

A Snapshot into Geneva Glen's Commitment to Diversity, Equity, and Inclusion - 2023

Category	Change	Notes	Completed/Year	Working On
Camper	Sliding scale application process for tuition assistance/camperships	An updated application process was put in place in 2018 for the 2019 season. We are now able to provide funds for families based on need. We look at monthly income and the number of family members. We also consider single-parent households, other sources of income, and any special circumstances. All families can apply.	Started for the 2019 season and has continued	Will continue to adjust as needed
	More Money Allocated for Tuition Assistance	<ul style="list-style-type: none"> • Every year we typically allocate money for tuition assistance/camperships based on generous donations from our Camp Family. Over the past 10+ years, we have given out \$75,000-\$120,000/year. • The Fellowship Fund was created in 2022. This unrestricted fund is a permanent resource to help shape the future of Geneva Glen. Proceeds will help with camperships, infrastructure, land stewardship, seasonal staff development and training, programming, and other high-impact projects that will continue to keep Geneva Glen thriving for the next 100 years. • The Ken & Nancy Campership Fund was set up in 2019 to help make camperships available for the future. 	Started in 2020 and we are hoping it we will continue to allocate more money each year	Will continue to provide more funds to families
	Outreach to have More Campers Experience the Magic of the Glen	Over the past decade, we have continued to reach out to the community to help get kids to camp who may not be able to afford it. The goal is to ensure that camp is accessible to all children through financial support. We work with members of the Camp Family who have connections to individuals who cannot afford the full tuition of camp. We have established strong relationships with several non-profit organizations committed to helping recommend children for camp. They help families with completing the application, provide information, and ensure the campers are prepared for arrival. We also work with various alums who work in education or for organizations that help support children, and they act as a bridge between GG and the families.	This has been ongoing for years and we continue to nourish and maintain these relationships with the campers, alums, and community	Will continue to reach out to the community for years to come

	Provide Basic Necessities for Campers Through the “Fill the Trunk Event” Hosted by the Young Alums and Other Opportunities for the Camp Family	For the past several years, the Young Alums have hosted an event to help collect items for campers who may not have the means to purchase them on their own. In 2019, we added the need for donations of gift cards to Target, Walmart, etc. We noticed that some of the campers were missing basic items once they arrived at camp. We were able to go and purchase the items for the campers using the gift cards. We have also been able to identify the individual needs of specific campers. Members of the Camp Family “adopt” these campers, and when they arrive at camp, a trunk, toiletries, clothing, stationery, etc. are set up in the camper’s cabin/dorm.	This has been ongoing for several years and we continue to add more opportunities for the Camp Family to help donate or “adopt” a camper	Will continue to monitor and accommodate our campers’ needs
Staff	Staff College Scholarship	A Staff Scholarship is to be implemented where members of the seasonal staff can apply to receive college scholarship funds. Its intent is to provide extra money to those staff who may be putting themselves through college, supporting family members and household expenses, etc. The extra college scholarship money would "even" out the money they would have been able to make working outside of camp during a summer. The money would go directly to the recipient’s college tuition, trade school, or student loan debt.	Set to begin in 2022-2023	Currently working on funding as well as the application and selection process
	Diversify the Staff	Beginning in 2017, we increased our recruiting budget and are advertising seasonal staff positions on platforms recommended by other ACA camps to help bring in applicants from diverse backgrounds.	Started 2017	Continue to hire staff from diverse backgrounds
	Salaries	<ul style="list-style-type: none"> In 2019, we identified that our seasonal staff salaries were below the industry standard and were not competitive when trying to recruit new staff members. Seasonal staff salaries were raised by 20% in 2020 to address this. In 2023, the seasonal staff received another increase in pay. 	Ongoing	
Program	Myths & Magic	We have made gradual changes over the years including increasing our numbers to be able to provide the experience for a larger and more diverse group of campers. For the 2021 season, we changed our grade eligibility from 1 st -3 rd graders to 2 nd -4 th graders. This allows the option for a shorter camp stay for our younger campers. The programming for Myths is developmentally appropriate for those grade levels.	Ongoing	Continue to monitor and evaluate the Myths & Magic program
	American Heritage	<ul style="list-style-type: none"> Before the 2019 season, we revamped the American Heritage program focus. We shifted to the creation of America and began focusing on the several different groups that made up the United States. Our intent is to educate campers on the different groups and the pros and cons of each. The groups are Tommy Knockers 	Implemented in 2018, Spiral Ceremony began in 2010, The Hunt	Continue to monitor and evaluate the American

