camper belonging looks like

Training specifically on inclusion and belonging was put together by our Camp Director. It was brief and sacrificed due to last minute schedule changes.

What staff training did you do on inclusion & belonging?

64 Responses

Outside speakers

It's up to the camp director to lead this training, which leaves a lot of room for bias. I would LOVE more of a budget toward inclusion and belonging. It was an hour-long session.

This was done as discussion, about an hour

A short training on 'what do you stand for'

Training on restorative practices, our inclusive practices, and how to facilitate tough conversations. 1/2 day, with some support from counselors

Transplaining for Camps/ 3 hour presentation

The Tenets of White Supremacy and identifying how they already show up on our camp/in our structure

Half a day, activity on personal identity and how it impacts your world view. Then sharing.

had a 3 hour training with the organizations Director of DEIB and then also incorporated throughout the rest of the week

What staff training did you do on inclusion & belonging?

64 Responses

Heavy amounts of time spent on inclusion of campers...need to increase the amount of time spent on inclusion of International staff

Team building

Had four different sessions, about two hours, total. Lectured, activity, discussion

Our organization provided a lackluster 1.5 hour training

Restorative justice training on how to 'discipline'. Outside speakers, videos, and hands on interactive training.

We did 2-3 hours of inclusion and diversity training. One of our summer leadership staff led an informational session, went through scenarios, and had a Q&A session.

Transplaining virtual and in person, site specific training and facility evaluation

one 2hr+ session, brought in Chris! :)

DEIB training run by our internal DEIB Director. Full time staff training on LGBTQIA inclusion prior to camp with outside trainers (CHRIS!). Personal identity activity.

What staff training did you do on inclusion & belonging?

64 Responses

Supporting Neurodivergent Campers/Staffers - one hour interactive session with an educator who is on our board

youth mental health first aid, guest speaker on neurodivergence

A few sessions, as well as two hours with an outside inclusion specific speaker.

We tried to do a ton, 1 whole day, but our staff weren't having it at all so we had to pivot but even though 95% of our team are BIPOC folx

online training videos/ podcasts from different speakers

Transplaining' Inclusion at Summer Camp & L.E.A.D about 5-6 hours total

About a half day, during training, but reinforced throughout the summer. We did restorative justice trainings and some other inclusion focused training.

3 1-2 hour sessions specifically focused on it throughout our 1.5 weeks training, plus incorporating it into other parts of training

Our DEIJ coordinator did a two hour presentation / activity.

What staff training did you do on inclusion & belonging?

64 Responses

We only had a few hours and couldn't get it scheduled to have outside folks in to support.

Discussion based on addressing microaggressions

We used quite a bit of the SCS inclusion and diversity trainings dispersed throughout a week.

We had a video about inclusion

Had a discussion about takeaways from the transplaining "train the trainer" course. Talked about how people need to feel included in many different ways.

We had an hour of inclusion led by a staff member, plus 2 hours of inclusion theology from our bishop. We also had an hour of diversity training from an outside speaker

Part of our core values, staff in the 2SLGBTQ+ community delivered a training session for the team

Youth Mental Health First Aid - Emily Golinsky

LOTS of SEL training interwoven throughout orientation, and also highlighting trauma informed care and campers lived experiences

What staff training did you do on inclusion & belonging?

64 Responses

We do a night centered on inclusive language and inclusion for our campers. For staff we focus a lot on seeing things through each others lenses or lenses of privilege

Lots of discussions and tried to relate every session back to inclusion

Sprinkled information in throughout the week, in the context of the topic at hand.

More time off in between trainings for reflection and rest

brought other people in for a neurodivergent & lgbtqia+ training. in house culture training.

Gender diversity inclusion trainings, dismantling white supremacy systems at camp trainings, lots of YouTube videos, podcasts, transplaining trainings, and reading articles!

we did a day in house (8hrs). we did some sharing activities, role playing activities, and shared some resources for independent learning

We have it in 2 hr chunks throughout 10 days in our training and try to keep the throughline. We use internal staff but are lucky to have internal folks who do this professionally.

Tried to integrate but was all in house and not given enough time. A couple of hours total.

What staff training did you do on inclusion & belonging?

64 Responses

We sent podcasts, articles, blogs out to new staff before camp started to encourage discussions when people arrived

If you could do something different next year, what would it be?

1 Response

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Discussion Time



Navigate to our website to find Discussion Questions for your group.

Make a copy of the questions, and take notes.

Share the notes with Allison:
allison@thesummercampsociety.com.

What's something you learned OR something you're thinking about from your group?

2 Responses

What information you have to/should tell caregivers

Full doors on bathrooms and showers

If you had a magic wand and an unlimited budget, what support would you want for next year?

50 Responses

I want my staff manual translated into multiple languages

Two weeks of staff training - we currently only have one!

My families to be as ready as my staff and campers are

Mental Health support for staff and campers

I want shower stalls with four solid sides

More staff so we can take the time to give campers the support they need

Behavior intervention specialist on our admin team

Change all bathrooms to gender neutral

translators

If you had a magic wand and an unlimited budget, what support would you want for next year?

50 Responses

More gender inclusive bathrooms/showers

Social work counselor to help with camper conflicts

Take all my weird handouts and make a handbook!

Ability to recruit a more diverse staff and do it well without tokenism

I would have our policies written and the community to accept and celebrate it

I want a more diverse pool of volunteers

Having a full time staff member trained in DEI

A dedicated staff member dedicated to staff and camper well-being.

