



# INTRODUCING OUR NEW ALL-GENDER BUNK

## **WHY?**

At Harlam, we strive to create an open and safe community, and specifically to affirm everyone's gender identity to the best of our ability. The use of preferred pronouns, private changing areas, and single stall bathrooms are a start, but we believe there are additional steps we can take to create an inclusive community. We are responding to the many voices of campers and staff who are gender fluid or non-binary and have expressed a desire to live in an all-gender bunk within the greater Harlam community. This allows us to further strengthen our commitment to campers to enable them to be the best version of themselves while they are at camp.

With Harlam's experience, thoughtfulness, and desire to be inclusive, we have an opportunity to pilot an all-gender bunk in the Summer of 2022. This all-gender cabin will be an opt-in experience for those of all gender identities who are prepared to live in a multi-gender cabin.

Campers entering 7th or 8th grade, and their families, who are interested in learning more are invited to inquire about this opportunity. (Campers in younger grades may also reach out, but our starting point will be the creation of a middle school-aged bunk.)

We are confident that with the right staffing, set-up, clear expectations, and training, campers and staff who participate in this living arrangement, and the camp community that supports them, will have an incredibly rich, supportive, and meaningful experience. This includes providing campers the opportunity to participate in programming with the unit of their age group, as well as some programs that their bunk will be able to attend together, which includes being able to sit together at meals. Campers will get to experience all the facets of camp life, including the aspirational arc of out-of-camp trips, and the experiences and programs that are the hallmark of a Harlam summer.

## **WHO IS ELIGIBLE?**

Campers entering 7th or 8th grade who wish to live in an all-gender bunk. This could include campers who are non-binary, friends who are allies, or someone who simply wants to live with all genders.

## **HOW CAN I LET YOU KNOW WE'RE INTERESTED?**

Reach out to Lori Zlotoff, Harlam's Inclusion Coordinator, at [lzlotoff@urj.org](mailto:lzlotoff@urj.org) to set up a call to discuss further. Space is limited!

## **WHEN DO YOU NEED TO KNOW BY?**

We hope to have a critical mass of people signed up for this option by the end of December to know if we are able to move forward. We know this might inform your decision about attending Harlam and would want you to know as early as possible in case you need to make alternate plans.

## **LEARN MORE**

Camp Tawonga has been at the forefront of this initiative for a few years, and has received some amazing press! Read about their success at [bit.ly/2X6AGzX](https://bit.ly/2X6AGzX)