



JEDI Rapid Response Summer 2023

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This summer Camp Batawa will be working towards the creation of a Diversity, Equity, and Inclusion Rapid Response Committee. Our camp has begun the work to create a saf(er), equitable, and more inclusive space for all identities at camp, while centering the needs of the most marginalized. In response to this work, there was an apparent need to create structures and systems to maintain the safety of the camp experience as we know that safety can change in an instant. To be preventative and not reactionary to issues that may arise regarding safety and inclusion, Camp Batawa will create a team of those committed to this vital and necessary work. Below are the goals of the committee:

1. Create a preventive and responsive team to work towards a saf(er) and inclusive camp experience.
2. Create spaces of accountability for community in response to JEDI issues.
3. Building a sense of community that includes all identities.
4. Create restorative response to harm versus punitive at our camp.
5. Constantly evaluate the practices, systems, traditions at camp and assess if they are aligned with our JEDI goals.
6. Curate spaces for learning and unlearning at camp to build a culture of JEDI among the larger community.
7. Maintain a sustained daily commitment to JEDI and safety at camp.

JEDI Rapid Response: An inclusion initiative to move toward a more welcoming camp experience for all.

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What is JEDI?

Diversity (adj): The presence of differences. This may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Diversity always describes a group of people.

Inclusion (verb): A state of feeling, belonging, and working where diversity is created and valued in a community or organization. People in an inclusive space consistently feel seen, heard, respected and safe. Inclusion means everyone has access to necessary resources and opportunities to thrive.

Equity (noun): A space of impartiality and fairness within the procedures, processes, and distribution of resources inside a community or organization. Tackling equity issues requires an understanding of the root causes of oppression within our society and taking action to rectify those inequities in communities or organizations. Equality and equity are not the same. Equity adjusts treatment based on need, circumstance, and in consideration of historical and systemic inequities.

Justice (noun): Removing the barriers that prevent inclusion and equity across all aspects of life. Creating a just world requires changing the root causes of disparity across all aspects of our society.

So, we like to Think of JEDI in terms of planning a party:

- ❖ Diversity means that you would invite many different types of people to the party.
- ❖ Inclusion means you would make sure everyone feels like they can have a good time at the party. There is food they can eat, music they can enjoy, tools for them to meet new people, accommodations for them to access the space (an ASL interpreter, a wheelchair ramp, etc.). Essentially, everyone feels safe enough to dance!
- ❖ Equity means the people invited would help plan the party to ensure everyone's needs are accounted for and met. There is transport to and from the party for everyone, a diverse set of hosts would check in with guests during the party to ensure that they have everything required to have a good time and adjust during the event as needs change.
- ❖ Justice means that society is set up in a way that EVERY event planned would be built equitably as a standard.

What is Rapid Response

An immediate acknowledgement, validation, and resolution of an issue with an intersectional approach and the intent to address said issues in a timely manner rooted in the principles of Diversity, Equity, Inclusion, and Justice.

While we at Camp Batawa are aware that we are not JEDI Masters, we are fully committed to the work.