



# Camp Holiday Trails Diversity, Equity, and Inclusion Statement



At Camp Holiday Trails, we are dedicated to fostering an environment of Diversity, Equity, and Inclusion (DEI) where every person's uniqueness is celebrated and valued. Our mission is to provide a safe and enriching experience for children with medical needs, ensuring that each person at Camp Holiday Trails feels seen, heard, and respected.

We recognize that every individual has a distinct identity that encompasses their gender, pronouns, race, culture, and chosen name. We are committed to creating a Camp community at Camp Holiday Trails that affirms and supports each camper's individuality. We understand that using the correct pronouns and chosen names is a fundamental aspect of recognizing and respecting their identities.

Our dedication to DEI extends beyond our Campers. We embrace these principles in our hiring practice, striving to assemble a staff that reflects the diverse backgrounds of our Campers. We believe that a diverse staff enhances the Camp experience by bringing a rich tapestry of perspectives and cultural heritage. Our hiring process values inclusivity, and we actively seek individuals who share our commitment to creating a supportive and respectful environment.

We understand the importance of celebrating different cultures and promoting cross-cultural understanding at Camp Holiday Trails. Our Camp activities are designed to be inclusive and reflective of diverse traditions. We encourage Campers and staff to share their cultural experiences, fostering an environment of mutual learning and appreciation.

Our staff at Camp Holiday Trails is trained to uphold the principles of DEI, and we actively promote a culture of understanding and empathy. We strive to cultivate an environment where Campers can express themselves authentically without fear of judgment. By nurturing an atmosphere of respect and acceptance, we aim to empower Campers to build positive connections, discover new friendships, and develop a strong sense of self-confidence.

We are continuously learning and evolving in our commitment to diversity, equity and inclusion at Camp Holiday Trails. We welcome feedback from Campers, families, and the broader community as we work together to ensure that every person's experience at Camp Holiday Trails is one filled with compassion, inclusivity, and growth. We believe that by embracing diversity in all its forms, we contribute to a stronger, more compassionate world. Thank you for entrusting us with the privilege of nurturing your child's unique journey at Camp Holiday Trails.