

Camping & Education Foundation DEI Plan

Goal 1. Engage in activities and training to build inclusive leadership and ensure that the camp community understands and supports the importance and nature of our approach to Diversity, Equity, and Inclusion.

ACTIONS	RESPONSIBLE	TIMING
1. Conduct DEI training for CEF leadership and conduct pre-season DEI training at CK and ODK	Hugh Haller	Complete/ In progress
2. Appoint staff representatives to discuss and encourage DEI efforts at training and throughout the summer	Camp Directors	June 2022
3. Add DEI statement/approach and access to plan summary on websites	John Grate and Steve Luebkehan	Complete
4. Include articles related to DEI accomplishments in publications with at least one article in each publication each year.	Steve Luebkehan	Fall 2022
5. Review job descriptions of staff and unit heads to set standards for inclusive leadership and behaviors.	Hugh, Camp Directors	Fall 2022
6. Create a way for board members and others to actively engage in these activities	Hugh, Steve Luebkehan	Fall 2022

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Goal 2. Actively identify and pursue opportunities to develop a more diverse population of participants, staff, leadership and board members to live, work and interact together.

ACTIONS	RESPONSIBLE	TIMING
1. Actively recruit a more diverse population of campers and staff	JR, Johanna, Hugh	Ongoing
2. Create board diversity that is reflective of the camper/participant population	Board Chairs, Hugh	Making Progress
3. Create a Native American Advisory Council	Hugh	Informal group engaged
4. Work with foundation partners to provide incentives for less affluent staff	Hugh, Steve Luebkehan	In time for 2023 season
5. Expand scholarship partners to align with DEI goals.	JR & Johanna	8 new 2022 campers
6. Create a path for UWP participants to go to Owakonze, CK and ODK	Trace Dunning	4 new 2022 campers
7. Create a case for DEI and aligned fundraising goal for the 100 year campaign.	SteveLuebkehan	100 Year Campaign

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Goal 3. Actively identify and pursue opportunities to ensure equity and inclusion are hallmarks of our in-camp, tripping, and school-year programs.

ACTIONS	RESPONSIBLE	TIMING
1. Leverage Law of the Woods to shape DEI culture in all programs.	All Program Directors	In Progress
2. Work on values of teamwork and inclusion in camp activities and staff meetings	Directors and Unit Heads	In Progress
3. Introduce camp traditions with a buddy system for all new campers to develop a sense of belonging	Directors and Unit Heads	In Progress
4. Create updated Law of Woods posters for all programs	Steve Luebke	Complete
5. Review our pre-program process to anticipate first-timer worries and expectations	Program Directors	Complete
6. Include onsite Indigenous leadership and guidance for NA programs	Program Directors	Complete
7. Create student leader program in UWP	Trace	2023
8. Create gear exchange for campers who need personal gear	TBD	2024

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Goal 4. Develop measurable outcomes to assess and track ongoing progress related to our goals and expectations.

ACTIONS	RESPONSIBLE	TIMING
1. Develop a system to assess progress both in-terms of DEI actions taken and achievements of results.	Steve, John, Hugh, Kari	In Progress
2. Measure and report key metrics on whether participants felt the program was relevant, if they learned something new, and whether they would participate again. Be able to report this to all program leaders and supporting foundations. Harvest key metrics from ACA survey	Steve, Cleveland	Summer 2022 data collection and Q4 2022 reporting
3. Track overall diversity in all CEF programs and board membership	Steve, Hugh, CEF Office	Summer 2022 data collections and Q4 2022 reporting
4. Gather feedback from all UWP teachers to make sure our programs are relevant and continue to evolve.	Trace, Kari, Hugh	Ongoing