I want facilities to be structurally changed/updated so that we felt like we could have enough personal privacy for true inclusion at camp

If you had a magic wand and an unlimited budget, what support would you want for next year?

50 Responses

outside consultants

I would want new bathrooms/showers changing spaces for our campers that are more inclusive.

Longer staff training to be able to "dive" further into topics

Dedicated person to be a staff mental health specialist

I want the board to be on board!

Better changing areas and privacy in living areas.

Longer staff training

A way to remove barriers beyond financial for campers who need this safe space

Consultant training and time for all the discussion

If you had a magic wand and an unlimited budget, what support would you want for next year?

50 Responses

Gender neutral areas

Staff MESH support

Better training around bullying and conflict management. Mental health specialist

Provided training/trainer and better facilities for non gendered spaces/changing

The ability to pay counselors so I can have a more diverse team

Mental health/behavior response professionals

I'd pave the gravel roads at camp! Hire a year round multi-language translator! Add additional all gender restrooms!

I'd want my exec to prioritize talking about gender and pronouns right off the bat!

Better bathrooms and showers. Extra time for training. Community support. More pay for staff to entice diverse audiences to come to us for employment.

If you had a magic wand and an unlimited budget, what support would you want for next year?

50 Responses

Free camp for all kids who need financial aid! A leadership team of consultants who worked a full summer addressing all issues along side me.

Not to have camp structured in gendered sides. Also not having staff be scared of change! (Harder said than done ofc!)

How we can have conversations with community members who are stuck in their beliefs and wants us to "go back"

Bringing in outside DEIJ speakers, translators for parents registering, better bathroom setup, higher staff pay to attract diverse pool of applicants

A LIVING WAGE FOR ALL

Travel and support budgets to assist staff getting to camp. Translation for forms and trainings. Support budgets for travel for campers.

We need PLANS. A behavioral plan, better training, cohesive expectations, and for our CEO to not throw us under the bus to parents.

Longer time in training to help with processing. Written policies that out population supports

Having paid staff so that pto/finances are less of a barrier for more diversity in our staff.

If you had a magic wand and an unlimited budget, what support would you want for next year?

50 Responses

A medical staff person on site

better privacy areas, more pay for staff, more accessible facilities and activities

I'd like a day long training for all staff at my org, not just camp staff as well as some formal written policy changes

Reliable mental health support. More pay and development budget for my staff.

expert outside presenters during staff training on a variety of topics, higher pay for staff, better showers and changing areas

What do you want to hear OAAARS, Transplaining for Camps, or The Summer Camp Society talk more about?

38 Responses

Front loading young people on inclusion

Race education and inclusion practices.

Getting old white men on your board on board

Grants/ways we can diversity our staff in a rural area.

How do we start a mental health team and program

Ways to get more diverse staff/volunteers!

How to talk to the community

Staff who need the information handed to them as opposed to concept training.

Board management

What do you want to hear OAAARS, Transplaining for Camps, or The Summer Camp Society talk more about?

38 Responses

diverse staff recruitment

Dig deeper into the restorative practices for SHORT camps

Grants to support these changes

How to take this information and passion we all have and call our staff in to be where we are!

Front loading caregivers on inclusion .

Working with neurodiverse populations and how to support both neurodiverse staff and campers

How to deal with caregivers who are not on board

Staff mental health support ideas (on the cheap)

Specific training tools for communication techniques, discussions, working together

What do you want to hear OAAARS, Transplaining for Camps, or The Summer Camp Society talk more about?

38 Responses

Unrelated to conference. but Would love to see some book suggestions surrounding inclusion and belonging. A book club!!!

BIPOC inclusion in almost all white spaces. Since overnight camp is so specific and SO exhausting and low pay - how to attract BIPOC staff with no camp background

Effective and supportive training for soft skills. Getting uppers on board with change.

How to support staff and campers when they do not feel heard or supported

How to convince leadership that spending money on staff training is necessary to make camp amazing for kids

Guidelines for directors that can help with handling delicate convos and not crossing the line with staff over sharing

Policy development

Prepackaged resources to give to Director/board about why increasing salaries is the #1 way to recruit a more racially diverse staff

Front Loading staff about our Diversity policy

What do you want to hear OAAARS, Transplaining for Camps, or The Summer Camp Society talk more about?

38 Responses

How to get community and caregivers on board with better inclusion policies

How to find more BIPOC staff members and leaders

Examples of policies and procedures (language and practices)

How to advocate to our larger umbrella organization about why funding towards DEIJ training/efforts is so crucial

concrete strategies for helping BIPOC campers and staff feel supported in a majority white space

Staff Training - How to impart staff manual information in a way that people aren't bored to death.

More direct ways of pushing allies to step into the uncomfortable role of interrupting aggressions and the responsibility that comes with power and privilege

Everything mental health...easy strategies for getting started, where the line is to seek higher level help? How to help without hurting

Fun ways to incorporate social justice topics in everyday activities so that it becomes a through line without feeling like school.

What do you want to hear OAAARS, Transplaining for Camps, or The Summer Camp Society talk more about?

38 Responses

Rubrics on how to increase your program's (self evaluation tool) belonging and inclusion

How to better support neuro diverse staff in such a fast paced environment

Thank You!

Please take Transplaining for Camp's survey.



Contact information for OAAARS, Transplaining for Camps, and TSCS can be found on the debrief page.

Next week:

Campers: Behavior, Experience, and More

September 13 at 2pm ET

Same link!

