

## CORNERSTONE 2022 RESOURCE

### Disabilities At Camp: Universal Design *Specialty Track*

<b>AUTHOR(S):</b>	Rachel Dubowe
<b>SUMMARY:</b>	In this session we will-engage with disabilities in a camp setting by intentionally pushing ourselves to think about camp from a universal design perspective, explore how our own identities factor into an inclusion mindset, learn how to appropriately support the many different needs that campers might come to camp with, and apply these learnings to camp ecosystems through new language, tools and pedagogy.
<b>ABC GOALS:</b>	<p><b>Affective:</b> Participants will feel....</p> <ul style="list-style-type: none"> <li>• Comfortable talking about inclusion</li> </ul> <p><b>Behavior:</b> Participants will be able to...</p> <ul style="list-style-type: none"> <li>• Identify their personal biases that they are bringing into this space.</li> <li>• Recognize that Judaism has a space for inclusion</li> </ul> <p><b>Cognitive:</b> Participants will know...</p> <ul style="list-style-type: none"> <li>• Framing and expectations for this specialty track</li> </ul>
<b>AUDIENCE:</b>	This program is for all staff members. Ideal group size would be 15-25
<b>TIMING:</b>	90 Minutes
<b>APPENDICES:</b>	<p>Appendix A-List of Blessings-<a href="#">Specialty Track-Appendix A.docx</a></p> <p>Appendix B-Body Outline Worksheet</p> <p><a href="https://foundationforjewishcamp.sharepoint.com/:w:/s/Cornerstone/ESWpnjYCWYtNjpRmwcfl6WIBWsB3gkNAAUL_PV-DJ2Mbtw?e=NJGjp1">https://foundationforjewishcamp.sharepoint.com/:w:/s/Cornerstone/ESWpnjYCWYtNjpRmwcfl6WIBWsB3gkNAAUL_PV-DJ2Mbtw?e=NJGjp1</a></p>
<b>MATERIALS NEEDED:</b>	Appendix A, Appendix B, projector, writing utensils, Wall Post Its, paper, label stickers
<b>SET-UP DETAILS:</b>	A space where everyone can hear and see comfortably

### SESSION TIMELINE (SPECIALTY TRACK 1)

- 00:00-00:20 Introduction/Mixer/Framing
- 00:20-00:30 Blessing Activity
- 00:30-00:40 Brit
- 00:40-00:55 Theory of Why-Camper Care style
- 00:55-1:20 Identity Activity
- 1:20-1:30 Reflection

### SESSION OUTLINE:

00:00-00:20 Introduction/Mixer/Framing

Session leader will introduce the track and then have participants play the “Label Game”. Session leader will put a label on everyone’s forehead or back and the label will have instructions on it. Participants need to walk around and react to others’ instructions-have them do this for about 5 minutes and then move into a debrief.

Labels-

- Shout everything at me
- Ask me if I need to go to the bathroom
- Stand within 2 inches of my face
- Start conversation: Do you like horses?
- Only talk to me about sports
- Ask me why I’m sitting by myself
- Ask me a question, but don’t listen to the answer.
- Ask me how I’m feeling
- When talking to me, always touch my shoulder
- Speak to me in a high pitched voice (fake sing-song)
- Whisper everything to me
- If I try to talk to you, say “I’m too busy right now”
- Grab my chin and say “don’t get distracted”
- Ask me if I’m having fun
- Grab my hands and say “careful, don’t fall”
- Ask me if I need help in the bathroom.
- Talk to me really slowly

Debrief-

-Why did you treat the person like their label said?

-What do labels do to campers/children?

-You didn’t know what your label was – how can we generalize that to our campers?

-How can we change the way labels are used at camp?

Session leader will mention that labels are a big part of disabilities at camp and then will explain the arc of the three sessions in that the first one will focus on big picture camper care and the individual, second session will be about universal design and the last session will be about bringing everything to camp. Session leader will also use this time to talk about language, expectations and general track framing.

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### 00:20-00:30 Blessing Activity

Participants will receive a piece of paper that has a specific blessing ([Appendix 1](#)). Session leader will have group go around and introduce themselves (Name, Pronouns and Camp) and answer these questions-

- Was this the first time you've heard this blessing? If not, when have you heard/used it before?
- Is this a blessing you would like to use in your daily life more?
- How does this connect to other blessings you've heard before? Do you notice similarities or differences between them and your blessing?

