

Building Camp Communities through Diversity

- **Over 30 Education Sessions** focused on our conference theme.
- **Special networking groups** on diverse topics Friday evening.
- **2.5 Super Sessions** with innovative and popular speakers – Nina Roberts and Michael Brandwein.
- **3 Leadership Institute Courses** about topics related to diversity and camp.
- **And much more!**

About Our Theme

The ACA Mid States Steering Committee and Program Committee are pleased to announce our 2012 theme: ***Building Camp Communities through Diversity!*** Through various avenues, our conference theme will allow participants to: learn new and updated information; develop an understanding of how diversity impacts camp and how camp can impact our diverse world; network with other professionals and discussing this present and important topic with others; and share their knowledge with others.

We have developed many different opportunities for you to be a part of our theme. We have worked to ensure there is something for everyone from the first time director to the most experienced professional and from the new counselor to seasoned administrative staff member. Our keynote sessions on Thursday and Saturday will address important issues about diversity by providing participants with concrete ideas and tools to use in their programs. The ***Building Camp Communities through Diversity*** education session track kicks off on Friday morning and continues through Saturday, with a few preview sessions on Thursday evening! This track of education sessions offers participants educational presentations centered on our theme. Alongside our traditional and loved education sessions, this special track will include over 20 different sessions and topics. Keep a look out for additional networking, educational and social opportunities that are being planned right now!

We are looking forward to seeing you at the conference and learning and growing together towards ***Building Camp Communities through Diversity!***

Program & Educational Offerings

Building Camp Communities through Diversity Education Session Series

Facilitators Guide to Working with Special Needs, *Steve Budde*

Diversity Topic- TBA, *Chris Corley*

Diversity Training Topic – TBA, *Jolly Corley*

Rainbow Gold: Understanding GLBT Issues in Children and Staff, *Bob Ditter*

A New Way to Serve, *Timothy Hileman*

Teaching Children who are African American to Swim, *Gail Ito*

Getting to the Heart of the Matter, *Niambi Jaha-Echols*

A Place at the Table: Inclusiveness and Food at Camp, *Colette Marquardt*

Employing and Supporting Staff who have Specific Needs, *Carissa Miller*

Activities that Teach Diversity, *Carl Olson*

Interfaith Panel Discussion, *Hosted by Religiously Affiliated Camps*

Continuing the Conversation with Nina Roberts, *Nina Roberts*

Bullying: Are you prepared to deal with it?, *Angelica Schab*

Motivations and Constraints Affecting Underprivileged Youth Participation in Nature-based Outdoor Recreation, *Jessica Schiff*

Go Change the World, *Dennis Van Kampen*

Moving Beyond Tolerance: Recognizing & Confronting Discrimination at Camp, *Shena Willbrandt*

Understanding Gender: Attitudes, Behaviors & Expectations that Influence Gender Performance, *Shena Willbrandt*

Theme Related Leadership Institute Courses

The Intercultural Conflict Style Inventory

Chris Corley, PhD, *Minnesota State University, Mankato*

Solving conflicts and resolving disagreements at school or camp is never easy. The workplace can be a stressful environment simply because of deadlines, heightened productivity expectations, and other project-oriented or economic demands. When disagreements and conflicts emerge, completing even the most basic tasks can be daunting. But when is a simple disagreement or more serious conflict shaped by cultural difference rather than personality, and how would we know? Do we understand our own cultural approach to solving conflicts when under stress? Can we know how to use our understanding of cultural difference to promote an effective environment for everyone?

As our schools and camps become increasingly diverse, employees need to become more conscious of how culture and cultural difference shape behavior. In this three-hour workshop, participants will complete the Intercultural Conflict Style Inventory to learn more about their own core conflict resolution strategies. Participants will then participate in a wide-ranging discussion about how conflict can be shaped by culture, and how we can better appreciate how an improved understanding of cultural difference might promote effective conflict resolution. For more information on the instrument used in this workshop, please visit <http://www.icsinventory.com/index.php>

Fee: \$40 • Thursday, March 8, 2012 • 1:30PM – 4:30PM

ACA CEC: 3

Chris Corley is Associate Professor of History and Director of the Honors Program at Minnesota State University, Mankato. His research focuses on social life in eighteenth-century France. As Honors Program Director, he promotes opportunities for high-ability students to develop their leadership, research, and global citizenship skills. He is a Qualified Administrator for the Intercultural Development Inventory, a cross-cultural tool for assessing intercultural competence.

Intentional Training for Diversity

Jolly Corley, Camp Robindel

There is so much out there about diversity. How do you keep up on it? How do you know the correct language, activities and to be intentional and sensitive to the needs of diverse groups? The primary goal of this workshop is to encourage participants to work toward being intentional in their orientation/training, communication and program/activities as it pertains to diversity.

This workshop will provide an opportunity to evaluate your camps' communication in written and oral form; provide activities for training and development both staff and campers that can enhance awareness and inclusiveness; and ideas for handling conflict that may arise from working in a diverse organization or even the lack of assumed diversity.

Fee: \$40 • Thursday, March 8, 2012 • 10:00AM – 3:30PM

ACA CEC: 4.5

Jolly Corley works with 150 college students each summer at Camp Robindel in New Hampshire. She has been involved in the camping industry in the mid-west and New England for over 20 years. The past 15 years have been spent developing emerging leaders in camping through staff development. Jolly has given workshops at the Mid-States ACA conference, to the Northland ACA as well as civic and community groups in southern Minnesota. Her undergraduate and graduate work revolved around leadership, group dynamics, experiential learning, philosophy and theatre. Using games, theatre and life experiences Jolly prepares staff to understand that our own experiences are the most useful tools for reflection and growth toward a solid foundation to becoming leaders for life. Jolly is a mom of two, a graduate student at MSU and works full time recruiting and educating staff for Camp Robindel.

Creating Change: Developing a Safe and LGBTQ-Inclusive Camp Community

Shena Willbrandt, Howard Brown Health Center

With an estimated 25% of the U.S. population identifying as lesbian, gay, bisexual, transgender or queer, camps must ask themselves this question: is my camp safe and inclusive to the LGBTQ population? In order for your camp to be sustainable you must be open to diversifying and embracing the larger culture. With a critical mind this interactive session will introduce tools & strategies to help administrative staff develop

an LGBTQ-inclusive community at camp. You will assess the safety and inclusiveness of your own communities, learn tools to help you overcome unsafe or outdated methods of practice, and discover how to create organizational and structural change at your camp/organization in order to advocate for LGBTQ campers, families and staff.

Critical topics include: comprehensive terminology, policy design, staff training tools and resources, facility/programming/activities assessment and LGBTQ advocacy-based toolkit.

Fee: \$25 • Thursday, March 8, 2012 • 10:00AM – 3:00PM

ACA CEC: 4

***Shena Willbranst** is an educator and social worker at the largest LGBT health center in the Midwest where she provides sexual health education and outreach for LGBTQ-identified women. Having worked within the camp community for 11+ years, her roles include: camp counselor, program director, director and volunteer. She is passionate about all topics of diversity, community organizing, program development and empowering people to create change.*