		<p>(for the youngest campers), Buckaroos, Prospectors, Plains Tribes, Pioneers, Scouts, Mountaineers, Revolutionaries, Mountain Tribes, and Outlaws.</p> <ul style="list-style-type: none"> • In 2023, we changed the Arapahoe and Ute names to Plains and Mountain Tribes. • A Pow Wow is no longer part of our program, as we now celebrate a Rendezvous at the end of the session where all groups come together to learn about American history rather than focusing solely on Indigenous groups. • We added the Spirit of American Heritage Award for a camper and staff member who strives and is a leader of camp's mission. They instill a deeper appreciation of the history and culture of our country, displays a devotion to these ideals, acceptance of all cultures, ability to teach others these traditions, and inspires others to follow in their footsteps. • We have invited an Indigenous storyteller as an evening play to better represent our American Heritage. These speakers represent the indigenous groups from our area (Ute and Arapaho). • The Spiral Ceremony for campers living on South (Girls) Hill provides a place for campers to talk about hardships they may be going through in a safe environment. This helps campers understand the similarities and differences of their peers due to age, culture, perspectives, race, religion and spiritual beliefs, socioeconomic status, physical appearance, medical issues, etc. They form relationships and connections among their peers and counselors. • The Hunt is a ceremony for senior North (Boys) Hill campers, allowing them and staff to identify fears or worries in a supportive space. The focus of this ceremony is to combat toxic masculinity and demonstrate how we can create stronger communities by sharing and connecting with others, regardless of our differences. • Implement learning opportunities to give respect to the land by acknowledging the Indigenous populations that were here first. 	Ceremony began in 2012	Heritage program
	Knighthoods	<ul style="list-style-type: none"> • Ladies Program- We provide more opportunities to learn about the program, acceptance of others, and self-reflection through Guinevere's Circle, Avalon, Alchemy, and Ladies Court. We have 	2020 – through Ladies of the Glen and Knights of the Glen, previous	Continue to monitor and evaluate the

		<p>changed how we define beauty in the program. We now ask individuals to “dress how they feel most confident.”</p> <ul style="list-style-type: none"> Knights Program- While the program has not changed significantly over the years, we have recently emphasized the demonstration of values like chivalry and valor in a way that does not follow traditional cultural masculine norms that may be harmful. This aims to ensure that our program does not limit or stigmatize the feelings and emotions of North (Boys) Hill campers and instead reinforces a more healthy and inclusive view of masculinity. Added changes to the Merlin’s Masque and Pageant script to add larger roles for South (Girls) Hill campers. Added new storylines, retired a few storylines, and provide the ability to choose a role based on gender identity and comfortability with public speaking, etc. 	<p>single gender traditions regarding the individual programs were challenged with positive results (women attended and participated in the modified Induction ceremony and men attended and participated the modified Ladies Court)</p> <p>2021 – successful inclusion of transgender campers into the program of their choice</p>	Knighthood program
World Friendship	<ul style="list-style-type: none"> Regions were created and within the regions, countries were chosen by each cabin and dorm. Their duty is to learn about and educate camp through morning Council Ring, evening plays, and Chautauqua. Stories are told and songs are sung from around the world. Current events are discussed with the campers. Evening plays like Religious Freedom and World Hunger Awareness are not a part of World Friendship. Evening plays like Island Dancing are provided to educate and teach our campers about other cultures. 	Ongoing	Continue to monitor and evaluate the World Friendship program	
Seedlings & Stardust	<ul style="list-style-type: none"> We continue to look at the needs of our Camp Family and new families to assess new programs for camp. For the 2021 season, we added Seedlings & Stardust. This introduction to camp focuses on exploring the wonders of nature, familiarizing campers to Geneva Glen's iconic program and activities, and simply learning how fun it is to be a sleep-away camper. Each cabin/dorm represents a magical creature from Geneva Glen’s natural surroundings. Campers learn about all the magical 	Seedlings & Stardust summer 2021	Continue to monitor and evaluate Seedlings & Stardust	

