

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.

### Strategic Plan Objectives

- Installation of non-gendered restrooms signage and the posting of the maps indicating where the non-gender restrooms are located on Camp property and in Boulder Junction.
- Install Mission, Vision, and Commitment Statements more prominently & permanently in all determined facilities.
- Manito-wish 101-Defining the needs of new staff and participants prior to coming to Camp.
- Review communication/messaging and resources for recruiting staff & campers
- Review DEI best practices messaging for: Website presence, Social media, Publications, etc.
- Review of forms (i.e. registration, health, onboarding, staff applications, campership, etc.) for DEI best practices
- Food service- audit of inclusive meals, dietary needs, and trail food
- Creation of a mental emotional social health (MESH) curriculum and library which identifies resources, develops training modules, and integrates best practices into staff training and employee toolboxes
- Engage consultants to provide an external audit and assist in creating internal audit procedures

### 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

### Recruitment Updates

- Intentional Recruitment of Campers In Underserve Communities

## Sample of Seasonal Staff Training-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

## Development Initiatives

- Staff Incentive Fund
  - Specifically to support increases to seasonal staff wages in perpetuity - \$100,000
- Financial access for staff
  - 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