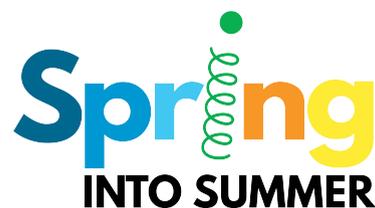


Anti-Racism at Camp: Creating Safe Spaces for All

Tuesday, April 6, 2021



In the 'Anti-Racism at Camp: Creating Safe Spaces for All' stream, participants will learn about identifying bias within their operations, moving from statements to action, and fostering inclusive communities for all.

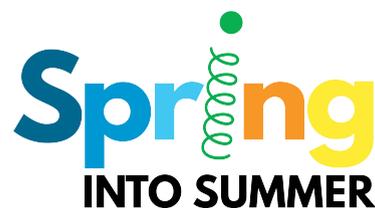
Time	About the Presenter	Topic
<p>10:00 - 10:45 a.m.</p> <p>Keynote</p>	<p>Doug Sutherland</p> <p>Originally from St. Louis, Missouri, Doug Sutherland lives with his partner in love, daughter, two cats, a dog, and a fish in Hancock, New Hampshire. Currently, he is the Executive Director of Brantwood Camp serving the needs of underserved children from primarily urban settings. He has worked for non-profits, for-profits, faith based, special needs, adventure, and traditional camps. His work with camp organizations and associations around the issue of race is particularly important to him every time he looks at his daughter. "My daughter is one of your campers and maybe one of your staff members. She matters."</p> <p>Website</p>	<p>Step Towards Change</p> <p>This keynote will address Anti-Racism and encourage camps to move towards the change they want to see. In many ways, it goes beyond just camp. It will encourage a personal journey with the hopes of giving listeners the desire, strength, and bravery to speak out, step up, and reach for a better normal.</p>
<p>11:00 - 11:30 a.m.</p>	<p>Maame Efua De-Heer</p> <p>Maame Efua De-Heer is a Policy Analyst with the Government of Canada. Concurrently, she is a Clinical Research Analyst at the University Health Network with the Kidney Health Education and Research Group. She founded the Power of Love Foundation Canada, a not for profit organization that provides resources to low-income Black Canadians. Maame also serves as the Vice President for Public Relations with Toastmasters International in the Brampton division. Maame is currently a fellow in the Leading Social Justice Fellowship at the University of Toronto School of Cities department. Recently, Maame acquired a Masters of Public Health in Social and Behavioural Health Sciences, which she obtained from the University of Toronto, alongside a Collaborative Specialization in Global Health, Health Services & Policy Research.</p> <p>When Maame isn't working or volunteering, you will find her blogging her experiences on LinkedIn or hosting a fake talk show in her room, singing and dancing.</p> <p>Instagram</p>	<p>Moving from Statements to Action – Creating an Anti-Racism Action Plan for your Camp</p> <p>This session will discuss the need to utilize an anti-racism approach to mitigate the prevalence of racism, oppression, prejudice and discrimination within camps.</p>

