

**What questions might arise from camps in your region as ACA shares its statement on Diversity and Inclusion? What Challenges should we anticipate?**

\*\*Can all Camps see themselves reflected in the statement?

Populations and communities that are not accessing or owning Camp.

Would a Karate School be included?

Diversity WITH Inclusion – Definitions

D & I has its own set of expectations – Pre-conceived notion

Inclusion may be more appropriate

Inclusion = Goal / Diversity = Objective

Diversity happens when we are inclusive

Very Important

If people are comfortable ... then we are not doing the work.

\*\*What makes up Diversity? Inclusion?

How do we apply philosophy in a practical way?

What about camps/groups that aren't interested in diversity?

\*\* How does ACA statement dovetail with my camps/ organizations statement?

Different philosophical Perspectives

Can we, as a non-minority group, speak to this issue?

Will this translate into goals?

How does Association Statement translate to individual camps?

How do we make sure there is conversation about this?

Values (wishes) respect

Responsibility to discuss – without imparting specific expectations

\*\* It should be ACTION with our being PRESCRIPTIVE

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Organizational values important

Camp that want to reach a broader more diverse community

What resources exist?

What is diversity? Caught up in superficial.

\*\* More complicated the statement increases barriers for inclusion

Caught up in “What should it look like”

D & I looks different to all

Lasting difference – ACA had this discussion 20 yrs. ago

\*\* Should it be a part of every decisions ACA makes – incorporated into all work

\*\* Implementation – already who we are – name it

\*\*Intentionality – how do we do it intentionality?

Camp that ask WHY?

Question from a camp: Can we still be accredited if we only serve “this” population. Camps that serve specific populations may not feel included.

What does inclusion mean?

Definition Challenging – diversity is infinite

Does my camp mission need to change?

Reflect transitions while honoring the need to move forward?

Broad value statement - important

**What terms and concepts should be included in the ACA's Statement on Diversity and Inclusions?**

- a. It's not just ethnicity and racial inclusion. Don't just narrow the scope and at the same time don't make it too nebulous. Include:
  - a. Ethnicity
  - b. Socio-economic
  - c. Gender Identity
  - d. Special needs
  - e. other
- b. Living experience – It's about what your experience has done to your life. Because of your culture your identity
- c. Respect and acceptance | Rights and Dignity (include those words)

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Access – to opportunity

- a. Taking message to people who are not in our “camp” culture
  - i. Translating our message to speak to different cultures
- b. Availability
  - a. Financially
- c. Open

\* What are the visuals for camp diversity and inclusion?

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- a. Safe and Secure
- b. Acceptance | Belonging
- c. Challenge by Choice – Not bound by tradition
- d. Differences are seen as an asset
- e. Celebrating the opportunity to adapt and grow
- f. Honor tradition and embrace change

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- a. Camp is Camp – whether you have different language
- b. Everyone Deserves Camp
- c. Welcome – Everyone is Welcome
- d. Camping For All
- e. Intentional Leadership

\*maybe we need to review our Mission Statement to make small tweaks to make what we do accessible to all.

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- a. Economic categories – Accessibility and Availability
- b. Statement that stands the test of time – Transcendent and purpose-driven
- c. How do we become successful in this endeavor?
- d. Application
- e. Practical and Inspired

**What Impact on ACA in 3-5 year would you like to see this work have?**

ACA Walks the Talk

Clear statement – how we do this

Visually – Look around the room and see it (\*\* many dimensions of diversity are unseen)

Hits all parts of the mission – not just campers and staff

Camps can see a piece of themselves in the statement – May drive members to have their own statements.

Challenged to to the work

People are mirrored in the organization

Leverage understanding of diversity

Camps are broader – more opportunities for kids

Growth

Addition of new camp programs

Establish new relationship (businesses /programs)

Kinship groups

Program Quality

Inclusive leadership at ACA – All Levels

Action Plan for the statement – Qualifiers

Numerical goals

Imitative with steps to make inclusion statement as important as mission statement

Membership understands and can repeat back

More intentional in increasing diversity

Conduct research/ measurement on issue

Growth in membership

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A statement will lead to action plan

Visible difference in what camps look like ( i.e, Don't have to use stock photos anymore; Authentic diversity)

Cultural/ language diversity – resources that reflect this

Willingness to adjust.