Session leader will introduce Maimonides' Blessing for people who are different (either on a wall post it or projected on a screen)-

"A person who sees...people with disfigured faces or limbs recites the blessing, *'Blessed are You, [...]God, [Ruler] of the universe, who makes people different.'*

A person who sees a person who is blind or lame, or who is covered with sores and white pustules (or similar ailment), recites the blessing,

*'Blessed are You, [...] our God, Ruler of the universe, who is a righteous judge.'*

But if they (the one with the disability) were born that way, a person says,

*'Blessed are you, Lord our God, King of the Universe, who makes people different.'* "

-*Mishneh Torah, Hilchot B'rachot 10:12, based on B'rachot 58b*

### Discussion Questions-

- Why do you think the rabbis created this blessing?
- This blessing implies that God makes people differently—what do you think about that?
- What does calling people with disabilities "different" imply?

Session leader will wrap up the blessing activity and offer the framing that disabilities in Judaism is complicated and that there's many layers, just like there's many layers to setting up our camp spaces for those with disabilities. Session leader will also explain the arc of the three sessions in that the first one will focus on camper care and the individual, second session will be about universal design and the last session will be about bringing everything to camp.

### 00:30-00:40 Brit

Group will create a Brit using a wall post it to uphold for all of their sessions together.

### 00:40-00:55 Theory of Why for Camper Care

The session leader will ask participants to answer "What does camper care look like at your camp?" The question will be written on a wall post its and participants will write their answer around the question.

Session leader will show a graphic with Simon Sinek's Golden Circle graphic

(<https://pbs.twimg.com/media/DP2RlpYWAAIHhj.jpg>) and invite participants to fill out a

"Golden Circle" for themselves and their camps using paper and writing utensils. The Golden Circle can either be projected or handed out.

### Framing questions-

Why do we include campers with disabilities?

How do you do it?

What do you do?



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After the participants are done, have them turn to their neighbor to share what they wrote and explain their camp's camper care program, philosophy, etc. Post everyone's Golden Circles on the wall so everyone can see them for the remainder of the sessions.

### 00:55-1:20 Identity Activity

Session leader will offer the framing that now that we've thought about our own camps and camper care, we're going to transition to thinking about ourselves and camper care. Now that we've rooted ourselves in our why, we're going to think about ourselves for a second...what do we bring to our why? How does who we are inform the work we do?

Session leader will instruct participants to use the "Body Outline" worksheet ([Appendix 2](#)). First ask participants to draw/write on the outline what they think people notice/see when they meet them for the first time.

If they need more prompting, offer that participants can write what their friends notice about them. Remind participants that they are writing noticeable/visible/obvious qualities that everyone can see.

Then, after a few minutes/when it seems like everyone is finished, then ask participants to write down qualities or aspects of their identities that people might **not** notice about them. Prompt participants to write characteristics about themselves that they choose to tell people (Reassure participants that they will not be sharing these out loud).

Once everyone is finished/close to finished, begin a general discussion.

### Discussion Questions:

- What did this activity make you think about?
- Why do you think you have qualities that you don't share?
- As staff members, how can we think about our campers and all their qualities (seen and unseen)? (Especially before they come to camp, and then while they are at camp)
- How does your identity frame the way you treat others? What identity biases do you bring to the table?

### 1:20-1:30 Reflection

Participants will craft a 6 Word Memoir (can do one or more) on what this session brought up for them in terms of inclusion, disabilities and their identities. Participants will write their 6 Word Memoir on a wall post it for everyone to see. Offer a chance to share if anyone would like.

### **BRINGING IT TO YOUR CAMP:**

This can be done as a one off session during staff training—also any of the activities can be done on their own to talk about inclusion, camper care, etc at camp. This program could also be done with teen campers.

<b>AUTHOR(S):</b>	Rachel Dubowe
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<b>SUMMARY:</b>	In this session we will engage with disabilities in a camp setting by intentionally pushing ourselves to think about camp from a universal design perspective, explore how our own identities factor into an inclusion mindset, learn how to appropriately support the many different needs that campers might come to camp with, and apply these learnings to camp ecosystems through new language, tools and pedagogy.
<b>ABC GOALS:</b>	<p><b>Affective:</b> Participants will feel...</p> <ul style="list-style-type: none"> <li>• Confident in discussing camp through a universal design lens.</li> </ul> <p><b>Behavior:</b> Participants will be able to...</p> <ul style="list-style-type: none"> <li>• Recognize what universal design could look like at camp.</li> </ul> <p><b>Cognitive:</b> Participants will know...</p> <ul style="list-style-type: none"> <li>• What universal design is</li> </ul>
<b>AUDIENCE:</b>	This program is for all staff members. Ideal group size would be 15-25
<b>TIMING:</b>	90 Minutes
<b>APPENDICES:</b>	Appendix C-Creating Inclusive Spaces handout <a href="https://foundationforjewishcamp.sharepoint.com/:w/s/Cornerstone/EYFVU2FRi4NHgb0gflDFb9oBWnPXTnp6yIe9CrSd65UoNA?e=8EsKR9">https://foundationforjewishcamp.sharepoint.com/:w/s/Cornerstone/EYFVU2FRi4NHgb0gflDFb9oBWnPXTnp6yIe9CrSd65UoNA?e=8EsKR9</a>
<b>MATERIALS NEEDED:</b>	Projector, Video Clips, Appendix C hand out, wall Post Its, paper, writing utensils, regular post its, laptop
<b>SET-UP DETAILS:</b>	A room with space to meet as a big group and to have small group discussions

