



Diversity & Inclusion Task Force

Roberto Gil, Jr., Chair

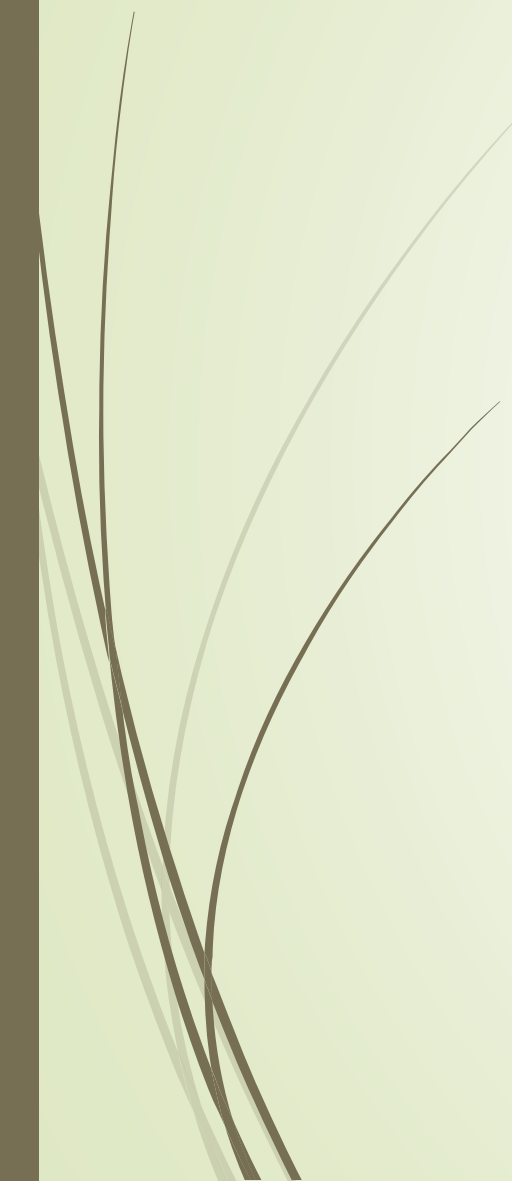
Brodrick Clark, Sterling Leija, Mary Kay Park, Ray Sanborn, Lisa Westrich

Kelly Elliott, Niambi Jaha-Echols

Laurie Browne, Tom Rosenberg, Ross Turner





Where we are?

- Overview of Work Completed To Date
 - Overview of Our Findings
 - Getting to a Final Statement
 - Ideas for the Rollout Process
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Overview of Work Completed To Date

- ▶ Researched and Benchmarked Statements from Similar Associations, Camps, and other Youth Serving Agencies including United Way, Boys & Girls Clubs of America, Y-USA
 - ▶ Met with NCOL at 2018 National Conference and led exercise to obtain thoughts and ideas for the work
 - ▶ Interviewed past ACA board chairs/presidents
 - ▶ Through ACA Connect, reached out to the camp community at large
 - ▶ Based on the above, the Task Force drafted a preliminary statement.
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Diversity, Equity and Inclusion Statement of the American Camp Association

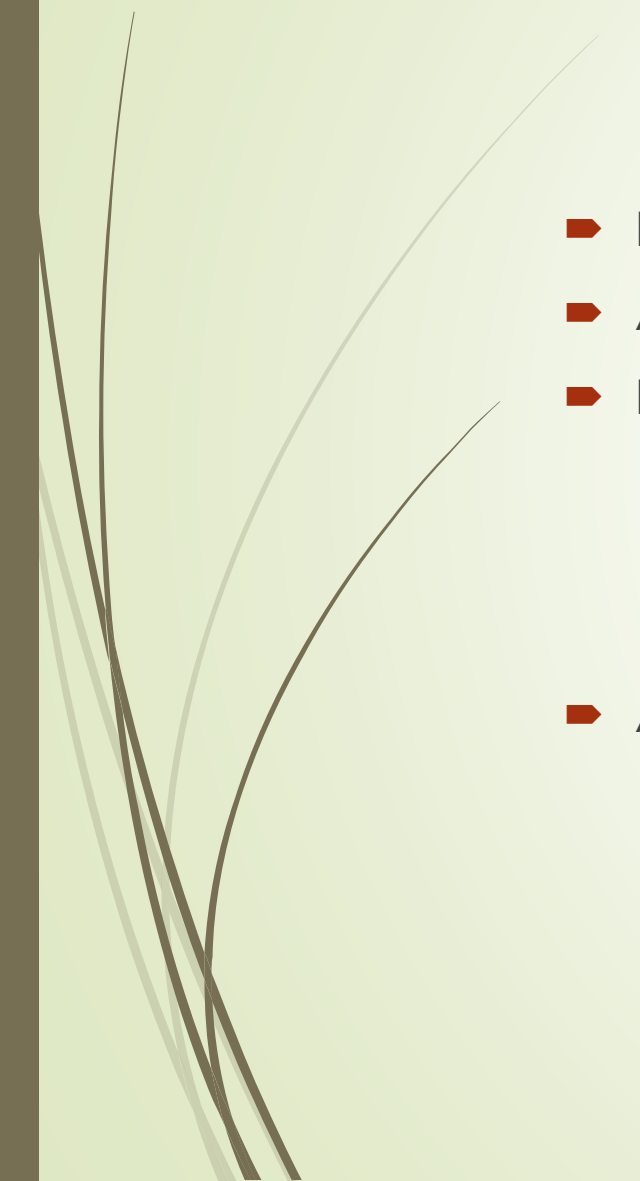
We change the world when youth and adults of all backgrounds, beliefs, identities, and abilities are valued and engaged in every aspect of camp and camp leadership.

