

# A Guide to Diversity & Inclusion for Camps

## **01 Hire an Incident Officer**

Assists students in situations regarding bullying, general harassment, sexual misconduct, and toxicity.

## **02 Necessitate Transparency and Wage Equity**

Be upfront and provide transparency concerning wages for all camp staff, including how wages are calculated and decided (years, position, time, etc).

## **03 Require Training**

Organize comprehensive staff training sessions concerning bias, sexual assault, bullying, misconduct, etc.

## **04 Conduct Background Checks**

Require all potential staff to comply with and submit a background check.

## **05 Initiate Long Term Solutions**

Starting early is great! Reducing barriers to attending camp and offering scholarships – with an emphasis to underrepresented BIPOC.

**Note:** These recommendations should supplement your hiring process; they are not a comprehensive checklist of hiring steps.