		creatures that live on the property, including fairies, wood sprites, and Hobbits.		
Trainings	Conferences	<ul style="list-style-type: none"> • Each year, the full-time staff attends local and national conferences hosted by the American Camp Association. Our goal is to remain leaders in the camp industry and child development. Many of our trainings are easily integrated into an aspect of camp. • Beginning in 2017 at the ACA National Conference, the “Camp Includes Me” track of workshops has been offered to assist in our cultural flexibility. Members of the Geneva Glen year-round Staff have attended these workshops for several years and brought back key aspects to our staff training. • The November 2020 Rocky Mountain ACA conference was designed around DEI specifically for leadership staff at resident camps. Since it was a virtual conference, we were able to afford national speakers that are normally out of our price range. All year-round staff will attend this 3-day conference. • The year-round is committed to continuing to attend ACA conferences. Every year, more and more emphasis is placed on diversity, equity, and inclusion. Sessions like JEDI Initiative, Looking at Camp with a Diversity Lens, Making DEI Part of Your Camp Culture, Trans Housing, Equity in Staff Training, Inclusion panels, and more. These sessions provide resources and guidance in implementing change at camp. • Several staff have attended courses like The Gender Institute, Leadership Road Map for Inclusion, etc., to ensure we continue to be leaders in youth development. • Continue using resources from the Camping Magazine on race, ethnicity, inclusive conversations, accessibility to camp, continuing conversations about race, gender inclusion, inclusion for all, and more. 	<p>Ongoing</p> <p>Ongoing</p> <p>November 2020</p>	Diversity, equity, and inclusion continue to be a main focus in the camping industry and are highlighted in many professional development events.
	Certifications/Degrees	<ul style="list-style-type: none"> • Several year-round staff members are Youth Mental Health First Aid certified (Christa Redford, Pete Mahan, Nick Kolomitz, Grace Campbell). • Christa Redford has a Bachelor of Arts in Social Science with a minor in Multicultural Studies and a Master of Arts in Curriculum and Instruction with an emphasis in Inclusionary Practices. She is one of the staff representatives for camp’s DEI Committee. She 	Certified in 2016 and 2019 for Mental Health First Aid.	Will continue to stay up to date with changes and trainings

		<p>continues to take courses and trainings on creating a more inclusive environment for Geneva Glen.</p> <ul style="list-style-type: none"> • Reid McKnight is currently appointed to the ACA National Standards Commission as well the ACA National Council of Leaders. Both groups are currently working on the national strategic initiative of expanding reach, relevance and equitable access for camps. This includes the goal of fostering an increase in diversity, equity and inclusion across the camp community as well as developing strategic partnerships along DEI that can be shared with the camp community. This insight into the national scope of DEI will be tremendously helpful to Geneva Glen as the American Camp Association strives to champion this progress. • Grace Campbell has a BA in Communications and a minor in Spanish and Italian. • Cas Robison is a member of the transgender community and has worked with various LGBTQ+ organizations in the Denver Area. He served as a support group facilitator for young adults at the Transgender Center of the Rockies and sits on the Geneva Glen D.E.I. Committee. Cas is committed to the ongoing work of increasing inclusion and equity at camp, and his goals include providing, year-round, on-site support for all campers, staff, and parents in matters relating to gender, identity, and transition. He aims to serve as a resource in expanding and adapting the camp program to be more inclusive for all gender identities. 		
	<p>Trainings</p>	<ul style="list-style-type: none"> • The staff is committed to continuing their education through online and in-person trainings. Many of the trainings are provided through the American Camp Association. • Beginning in 2018, we had the staff participate in online training prior to camp via Expert Online Training. Each course included Cross-Cultural Agility; Putting Diversity and Inclusion into Action. The purpose of the training is to teach how camp has the power to change the narrative between cultures when it is not only diverse and inclusive, but also cross-culturally agile. Cross-cultural agility is actively achieved through the practical, profound integration of multicultural sharing, equity, and access. It also addresses program flexibility, unconscious biases, stereotyping, prejudice, and white privilege. 	<p>Ongoing</p>	<p>We will continue to attend trainings and maintain good standing in our ACA visit</p>