We strive to build an inclusive camp community that is open to all people and promotes equity across a diversity of ideas, experiences, perspectives, and voices.

Diversity, equity, and inclusion are at the heart of a thriving camp experience.



Overview of Work Completed To Date

- ▶ NCOL Survey in late Fall of 2018
 - ▶ ACA Board Survey in December 2018/January 2019
 - ▶ Focus Groups with Affiliate Staff
 - ▶ Illinois in November 2018
 - ▶ New England in January 2019
 - ▶ NY & NJ in January 2019
 - ▶ ACA National Staff Survey in January 2019
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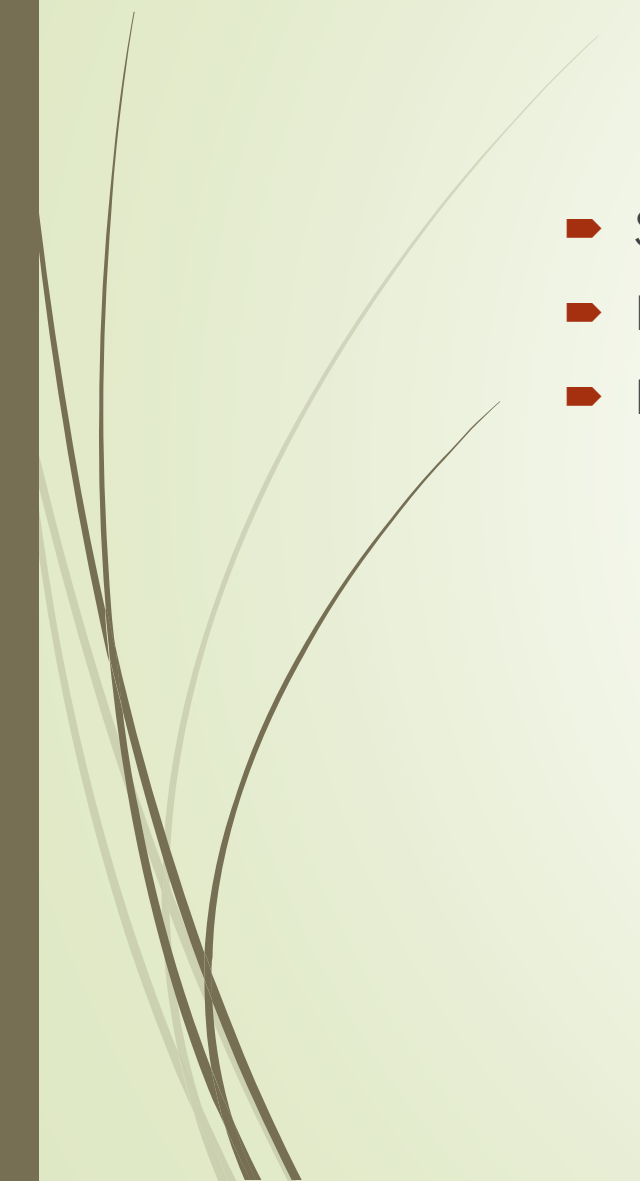
Overview of Our Findings



- ▶ Concern about camps seeing it as a mandate
- ▶ Question about how conservative camps may react
- ▶ Feedback on the Statement itself
 - ▶ Is it too long?
 - ▶ Should we reconsider whether it includes all (listing all dimensions of diversity or simply saying “we welcome everyone”)?
 - ▶ Should it be more specific?
 - ▶ Is it bold enough? (Some feedback that it was too light/vague)



Getting to a Final Statement

- ▶ Solicit additional feedback specifically from conservative camps
 - ▶ Based on recent feedback, complete another round of edits
 - ▶ Draft contextual language to support the rollout of the statement
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Ideas for the Rollout Process

- ▶ Based on the feedback we have heard thus far...
 - ▶ There is concern that a statement alone will fall flat – either ignored or seen as disingenuous
 - ▶ There is a strong desire for the statement to be rolled out with supports and resources in place
 - ▶ Some ideas for resources include the following:
 - ▶ Case Study of Our Work – How did we get to a statement?
 - ▶ List of Resources/Organizations doing this work
 - ▶ A tool to help camps determine where they are in terms of this work
 - ▶ A shared list of terms and definitions
 - ▶ Professional development – modules, webinars, conferences



What We Need From You...