### SESSION TIMELINE (SPECIALTY TRACK 2)

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- 00:00-00:10 Introduction/Framing
- 00:10-00:25 Introduction to Universal Design
- 00:25-00:35 Introduce Universal Design at Camp
- 00:35-00:55 Universal Design Activity
- 00:55-1:10 Group Discussion
- 1:10-1:30 Wrap up and Reflection

### SESSION OUTLINE:

#### 00:00-00:10 Introduction and Framing

Session leader will do a general introduction to get the session started. Session leader will show two video clips that relate to empathy

Brene Brown video-<https://www.youtube.com/watch?v=1Evwgu369Jw>

Inside Out clip-<https://www.youtube.com/watch?v=QT6FdhKriB8>

#### Discussion Questions:

- What is empathy?
- What's the importance of acknowledging someone's feelings?
- Why are these values/actions so important at camp?

#### 00:10-00:25 Universal Design Introduction

Share this text with participants (either on a wall post it or projected)-

*Avot 3:1 Akabiah ben Mahalalel said... Know from where you come, and where you are going, and before whom you are destined to give an account and reckoning.*

#### Discussion Questions-

- How does this text relate to inclusion at camp?
- Do you think you already do these actions at camp? If so, how?

Show participants Elise Roy's TED talk

[https://www.ted.com/talks/elise\\_roy\\_when\\_we\\_design\\_for\\_disability\\_we\\_all\\_benefit?language=en](https://www.ted.com/talks/elise_roy_when_we_design_for_disability_we_all_benefit?language=en)

#### Discussion Questions-

- What did you notice in that TED talk?
- What are you still wondering about?
- How does this TED talk apply to disabilities and inclusion at camp?

#### 00:25-00:35 Introduce Universal Design at camp

Session leader will introduce the 7 Principles of Universal Design

(<https://universaldesign.ie/what-is-universal-design/the-7-principles/>) and have them written out on a wall post it. Session leader will offer the framing that universal design at camp (and in general) is about everyone winning. Session leader will ask participants to think of how the principals apply to different camp programs, traditions, rituals, etc. Participants will write down the camp program, tradition, etc and put it next to the specific principal it goes with. Session leader will give participants a chance to share, elaborate, etc.

#### 00:35-00:55 Universal Design Activity

Session leader will instruct participants to pick one camp program, tradition, or physical space to really analyze through a universal design lens. Session leader will offer the framing

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that change doesn't happen overnight and that this activity is just to get them to start thinking through a universal design lens.

Session leader will also share "Creating Inclusive Spaces: Tips & Tricks" document ([Appendix A](#)) with participants to help them with their universal design analysis.

Have participants brainstorm about their camp program, space, tradition, etc and then eventually have them share them in small groups.

### 00:55-1:10 Big Group Discussion

Session leader will bring the group back together for one big group discussion (questions should be projected)

- What are you still thinking about?
- What could your potential next steps be?
- What is challenging for you?
- What was particularly useful?

### 1:10-1:30 Wrap up/Reflection

Session leader will lead participants in a reflection activity. Session leader will instruct participants to trace their hand on a piece of paper and then use the following prompts below for each finger (starting with the thumb)

1. One good thing about today
2. One thing you're going to remember
3. One thing you didn't like/are still struggling with
4. One thing you're committed to
5. One small thing you're taking away from these sessions

### **BRINGING IT TO YOUR CAMP:**

This can be done as a one off session during staff training—also any of the activities can be done on their own to talk about inclusion, camper care, etc at camp. This program could also be done with teen campers.

