

CAMP DREAMCATCHER DEI STATEMENT AND ACTION PLAN

At Camp Dreamcatcher, Inc. a diverse, equitable, and inclusive work environment is one where all employees and volunteers, whatever their gender identity, race, ethnicity, national origin, age, sexual orientation, socioeconomic status, education, or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all areas, programs, and worksites. We respect and value diverse life, socio-economic experiences, cultural and heritage differences, and ensure that all voices are valued and heard.

We're committed to modeling diversity, equality, and inclusion within the camping community of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for overall equity, Camp Dreamcatcher, Inc. strives to:

- **See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the camping community we serve.**
- **Provide programs, policies and procedures that embody the values of Safety, Respect, Acceptance, Inclusivity, Friendship and Love.**
- **Provide a physically and emotionally safe environment in which HIV/AIDS impacted youth can be themselves, explore new horizons, grow and thrive.**
- **Provide opportunities and programs that allow all to attain the highest level of physical and emotional health.**
- **Identify and barriers to health equity so that the children and families served by our programs will have full and equitable access to opportunities that enable them to lead healthy lives.**
- **Explore the hidden curriculum at Camp Dreamcatcher, and any systems or cultures in place that may create barriers to inclusivity or the feeling of belonging at camp.**
- **Provide Trauma-Informed Programming and offer a predictable schedule, a physically and emotionally safe environment, interactions with caring adults, and opportunities that enable HIV/AIDS impacted youth to develop a sense of agency and control over their lives.**

The Camp Dreamcatcher Board of Directors dismantles inequities within our policies, systems, programs, and services. We strive to:

- **Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.**
- **Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.**
- **Practice and encourage transparent communication in all interactions.**
- **Commit time and resources to expand more diverse leadership within our board, staff, committees, and advisory bodies.**
- **Lead with respect and tolerance.**
- **Celebrate differences.**
- **We expect all staff, volunteers, and board members to embrace our Diversity, Equity & Inclusion statement, policies, and our action plan for change within the organization and to express those views in interactions and through everyday practices.**

Camp Dreamcatcher, Inc. abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive formal, transparent policies and learning opportunities.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our Action Plan.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflect the diversity of American and international society.
- Pool resources and expand offerings for underrepresented staff, volunteers and campers by connecting with other organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, to the community, and to our camper families.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our entire team on equitable practices.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.

DEI Achievements and Action Plan:

- We conducted a DEI assessment with Camp Dreamcatcher staff, board members, volunteers and members of our Emerging Leaders Program.
- We engaged all staff, volunteers and board members in conversations about diversity, equity and inclusion.
- We will Review and update policies, processes, systems, and trainings to promote values of inclusivity and mutual respect and to encourage acceptance and the celebration of differences.
- We increased the number of BIPOC volunteer at camp from 56% in 2020 to 70% in 2021.
- We increased the diversity of materials at camp to include 70 new books for children written and illustrated by BIPOC.
- We provided education on indigenous culture during the camp session.
- We increased the pathways for leadership at camp by launching the new Emerging Leaders Program.
- We will update our Website to include DEI statement, policies and action plans.
- We updated the HIV/AIDS & Diversity Counselor Training to include components on racism, systemic racism, racial trauma, white privilege, the hidden curriculum at camp, and LGBTQ Inclusivity and Belonging at Camp.
- We provided a training on Trauma-Informed Camp Programming for volunteers at camp.
- We created space for open and honest discussions to encourage radical empathy and practice restorative justice practices at camp.

“Diversity is a Fact. Equity is a Choice. Inclusion is an Action. Belonging is an Outcome.” Arthur Chan