

SO YOU WANT TO BE INCLUSIVE, BUT...

FRAMEWORK

1. Identify the What + Why
2. List the Fears
3. Find the Where
4. Define the How
5. Plan the When

FRAMEWORK

IDENTIFY THE WHAT + WHY

- Start with the change (the What) you want to make and then identify the Why (the reasons) driving the change(s).
 - For example – You want to add gender inclusive bathroom space (the What) to ensure that all campers feel welcome at your facility (the Why).
- Tie the Why to your mission, vision, values and program goals.
- When discussing any changes always bring it back to the Why and refer to how it supports your mission, vision, values and program goals.
- This helps others see these changes as opportunities to better fulfill the organization mission, vision, values and goals.

FRAMEWORK

LIST THE FEARS

- Identify all of your stakeholders and list any fears that might drive opposition to the change you are proposing.
- When possible ask trusted members of each stakeholder or decision makers to identify their fears of concerns.
- Once you have identified the fears find ways to address them in ways that allow for you to continue with the change.

FRAMEWORK

LIST THE FEARS

- For example: You want to move to all-gender cabins.
- Fear - camper(s) might feel uncomfortable changing in front of campers of other genders.
- Solution – provide private changing areas for all campers.
- Why this works – It addresses the fear without compromising the goal. It supports most likely supports the mission, vision, values and program goals.

FRAMEWORK

FIND THE WHERE

- Take a deep look at your organization and program. Where will the change need to happen, be communicated, etc.
- From first point of contact (collateral material, website, job descriptions, physical facilities, etc) until the end of the season.
- Identifying the Where will help prevent confusion down the road by ensuring a comprehensive plan of action.

FRAMEWORK

FIND THE WHERE

- For example: You want to move to all-gender cabins.
 - The Where - Gender, gendered cabin, and cabin space are referred on your brochure and website. There are photos of “girls cabins and boys cabins” on social media. Your registration form or system asks for gender. You use registration software to create cabin groups according to gender. Your “girl cabins and boy cabins” are located on different sides of camp...

FRAMEWORK

DEFINE THE HOW

- Take all of the information you have compiled and use it to create plan of action.
- List the discrete actions that need to be taken to accomplish the change.
- Each action should:
 - 1) Move you towards the What while supporting the Why
 - 2) Address any Fears
 - 3) Take into account Where the actions need to be taken

FRAMEWORK

PLAN THE WHEN

- There is no one way to implement change and the timeline will depend on your facility, culture, motivation of stakeholders, etc.
 - Some camps have moved to all-gender cabins in a single year. Some have phased them in over three years.
- It's okay to take more than a single season to make changes.
- If you are planning on multi-year steps clearly communicate these steps at the beginning so all stakeholders know what to expect.

FRAMEWORK

TIPS FROM THE CONFERENCE ROUND TABLES

- Seek outside support if needed. Often organizations, supervisors, boards of directors, etc. will be more receptive to an outside expert.
- Look for similar organizations who have made similar changes. Ask someone to come speak to you and your organization about their experience.
- Think outside of the physical facilities.
 - You may not be able to have a gender-inclusive bathrooms (for example if you use a public facility like a zoo or museum) but you can train your staff to accompany and support campers as they use the washroom of their choice.

RESOURCES

- [Pride Camping Association](#)
- [The Canadian Centre for Gender + Sexual Diversity](#)
- [Gender Spectrum](#)
- [GLSEN](#)
- [National Education Association - Schools in Transition](#)
- [Alberta Teachers' Association - PRISM Elementary and Secondary Toolkit](#)
- [The Trans Student Educational Resources](#)



MORE INFORMATION

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