<p>11:45 a.m. - 12:30 p.m.</p>	<p>Camilo Garay</p> <p>Growing up in a Latin American immigrant household in a social housing community in Toronto, Camilo is no stranger to the demoralizing experiences of poverty, racism, and serious violence that plague our many communities.</p> <p>As a founding member of Visions of Science Network for Learning (VosNL), a non-profit that aims to build science, technology, engineering, and math (STEM) literacy in low-income and racialized communities, Camilo has had the opportunity to develop and deliver creative solutions to capacity-building and community engagement that cultivate social and economic wellbeing in youth across the Greater Toronto Area (GTA). Camilo has been instrumental in the growth of the organization's revenue from 65k to 1.4 million dollars, expanding its total reach to over 11,000 participants, the development of 2 peer-reviewed publications, and leading a team of 37 frontline staff that deliver programming in over 30 diverse communities.</p> <p>Camilo also serves on Ryerson University's Board of Governors, FoodShare's Advisory Committee, Toronto Community Housing's Partnership Advisory Committee, and was selected as a 2020 CivicAction DiverseCity Fellow.</p> <p>Camilo sees himself as a lifelong learner, disruptor, community-builder, and is passionate about building a vibrant, agile, and inventive Canada.</p> <p>Twitter Instagram</p> <p>Reverend Evan Swance-Smith</p> <p>Combining her identities of being Queer, Trans, Indigenous and Disabled with her experience as an ordained Minister in the United Church of Canada, Reverend Evan Swance-Smith is a passionate advocate for the dignity and rights of marginalised communities. Evan received a Master of Divinity Degree from Emmanuel College at the University of Toronto where she also completed an Honours Bachelor of Arts Degree in Women's Studies and Sexual Diversity Studies. Evan uses this education to give words to her own lived experiences of homelessness, gay conversion therapy and teen pregnancy. Energetic and dynamic, Evan has been a keynote speaker across Canada and the globe helping others to understand the intersection of marginalised identities and the importance of decolonisation and inclusion within communities and organisations. In her spare time, Evan is a leader and member of Girl Guides of Canada and is a co-creator of Hunting With the Girls.</p> <p>Twitter Facebook Instagram TikTok</p> <p><i>Continued on next page ...</i></p>	<p>In conversation with... Camilo, Evan, and Mike.</p> <p>Join Camilo Garay, Reverend Evan Swance-Smith, and Mike Young as they discuss equity and diversity, anti-racism, and LGBTQ+ inclusion in the context of camp. The session also includes time for “ask me anything”. Participants are welcome to send questions for the panel in advance, using the following form.</p> <p>About the Moderator</p> <p>Olivia Fullerton co-chairs the OCA's Equity & Diversity Committee alongside Rachel Kent. From 2014 to 2020 Olivia worked as a Camp Director at both day and overnight camps across the province. She is currently pursuing an MBA at Carleton University with a concentration in Management and Change. Olivia is passionate about helping camps and businesses become more equitable, diverse, and inclusive spaces for all.</p> <p>LinkedIn</p>
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	<p>Mike Young</p> <p>As Executive Director & Founder of The Empathy Institute, Mike Young is an educational consultant and speaker who seeks to facilitate impactful conversations about mental health, gender & sexual diversity, equity, privilege, sexual violence, personal/organizational growth, empathy, and leadership through engaging talks, panels, workshops, and writing. He's been brought in as a guest lecturer, keynote speaker, educator, and consultant by various private and public sector clients, working with thousands of young people and seasoned professionals alike. Mike is focused on compassionately connecting people with themselves, each other, and important issues in our world. Mike's super-power is his ability to make the uncomfortable feel more comfortable by infusing his work with love, joy, and deep empathy for every person he works with.</p> <p>He believes in the power of productive dialogue, sharing, laughter, and honesty, and his work strives to be human and accessible above all else. Mike is currently completing his MA at Queen's University in Gender Studies, due to wrap up August 2021, where he is studying Black and Indigenous masculinities, intimacy, and poetics.</p> <p>Website Twitter Facebook Instagram</p>	
<p>12:45 a.m. - 1:15 p.m.</p>	<p>Leilani Nussman</p> <p><i>"I am a mixed-race Kanaka maoli (Hawai'i) and white summer camp director. I use she/her pronouns. I live on the ancestral lands of the Duwamish people, past and present. I speak for myself and from my own lived experience. I still have work to do."</i></p> <p>Instagram</p>	<p>Identifying Bias within your Camp – Evaluating Policies, Practices, Programs, and Traditions</p> <p>This workshop will help camp professionals identify bias and cultural appropriation within their camp. Attendees will learn how to critically evaluate their camp programs, policies, and traditions then begin to make necessary changes.</p>
<p>1:30 p.m. - 2:00 p.m.</p>	<p>Caitlin Patterson</p> <p>Caitlin Patterson is an Indigenous Doula, Earth keeper, and Inclusivity Advisor. Caitlin is Metis, with roots from the Highland Waters region and calls Kawartha Lakes home. When she isn't tending to her medicine gardens, Caitlin advises businesses and non-profits that deliver programs that connect young people to Indigenous frameworks to create space for Indigenous people to be seen and heard. Caitlin works to decolonize the way we are raising the next generations to come by connecting those she meets with the land we call home.</p>	<p>Fostering an Anti-Racist Camp Community – What to Do and Where to Start</p> <p>Caitlin will provide tools and insight on the importance of analyzing the responsibility of settlers within the context of camp culture. This is an important conversation around land, sovereignty, and cultural appropriation.</p>

