

Hello!

This is going to be one of the longest emails you've ever received, and that I have ever wrote - I'm sorry! Firstly - be sure to check on [CampInTouch](#) under 'Forms & Documents' to see if you still have forms to complete - they are due by May 1st. Summer will be here before you know it - if you haven't had the chance to [JOIN US ON SLACK](#) - we highly encourage you to have a slack account so you don't miss out on the introductions.

ONLINE TRAINING -

We have a night set a side in Staff Orientation to do some online trainings - but if you get them done before you arrive at camp, that night you can attend a staff social!

There are three groups of videos to watch

- Program focused videos
- Child Protection training (MANDATORY for all)
- JEDI (Justice, Equity, Diversity, Inclusion)

Program Training:

- The videos for you to watch are dependent on the position you are hired for. Your position is: **Camp Director**
- **RETURNERS:** Lifeguards must complete at the Paddle Sports Safety Course (& Sailing for Overnight Staff), other positions can watch the following tutorials, based on their Program Area.

Counselor - CA Creative Arts	Friendship Bracelets Beginners (8:00) Woodburning for Beginners (6:25)
Counselor - LS Land Sports	First Timer Skate School (15:33) Gaga - How to (0:30)
Counselor - OP Outdoor Pursuits	How to Tie a Figure 8 Know for Climbing (1:40) How to Tie a figure 8 Knot on a Bight (0:39) Mountain Biking - Parts of the bike (3:12) Mountain Biking -Pre-Ride Inspection (2:30) How to build a campfire (3:23)
Counselor - WS Water Sports	Paddle Sports Safety Course - certificate required* American Sailing: Your First Sail - certificate required* Beginner to Winner - Windsurfing (37:31) *please upload certifications to CampInTouch
Counselor - DC (Adventure Trained)	How to Tie a Figure 8 Know for Climbing (1:40) How to Tie a figure 8 Knot on a Bight (0:39) How to build a campfire Gaga - How to
Counselor - DC (Lifeguard Trained)	Paddle Sports Safety Course - certificate required* Gaga - How to (0:30) *please upload certifications to CampInTouch
Support Staff - Food Service, Office & Maintenance	Food Service - Health & Hygiene (8:41) No videos here - continue to the Child Protection section.

If you are interested in learning some other useful things for camp - check these out:

- [How to build a campfire](#)
 - [Camp Games](#)
 - [Camp Songs](#)
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Child Protection

RETURNERS: Sign in to your account [here](#). If you don't think you did any online videos from Praesidium last year, let me know and I can send you a link to create your account.

Must complete:

- [Abuse Prevention Refresher](#)
- [Preventing Bullying](#)

NEW STAFF: Within the next week you're going to get an automated email from donotreply@praesidiuminc.com that will prompt you to set up an account. PLEASE CHECK YOUR JUNK MAIL. At the end of this email are the directions

Must complete -

- [Foundations: Preventing Abuse in Youth-Serving Organizations](#)
- [Keeping Your Overnight Camp Safe](#)

The Child Protection trainings are required by our insurance company, and also for us to be accredited by a company called Praesidium as a leader in Child Protection – and even if they weren't – they will help you feel more prepared for the summer and help keep our kids safe at camp.

The topic is Child Abuse and Prevention. This is a tough thing to think about, and it may be triggering for some of you. Take your time as you go through the material, take breaks to reflect on the content. Reach out to friends or family if you feel you need to talk through how you feel about the information. And remember, we are all here for you at Hazen if you need, just ask.

We will also have an in-person workshop covering this content. This is just so we all enter that session with the same basic understanding.

First, you'll be asked to set up a password, and then answer the following questions:

- Are you an employee or volunteer for the organization you have a Praesidium Academy account with? **Employee**
- Are you a full-time or part-time employee/volunteer? **Full time**
- Which category best describes your role? **Program Staff**

Then you'll have access to the training materials. You are only required to complete **Foundations: Preventing Abuse in Youth-Serving Organizations**. There are other classes available to you if you are interested. All of these courses are available in both English and Spanish, just choose (ENG) or (ES) as you wish. If you have any questions, let me know. And remember, if you get this done before you arrive, there is a bonus social night in training!

I will be able to track your progress for the Child Protection Videos. If you are going to work as a lifeguard, I will need copies of the certificates you get for the safe boating classes, you can upload these to our CampInTouch account. All the others, I will trust you if you tell me you have completed them.

JEDI (Justice, Equity, Diversity, Inclusion)

"Camp Hazen YMCA is an inclusive organization open to all. Our doors are open to everyone, from across all dimensions of diversity, creating the opportunity to learn from each other. It is our belief that, in a diverse world, we are stronger when we are inclusive. We have a culture of acceptance and we know that it is our differences that bring us closer together."

Above is Camp Hazen YMCA's diversity statement. We will continue to work for equity for all, by questioning our personal bias' & privilege and the part we play in systemic racism in our world, in order to make camp a safe(r) space for all our campers and staff.

If you have little or no prior knowledge on the complex relationship of Race and America, please take some time to watch the videos below. Please understand that these videos are just a way to introduce some words and concepts to you and by no means give the complete story, if you are interested in additional resources, we'll be happy to send them along. We will talk during training about how this is related our daily lives at camp.

- [Implicit Bias: Peanut Butter, Jelly & Racism](#) (2:26)
- [Slavery to Mass Incarceration](#) (5:50)
- [A brief history of anti-Asian racism in America](#) (3:53)
- [What is Restorative Practices](#) (1:51)

If you haven't had a chance to go on to your [CampInTouch](#) account to complete your forms, please do so now.

Phew - that was a lot - if you have any questions, just email me! I look forward to seeing you this summer.

Kath

Kath Davies
Camp Director