

---

## HR-5 DIVERSITY

A camp's staff recruitment and training process should include:

**HR-5A:** Procedures to recruit program and administrative staff whose racial or ethnic diversity reflects that of the camper population served.

**HR-5B:** Training for staff to accept, respect, and be responsive to the multi-cultural diversity of our society.

**INTERPRETATION:** In Standard HR-5A, the intent is for directors to consciously try to provide staff members as role models and resources for minority populations served. A camp whose staff is more diverse than its camper population is considered to be in compliance. Training for staff may include both pre-camp and in-service sessions to help staff recognize and value individual differences within groups, particularly in relation to the camper populations served.

**COMPLIANCE DEMONSTRATION:** Director description of recruitment plans and procedures; director/staff description of staff training provided.

**Applies to:**

- Day camps
- Resident camps
- Short-term resident programs
- User-group programs