	Orientation	<ul style="list-style-type: none"> • Many of our trainings can be implemented into staff training and orientation. Each year, we evaluate and change our trainings to ensure we are changing at camp as well. In 2019, we introduced a session on respect, communication, love, and acceptance using the teachings of Mr. Rogers. We continue to update and add to this session. • In 2023, we have collaborated with staff members from the LGBTQIA+ community and from diverse racial backgrounds. They are developing appropriate training resources for our staff to further our efforts for our DEI goal. • The DEI lens is a practice we use while creating and updating all of our Orientation sessions. 	Ongoing and the Mr. Rogers session started in 2019	Will continue to evaluate and add or change the session
Facilities	Buildings	<ul style="list-style-type: none"> • Existing buildings and facilities are evaluated as they are remodeled and maintained for accessibility of individuals. Modifications are made as funds, space, and feasibility allow. • New constructions are planned and developed to modern building standards and with camp’s diversity goals in mind. As we intend to support an increasingly diverse population through our ongoing upgrades to programs, we seek to ensure the facilities support the needs of participants. • We face challenges in planning renovations due to the present state of the design and location of our buildings at GG (terrain, building density, building age, utilities availability and other physical factors can be restrictive). Some of these difficulties turn what would ordinarily be simple modifications into more complicated and expensive projects. Camp does not have many private bathrooms or showers. Wheelchair accessibility is limited. Living spaces for campers and staff are communal and open. • In consideration of future Capital projects, we want to build single occupancy bathrooms that are gender-neutral and private showers for campers and staff. • In 2023, construction of the Boys Hill/North Hill bathroom will be completed. This building has two private restrooms, one side with just stalls, and the other including stalls and urinals. • In 2023, shower dividers were installed in both pool bathrooms. Each bathroom now has three private showers. 	Ongoing	As we continue improvements, we will continue to ensure we are providing accommodations for all

Health & Wellness	Dietary	<ul style="list-style-type: none"> After contracting with outside food services vendors, GG has been able to accommodate several campers and their unique dietary needs. Campers and staff with certain dietary restrictions are now able to enjoy camp. 	In 2023, GG used Upper Crust as our food service provider. One chef was solely dedicated to dietary restrictions and food allergies.	Continue to evaluate by individual needs
	Health & Wellness Committee	<ul style="list-style-type: none"> The Health & Wellness Committee has been working over the years to make accommodations for campers and staff who have certain medical conditions that would typically not allow them to attend camp. In 2023, we hired a part-time Health & Wellness Coordinator, Mackenzie DeMoor. She is a Registered Nurse and is helping to improve our healthcare systems. In 2023, GG is collaborating with Youth Mental Health professionals to provide resources and support to the counselors to help support their campers. GG has partnered with Dear Scout, an outside mental health support system for our staff. They are camp-focused therapists, HIPAA compliant, and have flexible teletherapy hours 	2021 – changes made to the medication administration process to help with privacy. 2021 - Dear Scout Services added.	Continue to evaluate by individual needs
	CampWell	During the fall of 2023, Christa Redford and Grace Campbell attended a six-hour skills-based, in-person, multi-tiered, training course that guides participants to identify, understand, cultivate, and create a community of well-being called CampWell. Created in collaboration with the American Camp Association and supported by the H.E. Butt Foundation the CampWell training program aims to help all be well at camp and seeks to create consistent care across the spectrum of all summer learning spaces. As an immersive learning program CampWell is uniquely designed to help leaders shape programs that incorporate the tools, self-awareness, and understanding needed to enhance the experience and safety for all.	Fall 2023	
Traditions	Stories	Every year we evaluate our traditional stories told at Geneva Glen. We are constantly retiring stories, adding an educational piece, and seeking out new stories to tell our campers. Many of the stories we told in past years have been updated or eliminated.	Ongoing	We will continue to evaluate the stories told at GG

