

The Education Committee has assembled some possible actions your camp may want to take in order to support the Movement for Black Lives. This can be a living document! Please share any resources, ideas, or actions you think would be useful for the entire MSC membership.

1. Especially for White leaders: Set aside time every week, or every day, to educate yourself about the Movement for Black Lives and the history of racism in the United States. Try to focus on Black voices. Here's some of our favorite resources:

1. For listening: Code Switch Podcast - <https://www.npr.org/podcasts/510312/codeswitch>
2. [*Between the World and Me*](#), by Ta-Nehisi Coates. Great as an audio book, and a great place to start!
3. [*Emergent Strategy: Shaping Change, Changing Worlds*](#), by [adrienne maree brown](#). A bit of a deeper read for those ready to dive further in.
4. Read this short document on [White Dominant Culture](#). It can help you see blind spots in your organization as well as opportunities.

2. Consider whether your camp could support some Black-owned businesses through purchasing power. There is a recently-formed website to help you find Black-owned businesses in Maine: <https://blackownedmaine.com/>

3. Share resources with your camper families, and/or facilitate discussions with Possible Anti-Racist Actions for Maine Summer Camps: A Menu!

4. them, about white supremacy, anti-Blackness, and the Movement for Black Lives. Every camp and every camper family will have a different relationship with this topic, of course, and it is especially present in young peoples' minds right now. Here are a few resources specifically designed for families:

- a. Embrace Race, general resource for families:

https://www.embracerace.org/?fbclid=IwAR23yoFTP0pXN81634izE7vDJrv01Ope4FcDCwFN1DE_rSh0jGfOT7eHVfM

- b. Picture Book List for families with young kids:

https://www.embracerace.org/resources/20-picture-books-for-2020?fbclid=IwAR2TGPt0APpfd3Q5ZssALCq1QIFaVZca2GFp_H9q6NlvCth63iD1t2luYIq

5. Re-think how you address race and racism in Staff Training. A few topics to think about:

- a. Talk specifically with your staff about how to address race-based interactions between campers. With your staff, practice using language to respond to race-based interactions. Resources:

- i. Many resources on facilitating these conversations: <https://sites.google.com/view/tools-for-anti-racism/home?fbclid=IwAR0tHd1b3ZqGnVFLneTVRkoGAXszyunZ9oO8ngqJyQ6ZmdC5kPTzDkpPixE>

- ii. A great place to start: <https://drive.google.com/file/d/15INfWE9U-6ozF9sIY61FkdMGXxobLOIQ/view>

- b. Listen to your staff, and discuss with them: Consider your choices about camp costumes, group names, songs, and dress codes. Do you need to make any changes?

6. Identify institutional blind spots. With small year-round staffs, many of our camps don't have the diversity of our camper population reflected in our year-round staff team. Which campers might not feel represented by the year-round (or summer) staff? How can you listen to these campers and their families?

7. Remember that many of our campers see camp as a place where they are loved and valued, and where they are free to be kids. Even though many camps aren't meeting in person this summer, we can intentionally use outreach to bring joy and growth to kids who are facing a lot in the world right now! A few tips on virtual camp:

<https://www.acacamps.org/sponsored/creating-plan-start-operate-virtual-summer-camp-step-step-guide>

By the way...

The structure of this ACA statement offers a good structure to all camps in planning on how to discuss racism and social justice and clearly a resource to continue to watch for what comes next:

Camp is for everyone.

ACA is working to help people of all backgrounds, beliefs, identities, and all abilities be valued inclusively and have access to camp.

Last year, ACA committed to a new strategic course to aggressively expand equitable access to camp, and to grow the camp community through diversity and inclusion:

- Deepen Strategic Intent: In January this year, we hired [Nika White Consulting](#), a diversity, equity and inclusion consultancy, to ensure that we could make a fast start to expand our efforts.
- Get More Kids to Camp: Camp is for everyone, but especially for our most vulnerable families. We're building a plan to make sure young people of color feel safe, included, seen, valued and empowered at camp.
- Create Pathways: Cultivating camp staff from diverse backgrounds is critical to making U.S. camps not only accessible and inclusive, but agents of change. We're currently developing resources and partners to strengthen seasonal and professional staff recruitment practices.
- Cultivate Empathetic Youth Voices: To break the cycle of prejudice, we need to engage young people in meaningful dialogues that impact their experience, promote lasting learning and erase bias. What better context than camp to engage young people in social change?

Other Links:

This is inspiring for teens; not sure where it fits in...

<https://www.nytimes.com/2020/06/23/us/essential-workers-high-school-senior-covid19.html>