

DOCUMENTS

Anti-Racism Letter to Camp Parents - 2

Dear Parents,

I am writing to share an incident that I know has affected the experience of some of our campers and associates. We recently learned of an instance where a racial slur was used by a camper aimed at a group of campers. Because of the very hurtful nature of this incident and the deeply negative power of the word used, we feel compelled to let you know this took place as your camper may have heard it or be aware of it and may need to discuss it with you.

At the same time, we want to make sure that our stance on this matter, and on the use of any racial slur or offensive language of any kind, is clear. **We do not ever condone or tolerate any instance of hate within our Y programs.**

As written in our Y Parent Handbook and more importantly as is evident throughout the Y's values and our mission, Y Camp, and all Y programs, are for all. We are an inclusive and welcoming organization that respects the dignity and rights of all human beings, without exception. We expect our associates and campers to respect this closely held principle at all times.

Here is the language clarifying our position in the Y Parent Handbook:

Y Camp is committed to a community of diversity, inclusion, respect, and support for all. We value all children, families and associates for their unique characteristics, abilities, life experiences, and contributions. We are committed to ensuring that everyone, regardless of race, color, ethnicity, gender, gender identity, religion, ancestry, national origin, ability, age, cultural background, and/or income, has the opportunity to fully engage in programs that provide meaningful camp learning experiences

If you or your camper(s) need help discussing this specific incident or experience or hear of an instance where our values and standards of conduct are not exemplified, please let us know so we can investigate and address it immediately. At the same time, if you would like resources to help discuss racism and tolerance for others with your child(ren), you may find this source helpful: <https://www.pbs.org/parents/talking-about-racism>.

Thank you for your participation in Y Camp. We are very appreciative of your trust. Please feel free to let me know if you have concerns or questions. I can be reached at XXX.