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<p><b>SUMMARY:</b></p>	<p>In this session we will-engage with disabilities in a camp setting by intentionally pushing ourselves to think about camp from a universal design perspective, explore how our own identities factor into an inclusion mindset, learn how to appropriately support the many different needs that campers might come to camp with, and apply these learnings to camp ecosystems through new language, tools and pedagogy.</p>
<p><b>ABC GOALS:</b></p>	<p><b>Affective:</b> Participants will feel...</p> <ul style="list-style-type: none"> <li>• Prepared to bring back inclusion and disability related content to their camp.</li> </ul> <p><b>Behavior:</b> Participants will be able to...</p> <ul style="list-style-type: none"> <li>• Apply what they've learned to camp scenarios</li> <li>• Reflect on the disabilities and inclusion at camp</li> </ul> <p><b>Cognitive:</b> Participants will know...</p> <ul style="list-style-type: none"> <li>• The bigger picture of this speciality track</li> <li>• How to talk about disabilities and inclusion in the camp setting.</li> </ul>
<p><b>AUDIENCE:</b></p>	<p>This program is for all staff members. Ideal group size would be 15-25</p>
<p><b>TIMING:</b></p>	<p>90 Minutes</p>
<p><b>APPENDICES:</b></p>	<p>Appendix D-  <a href="https://foundationforjewishcamp.sharepoint.com/:w:/s/Cornerstone/EeU1RQWOqGVIjdC_rDr77J4BoFI6tu-Em3iy4Hi0d8hLcA?e=kkKRjt">https://foundationforjewishcamp.sharepoint.com/:w:/s/Cornerstone/EeU1RQWOqGVIjdC_rDr77J4BoFI6tu-Em3iy4Hi0d8hLcA?e=kkKRjt</a> \</p> <p>Appendix E-Welcome To Holland story  <a href="http://www.dsasc.ca/uploads/8/5/3/9/8539131/welcome_to_holland.pdf">http://www.dsasc.ca/uploads/8/5/3/9/8539131/welcome_to_holland.pdf</a></p>
<p><b>MATERIALS NEEDED:</b></p>	<p>Appendix D, Appendix E, Video Clips, Projector</p>
<p><b>SET-UP DETAILS:</b></p>	<p>A room with space to meet as a big group and to have small group discussions</p>

### SESSION TIMELINE (SPECIALTY TRACK 3)



- 00:00-00:10 Introduction and Framing
- 00:10-00:35 Camp Scenarios
- 00:35-00:50 Zooming Out
- 00:50-1:00 Camper Care Machine
- 1:00-1:30 Bringing This Back To Camp

### SESSION OUTLINE:

#### 00:00-00:10 Introduction and Framing

Session leader will lead an introductory activity. This activity will focus on communication and reactions. Session leader will ask for 4 volunteers and explain that Volunteers 1 and 2 are a pair and Volunteers 3 and 4 are a pair. The session leader will give them a scenario to act out and volunteer 2 will act as the “inner” voice of volunteer 1 and volunteer 4 will act as the “inner” voice of volunteer 3. Volunteers will improvise a conversation within the scenario and they will go in the speaking order of 1,2,3,4.

Session leader will relate this activity to communication at camp and how we handle different scenarios, internally and externally.

#### 00:10-00:35 Scenarios

Session leader will provide a few different camp scenarios (Appendix D) that center around inclusion and disabilities for participants to respond to. Group will work together to provide feedback and solutions.

#### 00:35-00:50 Zooming Out

Session leader will share [Welcome to Holland](#) story (Appendix E)

[http://www.dsasc.ca/uploads/8/5/3/9/8539131/welcome\\_to\\_holland.pdf](http://www.dsasc.ca/uploads/8/5/3/9/8539131/welcome_to_holland.pdf)

Discussion Questions-

- How does this relate to our campers and their families?
- Why do you think I shared this?

Session leader will also share Stella Young’s TED Talk-

[https://www.ted.com/talks/stella\\_young\\_i\\_m\\_not\\_your\\_inspiration\\_thank\\_you\\_very\\_much?language=en#t-545823](https://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much?language=en#t-545823)

Ask participants for reactions to the video.

Discussion Questions-

- How does it change or not change your approach to your job as a counselor this summer? What is the difference between inspiration and accomplishment?
- How can they as counselors enable all of their campers to truly shine?

#### 00:50-1:00 Camper Care Machine

Session leader will have participants get in groups of 4-5. Groups will be tasked with creating a human camper care machine and presenting it to the rest of the groups. Each person needs to have a role in this human camper care machine. After this activity, session leader will transition into the final wrap up.

#### 1:00-1:30 Bringing This Back To Camp



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Split participants into breakout groups and have them share with each other their action plans. Have them share how their action plan has been influenced by this track. Also encourage participants to give feedback on others' action plans based on what they've learned in the track.

### Guiding Questions-

- What have you added to your action plan because of this track?
- What do you want to bring from this track to your action plan?

Session leader will bring groups back for a final share out and wrap up.

### **BRINGING IT TO YOUR CAMP:**

This can be done as a one off session during staff training—also any of the activities can be done on their own to talk about inclusion, camper care, etc at camp. This program could also be done with teen campers.