

## Camp Manito-wish YMCA Diversity, Equity, and Inclusion (DEI) Strategic Plan

**MISSION** To enrich the character and leadership development of each person who has a Manito-wish experience by challenging them to grow in wisdom, in stature, in favor with God and with one another.

**VISION** The Manito-wish experience develops confident, responsible and enlightened leaders who will improve the world in which they live.

**COMMITMENT (Guiding Light)** Camp Manito-wish YMCA strives to create an inclusive environment by upholding human dignity, valuing diversity, and acknowledging unique experiences.

Board Approved August 2017 & November 2019

"Camp Manito-wish is proud of its wide variety of participants and staff members from many different backgrounds. Our community includes people of many ethnicities/races, faiths, genders, gender identities, sexual orientation, socio-economic backgrounds, and life experiences. We believe we are stronger when we are inclusive and when everyone has the opportunity to learn, grow and thrive."

### **CHARTER**

The DEI Committee will recommend a DEI Strategic Plan with Objectives to guide Camp Manito-wish YMCA.

### **GOALS AND STRATEGIES**

#### **Goal 1. Further Infuse DEI Best Practices into Staff & Camper Recruitment and Outreach Strategies**

1. Develop systems which incorporate DEI best practices into our hiring and recruitment practices of staff and campers
2. Incorporate DEI best practices messaging in our hiring and recruitment of staff and campers
3. Review of messaging, communication, and feedback in our outreach

#### **Goal 2. Review of Boulder Lake Property for Incorporation of DEI Best Practices Strategies**

1. Accessibility assessment to the physical space
2. Land acknowledgement of Boulder Lake property and surrounding area
3. Ensuring our facilities are welcoming through DEI best practices

#### **Goal 3. Incorporate DEI Best Practices into Camp Program Preparation, Planning and Execution Strategies**

1. Implement DEI curriculum for staff & participant education
2. Cultivate a sense of community and belonging that provides support to staff & participants
3. Remove barriers and provide for Diversity, Equity, and Inclusion in programing preparation and execution

#### **Goal 4. Incorporate DEI Best Practices into our Development & Financial Operations Strategies**

1. Coordinate with the implementation of the DEI strategic plan goals and strategies to incorporate alumni development opportunities
2. Coordinate with the implementation of the DEI strategic plan goals and strategies to incorporate financial budgetary or development initiatives

#### **Goal 5. Organizationally Meet or Exceed DEI Best Practices Strategies**

1. Utilize outside partners to strengthen Camp DEI
2. Utilize staff to review DEI progress
3. Provide for Continuing Education