Anti-Racism at Camp: Creating Safe Spaces for All

Wednesday, April 7, 2021



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Time	About the Presenter	Topic
<p>10:00 - 10:30 a.m.</p>	<p>Kymani Montgomery</p> <p>Kymani (he/him) is a Black, queer, immigrant who has worked with children and youth for over 10 years. With a background in political science and education, Kymani strives to help children and youth have difficult conversations about racism, gender, sexuality, and class. He wants to bring recreation and camping to communities that have been historically shut out. Kymani has worked in both overnight and day camps in Canada, the USA, and Switzerland. In his free time, he enjoys video games, painting, unsuccessful baking, and reading Black feminist authors.</p> <p>Website Twitter Facebook Instagram</p>	<p>Recruiting BIPOC Staff and Campers – Moving Beyond Tokenistic Representation</p> <p>So you want more BIPOC staff and campers? In what ways are you willing and able to support these folks? What are you willing to sacrifice so these BIPOC staff and campers are not tokenized?</p>
<p>10:45 - 11:15 a.m.</p>	<p>Alex Vicioso (Reframe)</p> <p>Reframe is a Diversity, Equity, and Inclusion (DEI) consultancy that supports you no matter your starting point. With Reframe in your corner, you will have everything you need to build a thriving, just culture that drives success. Reframe was created to help fund the non-profit CANVAS Arts Action Programs. By partnering with Reframe, you give back to the community by providing programs for youth. Not only will your team benefit from your commitment to DEI, but you'll be contributing to a kinder, more equitable world for the youth of today and leaders of tomorrow. This Reframe workshop will be facilitated by Alex Vicioso.</p> <p>Website</p>	<p>Creating a Safe and Welcoming Space for BIPOC Campers and Staff</p> <p>Does your camp provide a welcoming environment for BIPOC campers and staff? What might your camp be missing? This session will highlight key areas for consideration when assessing and updating your camp practices, culture, and environment in the pursuit of allyship.</p>

<p>11:30 a.m. - 12:00 p.m.</p>	<p>Maame Efua De-Heer</p> <p>Maame Efua De-Heer is a Policy Analyst with the Government of Canada. Concurrently, she is a Clinical Research Analyst at the <u>University Health Network</u> with the <u>Kidney Health Education and Research Group</u>. She founded the Power of Love Foundation Canada, a not for profit organization that provides resources to low-income Black Canadians. Maame also serves as the Vice President for Public Relations with <u>Toastmasters International</u> in the Brampton division. Maame is currently a fellow in the Leading Social Justice Fellowship at the University of Toronto School of Cities department. Recently, Maame acquired a Masters of Public Health in Social and Behavioural Health Sciences, which she obtained from the <u>University of Toronto</u>, alongside a Collaborative Specialization in Global Health, Health Services & Policy Research.</p> <p>When Maame isn't working or volunteering, you will find her blogging her experiences on LinkedIn or hosting a fake talk show in her room, singing and dancing.</p> <p>Instagram</p>	<p>Training Staff to Respond to Racism, Bias, and Microaggressions</p> <p>This session would equip camp staff on the effective strategies and procedures to address racism, bias and microaggressions that are prevalent within camps.</p>
<p>12:15 p.m. - 12:45 p.m.</p>	<p>Michael B. Waxman</p> <p>Michael is a social worker in private practice focusing on the mental health of adult men, children, teens and young adults of any gender. Michael has over 25 years experience in camping and most recently has been focusing on staff training, mental health, helping camps work through tragic incidents and making camps safer spaces for LGBTQ2S+ campers and staff. Michael is also a Family Service Manager at Jewish Family and Child Service in Toronto where he is the Equity, Diversity and Inclusion Lead while also managing programs focused on child and adolescent mental health and community outreach.</p> <p>Facebook</p>	<p>Understanding and Talking to Children and Youth about Privilege and Oppression</p> <p>This session will help people develop an understanding of their own privilege and how that impacts their thoughts, feelings and those around them. Attendees will have the opportunity to examine privilege and oppression in their camp community and learn ways to speak to campers and staff to help them recognize their own privilege.</p>