Anyone would think camp is a place for me – I belong here

See Steps towards more representation

Camper > Staff > Leadership

Longer than 3-5 year tenure

Ongoing, adapt, emerge over time

Natural progression – Flow “up” pipeline

Self-perpetuating

Intentionally – Reach tipping point

Informs all work ACA does ( i.e, accreditation, PD, etc)

Other organizations are seeking us out

Don't become complacent

Tied w/ research – Camp is good for everyone

Included in the Jobs – Staff recruitment Initiative

It becomes a part of who we are – Integrated into the culture of what we do

Camps will intentionally reach out to other communities

Reach all lenses of diversity

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**What can ACA, the Board, LCOL/ Affiliate members do to gather member input and encourage engagements in ACA's Diversity & Inclusion work?**

Provide glossary of terminology

What other organizations are already doing diversity work – engage them

Be intentional – Bold

How. What does success look like – benchmark

What are camps already doing? Inventory

What does diversity look like for our camps?

^^ Practical tools to recruit in communities/diversity – people don't know how to recruit/support structure of recruitment

Concrete tools to set in front of us and all membership

How o engage campers – involve them in this topic.

Keep conversations in smaller group – interpersonal sharing – more comfortable

Counselors should have an opportunity to give input

College students in camps / outdoor – get their input on a national scale

Individual needs – Diversity – met by individual camp goals is important

“Listen” – don't worry about the detractors

Make sure local LOCL reflect diversity in area

Do our parents, campers have input on this topic? – what are they looking for

We as ACA, mean in diversity. So members understand this.

Make space safe to discuss + - being uncomfortable

Use research study – with question on this topic

ZOOM discussions with members - who aren't already involved in these dicussions. Reach out to college stdents, campers.

What about camper who don't feel included?

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Gather input from non –members

Share this process (pitfalls too) with members to implement with their camp/ organization.

Identify groups and their resources/processes/ procedures who are doing this well. – Google, Disney, corporate

Add a question on the Standards Visits – Training the vs=visitors on engaging with this question/topic.  
- “How do they feel about this topic”

Goals developed as a result of the statement

Finding what other organizations have done

Broaden the reach in partnerships on a national level

Look for different types of programs

Define Diversity & Inclusion – Matrix analysis

Keep issue front and center

Use technology Discussion, intentional, targeted

Survey questions need to be specific/targeted

Highlight programs that already do this

Local people/sponsors – experienced / new to get together in local areas – (Move behavior after language)

Training strategies – soft skills i.e., to gather input (how to) / in person conversations

Best Practices / Value of inclusion

Experienced trainers in diversity – exploring things together/groups

Looking into this reflect the diversity we want

Engaging other organizations that are already doing this

**What impact should an ACA statement on Diversity and Inclusion have on individual camps and on the industry as a whole?**

Educational tool for Camps > tool kit

\*\* Self-Assessment tool/ education & guidance on how to do this

Practical information

Should be transformative for camps and the industry

Should be universal/ or something that isn't intimidating or impractical to implement

Set a base line for what diversity & inclusion actually means/ looks like

What is the goal / objective

Strengthen the industry

Drive other youth serving industries to be challenged

Create industry best practices

How do you leverage a broader understanding of diversity?

Serve more campers/expand the market/attract new & different populations

Retention

Increase empathy & compassion

Be an industry leader

Give camps talking points

Transfer skills to a next job

Develop shared VALUES / respect while accepting differences in camps & wo they serve  
. How do camps find their place within that value?

Inclusive of all diversities & camps

Gives camps new ideas about what inclusion and diversity is/means – education

Branding – when people think about camp they also think Diversity and Inclusion.

Explore financial avenues to support families with a variety of financial means

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Create a new nimble environment to respond to new emerging diverse groups/ operations

The impact should be that we don't need a statement since it's a part of the culture

Support camps asking who isn't at the table

Help camps find unique opportunities

Educate on what the positive impacts are vs. checking off a box.