	Songs	Geneva Glen prides itself on the songs that connect us. Some songs at GG have been sung for decades and through several generations of families. We have decided not to continue singing songs inappropriate to other cultures and races.	Ongoing since the 1990s. Songbook revised in 2022.	Will continue to evaluate the songs we sing at GG
	Costumes	When we shifted our focus in American Heritage from Indigenous groups to all the groups that created America, we decided to retire our American Heritage costuming. This was a change made in World Friendship as well.	Ended in 2017 for American Heritage and World Friendship	Will continue to evaluate any costumes used in our programs
	Lovely Hair	Lovely Hair no longer exists at Geneva Glen! Everyone can wash their hair in the shower at pool.	Ended in 2018	
Community Partnership	Rental Groups	Over the past two years, we have begun to open camp to the greater community. We have had several school groups come to experience camp. We have partnered with public, private, homeschool, and charter schools. We have also partnered with scrapbooking groups, Yoga groups, etc. Many of our groups have a connection to camp through the Camp Family.	Ongoing	Will continue to provide this experience for outside groups
Religion	Religion	<ul style="list-style-type: none"> • Geneva Glen was founded on Christian beliefs; however, we are a non-denominational camp and welcome campers and staff with all religious and spiritual beliefs, views, and backgrounds. • Vespers no longer revolves around Christian stories or bible verses. Vespers is a spiritual event meant for all beliefs. 	<p>Ongoing since the 1960s</p> <p>2021 – Staff was trained on appropriate selection of pre-meal grace songs</p>	
Committees	DEI Committee	<ul style="list-style-type: none"> • The DEI Committee was created to address camp’s awareness of DEI and to help continue camp’s journey to create, implement, and become more welcoming. • Members in this group are committed to helping guide and provide support to GG and making campers and staff feel safe at camp. • Listening Sessions have been conducted over the past two years with different generations. Common themes are being identified and addressed. • Campers’ input has been welcomed in many settings. Think Tanks during the summer and Winter Workshop have provided opportunities for the campers to be heard and bring new ideas to the table. 		
Committees	Stewardship	<ul style="list-style-type: none"> • This committee is addressing camp’s accessibility 		

Resources	Camp Family	We continue to reach out to our Camp Family for resources that help camp change and evolve. Many of our alums are teachers, work with diverse communities and organizations, have a spiritual or religious education, have degrees in areas of inclusion, anthropology, sociology, multicultural and interdisciplinary studies, or equity, and we will continue to reach out to them for resources, materials, and guidance.	Ongoing	Continue to maintain and create new relationships with the Camp Family
	Outside Resources	We will continue to use ACA recommendations, Camp Family recommendations, committee input, and other resources that will help continue the growth of Geneva Glen.	Ongoing	Continue to provide the Geneva Glen experience to those who wish to come
	Listening	Geneva Glen is dedicated to listening to others and calling individuals in instead of calling them out. It is the mission of Geneva Glen to provide a safe, loving atmosphere full of rich traditions where children and young adults develop a love of nature, create life-long friendships, and enrich their character, values and leadership, inspired by dedicated and caring leaders who model exemplary conduct. This is attained by developing empathetic, culturally competent campers who welcome and respect all individuals, regardless of what they look like, how they identify, where they come from, their socioeconomic status, their faith and whom they love.	Ongoing	