

S'MORE SUMMER

2024 Summer Staff Training Suite

Equity Scenarios

Participants will leave the session with a clear understanding of the following:

- Intersectionality and how it creates complexity that impacts belonging;
- An understanding of their own intersecting identities and how they create a lens that may impact how we do the work that we do;
- How a framework is a useful tool that can inspire the personal bests in ourselves and our teams; and
- How to apply the framework to possible scenarios that may arise at camp.

Assessing for Equity at Camp

- Participants will be able to articulate why it is vital to assess equity in our camps.
- Participants will be able to self-evaluate equity at their camps using a provided rubric.
- Participants will determine next steps based on a self-assessed level of equity.

Why Equity Matters at Camp – Developing a Shared Understanding of Equity for PALS

- Through personal anecdotes from the facilitator, participants will learn how belonging impacts the camp experience for all campers and team members.
- Introduce and clarify the concepts of equity, equality, diversity, and inclusion, emphasizing their importance in the context of a summer day camp. The goal is to ensure a shared understanding among leadership team members of these foundational principles to arrive at a shared understanding of what the aforementioned terms mean and will look like for PALS;
- Norm on a shared description of the PALS Staff and Campier Experience vis-a-vis equity;

It Starts With You

- Participants will reflect on the idea that Diversity, Equity, Inclusion, and Belonging should not only be addressed on a macro and systemic level. On the contrary, DEIB work starts with individuals in their everyday interactions.

- To increase self-awareness, participants will reflect on their own social identity as they consider the following:
 - What social identities have I chosen for myself?
 - What social identities do I feel others or society have chosen for me?
 - Which social identities have I assumed about others?

Microaggressions

- Participants will gain an understanding of what microaggressions are and the harm they can cause. Specifically, facilitators will share examples of how microaggressions present themselves in everyday conversation.
- Facilitators will share key differences between the implied versus the communicated message delivered through microaggressions.
- Participants will be provided a list of strategies for how to respond to microaggressions both in the workplace and in their personal lives.
- Participants will have an opportunity to apply response strategies to relevant examples.

Radical Empathy

- Empathy is the ability to understand and share the feelings of another individual. Radical empathy is a concept that encourages people to actively consider another person's point of view – even when they strongly disagree – in order to connect more deeply with them. This is an often unspoken yet aligned core value of many summer camps today.
- Compassion for others can be created even in environments that are largely homogeneous in nature that do not bolster a large amount of composition diversity.
- This session will communicate the vital importance of building radical empathy among campers. This training session will provide an opportunity for individuals to practice displaying radical empathy.

All trainings are offered in virtual or in-person formats and require a minimum of 90 minutes. We typically recommend two-hour sessions for all trainings and can also create and customize multi-training workshops to best support you and your team.

The rate for one 90-minute training session begins at \$3,000. Additional expenses may include the facilitator's travel and lodging for in-person trainings.

[Schedule a call](#) or [email Briana](#) to learn more about bringing our trainings and workshops to your camp!