CULTURE SHIFTS

THE SUMMER CAMP SOCIETY

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MATERIALS:

- ☐ Easel
- ☐ Markers
- ☐ Sticky notes

OBJECTIVES:

- ☐ To help staff see & learn positive culture at camp
- ☐ To help staff see what parts of camp culture may not be positive
- ☐ To give staff the tools to see what's positive vs. negative in the future
- ☐ To get staff thinking about camp culture
- ☐ To demonstrate that staff have the power to change something from a negative into a positive

NOTES

- If you're using this to make change, identify a cultural piece that's negative or neutral you can tie a change to and bring it up there.

OVERVIEW/EXPLANATION

- There are so many things that happen at camp that keep happening over and over, and over time, they become part of our camp culture.
    - For example, _____ has been a really big part of the culture at _____.
    - Does anyone else have examples of things that became culture in their organization/club, at their schools, etc.?
- Things that are part of a culture can be:
    - Positive - they can be healthy parts of a community and help us live our mission
    - Negative - they can be things that have just kept happening that are detrimental to our community but haven't been stopped
    - Neutral - they either just exist and aren't good or bad OR they have both good and bad that really offset each other
    - What non-camp thing have you experienced that's cultural and positive?
        - *Example: Energy in the student section at a football game - fun cheers*

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    - What non-camp thing have you experienced that's cultural and negative?
        - *Example: Progressive dinners where people get wasted then drive from house to house.*
    - What non-camp thing have you experienced that's cultural and neutral?
        - *Having to be at so many philanthropy events for a social group*
- Many times, we can take negative things, tweak them a little, and they'd be positive
    - *Example: If we had DDs for progressive dinners or if we lined up houses in walking distance, it would've been great!*
    - *Example: If there were more connection with the philanthropy or something beyond just showing up at the events, that would've moved them out of neutral.*
    - What do you have that could've been tweaked and changed to positive?

ACTIVITY

- What are some things that are part of the camp culture at _____? Be sure to explain it for new staff.
    - *Record on sticky notes as we go - put sticky notes on easel or posterboard*
    - *Examples we used:*
        - Getting really hype at flagpole
        - Dance proposals
        - Being ultra-competitive
        - Staff having Polar Pops
        - Getting pizza/frostys for campers
        - Everyone loving tubing
        - Staff feeling like they have to step up and run camp
        - Music playing at a lot of activities
        - Music playing in the Dining Hall
        - Landguards vs. lifeguards
- Put staff into groups and have them go through the sticky notes and discuss whether they think things are positive, negative, or neutral.
    - Make sure there are a good mix of returners vs. new staff in each group.
- Bring everyone back for a group discussion about what they talked about. Go through them together and we want to hear where every group thinks

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they go. Groups can lobby for something to be a certain place, but ultimately the decision is _____.
    - *Discuss and place.*
- Go through the neutrals and see if any could be moved to positive with easy changes.
    - If not, that's okay - we can keep neutrals.
- Go through the negatives and see if any could be moved with easy changes.
    - If not, we've gotta let it go.
- Have any other cultural things popped into your mind?
    - New staff - maybe you've already heard some things that you're concerned about or have questions about!
- What questions do you have?
- How can we be intentional about making these changes this summer?
- If I have clearly said that something is negative and we need to change or stop it, that's the rule - it's over and decided.
    - We all need to change or stop moving forward starting now.

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