ALLIANCE FOR CAMP HEALTH IS THE LEADING VOICE IN CAMP HEALTH

At ACH, our goal is to break the mold of care at camp. We know that healthcare happens at every level at camp. Who is on your healthcare staff?

EVERYONE!

Within our three distinct, yet intertwined communities of ACH gets to the heart of camp health.

CAMP NURSES AND HEALTHCARE PROVIDERS
CAMP DIRECTORS AND LEADERS
MENTAL HEALTH SUPPORTERS
CAMPERS AT CAMP
COMMUNITY AGREEMENT

Developing community agreements is a powerful strategy for coalescing a group into a team. The process of constructing agreements is often more important than the product. Agreements come from a consensus-driven process to identify what every person in the group needs from each other and commits to each other to feel safe, supported, open and trusting.

Take time to define what a community agreement means.

A consensus on what every person in our group needs from each other and commits to each other in order to feel safe, supported, open, productive and trusting.

- Aim for an agreement that meets all the core needs and as many preferences as possible.
- Look for agreements that are concrete, realistic, and genuinely agreed.
- Make space for people to reflect on what they need and give everyone a chance to give feedback.

Suggestions to engage people in the process:

1. Journal on a prompt, e.g. “What do you need from every person in this group in order to feel safe, supported, open, productive and trusting?”
2. Pairs or trios share list. Ask these groups to agree on their top 1-3 agreements in priority order, and rewrite each one in a simple phrase or sentence. You will likely need to model this.
3. Each pair or trio shares only their top agreement with the large group and explains why it is important to them. Large group asks clarifying questions, then discuss. When time expires, test for consensus with thumbs up/down/sideways. If no consensus, set aside.
4. Repeat process for each pair or trio.
5. After meeting, the facilitator simplifies language and synthesizes agreements under thematic headers.

Revised list may be brought back to the group in subsequent meetings for final approval.

Agreements are an aspiration, or collective vision, for how we want to be in relationship with one another. They are explicitly developed and enforced by the group, not by an external authority, and as such must represent a consensus.

Norms are the ways in which we behave and are currently in relationship to each other, whether consciously and explicitly or not.

Rules are mandated and enforced by an authority, and do not necessarily reflect the will or buy-in of the group.
COMMUNITY AGREEMENT IDEAS

All Bodies/All Expressions
Welcome all types and expression of movement- both physical and aesthetic differences.

Be a Croissant, Not a Donut
Be open to new ideas like a croissant, not closed like a donut.

Be Conscious of Intent vs. Impact
No matter intention, you're responsible for your impact

Be Curious, Open, Respectful
Call in, not out. Throw sunshine, not shade. Respect self, others and space.

Challenge with Care
Find ways to respectfully challenge others and be open to challenges of your own views

Confidentiality
Don't speak for others without explicit permission, don't share something communicated in a private or safe space

Don't Yuck My Yum
You can make constructive criticism, but be supportive of others and do not shut down ideas

Impact over Intent
If someone shares that they feel hurt or harmed by something you have said or done, listen authentically and be accountable to the impact (even if you didn't mean it)

Land the Plane
Get to the point! Don't circle around the airport, just land your plane!

One Mic, One Diva
No side conversations

"Ouch!" and "Oops!"
If someone offends you, say "ouch", which is an opportunity to explain why. "Oops" is an acknowledgment of the harm and offers space to make mistakes and begin to heal
COMMUNITY AGREEMENT IDEAS

Practice Body Autonomy
Ask for consent prior to touching others and offer immediate feedback if others cross a boundary

Put-ups, Not Put-downs
Don't insult, make fun of, minimize, or attack ourselves or others. Putting oneself down might look like, "Well, this probably isn't important but..."

Right to Pass
It's okay to sit silently with your thoughts; Participation is encouraged but not required

Self-care & Personal Accountability
We take care of ourselves (stretch, eat, drink, use restroom, rest, ask for help when needed, report injury, etc.)

Speak From Your Own Experiences
Use 'I' statements rather than generalizations. Share experience, avoid giving advice

Take Risks
We are all in different stages of our journey. Challenge yourself to contribute even if it's not perfectly formulated.

Take Space, Make Space
If you are usually quiet, challenge yourself to take more space, and if you usually talk a lot, be mindful to leave room for quieter voices

Work to Recognize our Privilege
Gender, racial, economic, etc

Welcome Multiple Viewpoints
Invite perspectives that may be different from yours into the conversation

Use Voices to Elevate Others
Appreciate, Affirm, Ask
De-Escalation Strategies
Defining De-escalation

De-escalation: Reducing the intensity of a conflict or potential crisis situation

What’s the Function (WTF!?) of the Behavior?

- Avoid power struggles, ultimatums, and threats
- Stay calm: You are the role model
- Preventative Care During Downtime
- Pro-Social Interaction
- Safety over Strictness with Emotions
- It’s Not Personal

Energy

Question: What is the individual or situation asking for? What will create the most positive results?

- With: To stand with the individual
- Towards: To approach the individual
- Away: To give space while still being present

Low & Slow Responses

“Low and Slow” responses are helpful when interacting with campers who may be triggered or flooded with emotion.

Consider:

- Tone of voice
- Choice of words
- Volume
- Body language
- Deep breaths
- Slowing your speaking down
- Using a lower pitch
- Using simple sentences
- Mirrored behavior