



Diversity and inclusion on camp: Advice for outdoor/camp providers

Overview

Following the release of the 'Going with the flow' resource, we heard from schools that they wanted advice about how to communicate their inclusive approaches to EOTC and school camp with whānau and caregivers.

This led to the development of the 'diversity and inclusion on camp' letter. Schools can use the letter template to communicate how they will manage and support diversity and inclusion on school camp (and EOTC). The letter is relevant for **all** students and their whānau, not just female students of menstruating age. There is one document that includes guidance and a letter template for primary/intermediate schools, and a similar document for secondary schools.

Guidance for outdoor and camp providers

As part of your school-provider agreement, you should check whether the school has any ākonga requiring specific support. During this conversation, discuss how menstruating students will be supported/included in remote or water-based activities (so they can communicate this to whānau and ākonga), and gather important information about rainbow students, like their pronouns or required sleeping arrangements. Check whether rainbow students have a camp support plan (see 'more information' below).

When working with schools, it's good practice to follow the school's Diversity and Inclusion policy. Become familiar with the legislation that schools must follow, and the common resources informing their policies and practices (such as those noted in the primary and secondary letter documents). If a school doesn't have a Diversity and Inclusion policy, we encourage you to point them to the EONZ 'diversity and inclusion on camp' guidance and the 'Going with the flow' resource.

Camp and activity providers should also have their own Diversity and Inclusion policy, which details how they will meet the needs of diverse participants. If a school does not have their own policy, it may be more appropriate to use (or adapt) your organisation's policy for their visit (although this isn't a long-term solution).

Encourage schools to send out a 'diversity and inclusion at camp' letter as part of their communication to whānau. You might also like to adapt one of the school letters to share with

non-school participants before their visit. You can access the letters and guidance for schools from the 'Going with the flow' resource page on the EONZ website (www.eonz.org.nz).

Where can I get more information and support about menstruation and rainbow-inclusive practices?

In the letter templates we have included some resources for parents/whānau and teachers to engage with. The listed resources vary slightly for different age-groups. We suggest you become familiar with this information as well.

Ikura | Manaakitia te whare tangata–Period products for schools:
<https://www.education.govt.nz/parents-and-caregivers/schools-year-0-13/available-assistance/period-products-schools#more-information-for-whanau-families-6>
(primary only)

'What about me?' resource: <https://www.periodhealth.nz/> (secondary only)

Family Planning: <https://www.familyplanning.org.nz/advice/periods/periods>
(primary and secondary)

'Going with the flow' resource: www.eonz.org.nz (primary and secondary)

We also recommend the following organisations/resources for menstruation and rainbow-related information:

InsideOUT: <https://insideout.org.nz/>

Ministry of Education – Inclusive Education: Guide to LGBTIQ+ students
<https://inclusive.tki.org.nz/guides/supporting-lgbtqia-students/>

Camp support plan: InsideOUT has a gender transition support plan template available to download on their website (link below). While this is typically used for students who are transitioning while they are based at school, the plan can be adapted to suit a camping/EOTC experience. Ask for support from colleagues with experience in this area, and work with rainbow ākonga and their school and whānau to decide what is relevant and what is missing from the template.

<https://insideout.org.nz/wp-content/uploads/2021/06/Gender-transition-support-plan-template.pdf>

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