

D&I Task Force Presentation to NCOL

90 minutes

Materials Needed:

- Chart Paper
- Markers
- Post-It Notes

1. **Welcome** – Roberto Gil, Jr. – **15 minutes**

- a. Introductions – D&I Task Force Members
- b. Ice Breaker/Tone Set Activity
- c. Background and Goals of Session: Big Picture, what we are trying to get out of the exercise and why? We want them to share both their ideas and what they may have heard from the field.

2. **“Thought Museum” Breakout Session** – Roberto & D&I Task Force Members – **40 minutes**

Large group will be divided into 5 smaller groups and will move around the room getting to share their thoughts and feedback on the five questions presented. There will be five eight-minute rounds, so that every participant will get to discuss/share ideas for each of the five questions. Each station will be manned by a D&I Task Force Member who will serve as the facilitator for a particular question. Every 8 minutes, groups will move to the next questions. After 40 minutes, everyone will have spent an equal time at each station (question).

Five Questions and Potential Facilitator

- What terms and concepts should be included in ACA’s statement on diversity and inclusion? - Kelley
- What impact should an ACA statement on diversity and inclusion have, on individual camps and on the industry as a whole? - Sterling
- What questions might arise from camps in your region as ACA shares its statement on diversity and inclusion? What challenges should we anticipate? - Lisa
- What can ACA, the Board, and LCOL members do to gather member input and encouragement engagement in ACA’s diversity and inclusion work? - Broderick
- What impacts on ACA in 3-5 years would you like to see this work on D & I have? - Mary Kay

(This might be a good time to take the bio break)

3. **“Prioritization & Share Out” Session** – Roberto & D&I Task Force members – **20 minutes**

At this point, everyone will be asked to select one of the questions that spoke to them. In these new, self-selected small groups, the group will be tasked with reviewing all the comments related to the questions and as a group, narrow the thoughts down to three **bold ideas**, which will be shared

with the larger group. Groups will have approximately 10-15 minutes to prioritize the list, before we begin sharing out our ***bold ideas*** with the larger group as a whole.

4. **Wrap-Up** – Roberto Gil, Jr. – **15 minutes**
 - a. Thank everyone for their participation
 - b. Review next steps for D&I Task Force
 - c. End with a reflection exercise