

Professional Development Series

Staff Supervisors
May 12th 2020

Cale Allen + Heather McPhee
2020 Pride Camping Association



PRIDE CAMPING
ASSOCIATION



Land Acknowledgment

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Pride Camping Association works on the traditional territories of First Nations, Meti and Inuit peoples. This includes Two Spirited and LGBTQ+ Indigenous peoples.

Today Heather is speaking to you from the traditional and unceded land of the Coast Salish peoples, specifically the Skwxwu7mesh-ulh Temixw (Squamish) Nation.

Cale is speaking to you from Anishinaabe, and Haudenosaunee of the Six Nations of the Grand River peoples land, on the neutral territory of these peoples

Cale Allen (they/them)

Camp has been a place to express and challenge myself, meet others who I can relate to, and has helped me become more independent over the years.



Heather McPhee (she/her)

I love going to work and finding myself surrounded by caring, passionate people who inspire me to be better. I believe this is something everyone deserves.



ABOUT US

Tell us about you!

IN YOUR ZOOM NAME:

NAME - PRONOUNS

IN THE CHAT - IF YOUR COMFORTABLE:

YOUR CAMP

YOUR POSITION

YOUR FAVOURITE CONDIMENT



Outcomes and Objectives

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What we will cover

- Healthy Staff Culture
- Supporting Staff Needs
 - Accommodation
- Helping Staff Support Campers
- Group Discussion:
 - Sharing successful strategies

What we will not cover

- Terminology in relation to 2SLGBTQ+
- Specific staff training sessions (Join us May 15th)
- Policies & Procedures
- Changing Physical spaces

Resources for these topics and more on our website!

Question time:

What challenges do you
face in creating a
inclusive staff culture?

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Building an Inclusive Staff Culture

Start early!

Set the tone as early as possible that your camp is inclusive and that the actions of all staff should reflect this value.

How:

- Include pronouns in your email signature, during Day 1 introductions and on name tags
- Point out adaptive spaces (for example, gender neutral bathrooms) on your camp tour
- When review policy & procedures with staff highlight policy around language, inclusion, and confidentiality



Building an Inclusive Staff Culture

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Lead by Example

Let staff know your serious about inclusivity through your actions, and the actions of all sr staff.

How:

- Use intentional language, avoided gendered or heteronormative language (ie VIP rather than Princess)
- Include a commitment to inclusivity in your staff contract or team full value contract



Maintaining Inclusive Staff Culture

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Be Consistent & Celebrate Success

Don't let “bad habits” return once the inclusivity training is done. Give ample praise, and direct feedback in a timely manner.

How:

- Privately speak directly with staff for feedback
- Revisit staff contract when needed
- Provide space for discussion
- Consider setting up an inclusion committee

Inclusive Culture Trifecta

1. Strong Leadership
2. Education & Training
3. Policy



How to advocate for change

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1. Identify areas of concern, be specific and solution oriented
2. Determine the best person to speak with and make an appointment
3. Structure your message
4. Be ready to compromise, and know this process will take time and commitment
5. Follow up as needed



Supporting Staff

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Daily Struggles

- Plan regular check-ins with staff
- Make it clear you are available to listen and help with staff who are struggling
- Ask “how can I support you?” or “what would you like to see happen here?”
- Follow through when you’ve agreed to do or change something



Supporting Staff

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In Crisis

- Have accessible professional contacts and services available for staff
- Point out the location and access to this information during training
- Ask “how can I support you?” or “what would you like to see happen here?”
- Encourage them to contact someone outside of camp if needed



Staff Housing

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Providing safe, inclusive staff housing is a vital part of supporting staff during their time at camp.

- Allow staff to select their preferred accommodation and include a “gender neutral” or “all gender” option
- Set clear community living standards for staff accommodation
- When staff are living with campers check in what types of cabins (gender, age group, etc.) staff are most comfortable with
- Be available to chat with staff about concerns they have about accommodation, and make changes subtly if needed.



Supporting Campers

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Empower staff to create inclusive cabins

- Cabin agreements should discuss inclusivity in an age-appropriate way
- Active supervision and early intervention is key
- Be flexible with participant needs - there is no one-size-fits-all solution
- Ask staff if they are comfortable addressing the issue, or if they want a specific type of support (ideas, encouragements, or in person cabin chats)

Discussion

What in-cabin strategies have you found to be helpful in building an inclusive culture?

What strategies have you used to successfully help 2SLGBTQ+ campers thrive?

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More Queer Content:

Training for 2SLGBTQ+ Inclusion

May 15th @ 3pm EDT / 12pm PDT

Free - \$10

2SLGBTQ+ Camp Pro Gathering

May 19th @ 3pm EDT / 12pm PDT

Free

Register: pridecamping.org/events



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