

Camp Director's Community Commitment Conversation Framework

Introduction:

- Welcome campers and set a positive tone for the conversation.
- Briefly introduce the purpose of the talk: to ensure everyone understands and commits to creating a safe, inclusive, and respectful camp environment.

Key Points:

1. *Respect for All:*

- Explain the importance of treating everyone with kindness, regardless of differences.
- Emphasize that offensive conduct or statements based on race, gender, or any differences are not acceptable.
- Share examples of respectful behavior and encourage campers to share their thoughts.

2. *Inclusivity:*

- Discuss the value of making everyone feel welcome.
- Encourage campers to embrace differences and seek out new friendships.
- Highlight the role of each camper in creating an inclusive atmosphere.

3. *Equitable Treatment:*

- Explain the concept of equity and how it ensures everyone gets a fair chance to participate.
- Discuss the importance of not excluding anyone based on differences.

4. *Open Communication:*

- Stress the importance of open and respectful communication.
- Share that expressing concerns or seeking support is encouraged.

5. *Conflict Resolution:*

- Emphasize the importance of resolving conflicts peacefully and constructively.
- Encourage campers to seek help from counselors when needed.

6. *Safe Space:*

- Define what a safe space means at camp—physically and emotionally: a space where all campers feel they can be themselves without fear of unkind treatment.
- Discuss the impact of harassment and bullying and why it's not tolerated: such behavior can really hurt the victim and potentially ruin their camp experience, which is unfair.

7. *Consequences of Violation:*

- Explain who violations should be reported to—make sure all campers know who that person is and can easily recognize them.
- Discuss the range of consequences from not being permitted to participate in certain activities to dismissal from camp.

8. *Camp Rules*

- Finally, be sure to review the rules of the camp with all campers

Closing:

- Thank campers for their attention and participation.
- Reinforce the idea that, together, they can create an amazing camp experience.
- Encourage questions or thoughts from campers.
- Have a fun ice-breaker or something similar prepared to delve into *after* this conversation—the kids will have just gotten done sitting through a bit of a small speech, so reward that with a fun activity.