



Welcoming ALL to Change Summer

Our policies for an inclusive camp experience for children, families, and team

What We Believe

At Change Summer, our north star is fairness. We work to close the opportunity gap and leverage high-quality summer enrichment programs to bring year-round social-emotional education to all children.

We set a high bar for what it means for children to belong and feel supported. This is why we are sharing

our updated gender inclusive policies to help ensure everyone — regardless of gender, race, ethnicity, national origin, age, sexual orientation or identity, education or mental or physical disability — feels safe, valued, and respected within our organization, and at our camps.

What Does This Mean for Camp?

We are dedicated to modeling diversity, equity, and inclusion for our peers, partners, and supporters and to maintaining a safe environment with fair treatment for all. Given that Change Summer's camps are hosted on university campuses, we are diligently working with our partners to ensure all aspects of camp are inclusive. From facilities, housing, and more, our policies aim to provide ongoing safety and support for all.

Our Policies

Housing	Restrooms
<p>All campers will be offered an option for gender inclusive housing on a case-by-case basis as per the request of the family and camper.</p> <p>Campers who choose gender inclusive housing will reside in single rooms in a designated gender inclusive space on a floor with people who identify as the same gender as they do. Within these housing delegations, we ensure that campers have a welcoming, fun, and exciting experience at camp.</p>	<p>Gender neutral bathroom spaces will be available in all dorms. To the extent possible, we will also have gender neutral bathrooms around campus. If we encounter a situation where a neutral bathroom is not available, campers have two options:</p> <p>Option 1: Go to the bathroom that corresponds to their sex assigned at birth.</p> <p>Option 2: Walk with an adult to a designated gender neutral bathroom.</p>
Swimming	Team
<p>Changing Areas: Campers will change in a private location. If there is no private location, campers will change in the locker room of their sex assigned at birth.</p> <p>Swimwear: We encourage all campers to wear appropriate swimwear that feels most comfortable to them.</p>	<p>Team members will have an option to elect to live in gender inclusive housing.</p> <p>Team members will have an option to select which gender they would like to support during the day (Group Counselors).</p>

At Change Summer, we are committed to an anti-racist, anti-heterosexist, anti-transphobic, anti-ablest approach and provide equal opportunity for all members of our organizational family. We respect and value diverse life experiences and heritages and strive to ensure that all voices are appreciated and heard.

All questions and concerns about these gender inclusive policies should be directed to *Josh Phillips, CEO of Change Summer, at josh@changesummer.org.*

