

**There is much to do and this is a journey without an end; however, here are a few areas of growth since 2018 that we are proud share with you today.**

### **Training Updates**

- Dimensions of Diversity – YUSA Trainer Led all Seasonal & Year Round Staff
- Advancing Equity: Understanding My Biases - Year Round Staff
- Mental Health First Aid Training – All Program Team

### **Sample of Seasonal Staff Trainings Updates**

- ACES and trauma informed care
- Staying mentally, emotionally, and physically safe at Camp
- Inclusivity training
- Facilitation for your brain
- Building an empathetic community
- Consent
- LGBTQIA+ support at Camp
- Mental health toolbox
- Values inquiry
- Diversity, Inclusion, and Identity Information Training
- Inclusive Facilitation
- How to facilitate difficult conversations around race, religion, sexuality, socio-economic status, etc.
- How to create a welcoming community
- Learning styles
- History of exclusion in outdoor spaces

### **Practices Updates**

- Anonymous reporting tool for all staff
- Privacy tarp use implemented on trail
- Transportation resources for seasonal staff
- Language review
- Gender support plan to support transgender campers

### **Property Updates**

- Refuse bins installed
- Privacy Stalls Installed in the MLC
- Privacy Stalls/Showers incorporated into Washhouse designs

### **Recruitment Updates**

- Intentional Recruitment of Campers In Underserve Communities

### **Development Initiatives**

- Staff Incentive Fund
  - o Specifically to support increases to seasonal staff wages in perpetuity - \$100,000
- Financial access for staff
  - o Increase in available dollars and access to staff grants - \$20,000 + annually
- Grants and foundation funds awarded designated for underserved Populations. Since 2015 - \$251,738