



**American Conference on Diversity<sup>SM</sup>**

VALUING DIVERSITY, EDUCATING LEADERS, PROMOTING RESPECT

**LEAD FOR DIVERSITY 2014  
INFORMATION FOR PARENTS AND DELEGATES**

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# American Conference on Diversity<sup>SM</sup>

VALUING DIVERSITY, EDUCATING LEADERS, PROMOTING RESPECT

## OUR MISSION

To value diversity, educate and empower leaders, promote inclusion and respect in schools, workplaces and communities throughout New Jersey.

## OUR FOCUS

Providing awareness and strategies to stakeholders so they can recognize, address, and challenge bias and oppression based on ability status, age, ethnicity, gender, race, religion, sexual orientation, and socioeconomic status within the workplace, in schools, and in our communities.



# **American Conference on Diversity<sup>SM</sup>**

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- **American Conference on Diversity has been a part of the New Jersey community since 1948.**
- **The rich history of the organization began in New York City, with the creation of the National Conference of Christians and Jews, which itself was founded in 1927.**



## **YOUTH and PROFESSIONAL DEVELOPMENT**

- We provide professional development for NJ businesses, colleges and universities, P-12 schools, and community organizations
- And leadership development programs for NJ youth—primarily at the high school level



## SIGNATURE YOUTH DEVELOPMENT PROGRAMS

- Awareness to Action
- Break the Cycle: Be the Change
- Lead for Diversity (LFD)
- Manytown
- School Swap

All of our youth programs focus on educating students around issues of diversity and social justice; allowing students to share their diverse backgrounds, experiences, and perspectives; and helping students positively address issues of inclusion, bias, and bullying in their schools and communities.



## **LEAD FOR DIVERSITY**

Lead for Diversity, formerly known as Anytown, has been working with New Jersey's youth leaders since 1995.





## A GROUP OF LEADERS

- Students were chosen by educators at their own schools. Educators identified within these students exceptional character, an eagerness to learn more about diversity and inclusion, and an ability to work with their peers to create positive change in their schools.
- Selected students are known as delegates, because they represent their schools during the summer program and throughout the year-long Lead for Diversity process.



## A STATE-WIDE PROGRAM:

- 106 of New Jersey's high schools from 16 counties have participated in LFD / Anytown.
- Over 1800 students have been LFD / Anytown delegates since 2000.





# LEAD FOR DIVERSITY VOLUNTEER STAFF

- Co-Directors
  - 3 at each session
  - Responsible for running the session
- Advisors
  - Adult professionals, most of whom are teachers
  - Responsible for leading morning workshops and evening programs
- Counselors
  - Younger adults, some of whom are current college undergraduate or graduate students, others are recent college graduates
  - Supervise delegates in their cabins; lead discussion groups
- Medical Professional
  - Responsible for dispensing medications, taking care of sick delegates and staff



# AWARENESS → ACTION

- Overarching goals:
  - to help students become aware of what they can do to help create a more inclusive and just society;
  - provide the starting point for them to create Action Plans to implement in their schools or communities
- As a result of the Action Plans the delegates from participating schools create, it is estimated that Lead for Diversity impacts 21-25,000 individuals each year, most of them middle and high school students.



## WHERE THE FUN BEGINS

- Lead for Diversity 2014 will take place at the [Pocono Environmental Education Center](#) in Dingmans Ferry, PA
- The facility is located in the Delaware Water Gap



## GET ON THE BUS...

- A charter bus will pick up students from four pickup locations for the trip to the summer LFD program and will return students to the same location following the summer LFD program.
- July 13 pickup & July 18 drop-off locations are:
  - Absegami High School, Galloway Twp.
  - Lakewood High School, Lakewood
  - Spotswood High School, Spotswood
  - Franklin High School, Somerset
  - Saint Vincent Academy, Newark
  - Dickinson High School, Secaucus



## BUS 1 TRANSPORTATION TO LFD

### ■ **Session Sunday, July 13 pickup**

- **8:30 a.m.**      [Absegami High School, Galloway Twp.](#)
  - Absegami High School, Cedar Creek High School
- **10:00 a.m.**      [Lakewood High School, Lakewood](#)
  - Lakewood, Howell, and Freehold Township High Schools
- **10:45 a.m.**      [Spotswood High School, Spotswood](#)
  - Marlboro and Spotswood High Schools
- **11:45 a.m.**      [Franklin High School, Somerset](#)
  - Franklin High, Gill St. Bernard's, Princeton Day Schools

Arrival at campsite, approximately 2 p.m.



## BUS 1 TRANSPORTATION FROM LFD

### ■ Session END

### Friday, July 18 drop-off

- 4:30 p.m.      [Franklin High School](#), Somerset  
– Franklin High, Gill St. Bernard's, Princeton Day Schools
- 5:15 p.m.      [Spotswood High School](#), Spotswood  
– Marlboro and Spotswood High Schools I
- 6:00 p.m.      [Lakewood High School](#), Lakewood  
– Lakewood, Howell, and Freehold Township High Schools
- 7:30 p.m.      [Absegami High School](#), Galloway Twp.  
– Absegami High School, Cedar Creek High School

Departure from campsite, approximately 2:30 p.m.



**GET ON THE BUS...**

## **BUS 2 TRANSPORTATION TO LFD**

### ■ **Sunday, July 13 pickup**

- **11:15 a.m.**     [Dickinson High School, Jersey City](#)
  - Bayonne High School, Bergen County Academies, Dickinson High, Secaucus High, and University Academy Charter High Schools
  
- **12:00 p.m.**     [Saint Vincent Academy, Newark](#)
  - Christ the King Prep, Great Oaks Charter School, St. Benedict's Prep, and Saint Vincent Academy

**Arrival at campsite, approximately 2 p.m.**



## BUS 2 TRANSPORTATION FROM LFD

### ■ SESSION END Friday, JULY 18 drop-off

#### ■ 4:45 p.m. Saint Vincent Academy, Newark

- Christ the King Prep, Great Oaks Charter School, St. Benedict's Prep, and Saint Vincent Academy

#### ■ 5:30 p.m. Dickinson High School, Jersey City

- Bayonne High School, Bergen County Academies, Dickinson High, Secaucus High, and University Academy Charter High Schools

Departure from campsite, approximately 2:30 p.m.



# **TYPICAL DAY AT LEAD FOR DIVERSITY**

*Rise & Shine! 7 a.m. - Lights Out! 11:30 p.m.*

*Three Meals Daily and Healthy Snacks*

*Morning Activities*

*Morning Awareness Session*

*Afternoon Discussion Groups*

*Opportunity Time (AKA –Free Time)*

*Evening Awareness Session*

*Campfire*



## **LEAD FOR DIVERSITY STAFF**

- Staff receive facilitation training each year they are on staff; most of our staff are graduates of the Lead for Diversity program
- All staff undergo a background check each summer they apply to be on staff
- Individuals interested in being staff members must go through an application and interview process
- The LFD Staff/Delegate Ratio is 1:4



## YOU'VE GOT MAIL:

In late June, you'll receive:

- Bus schedule with pickup times and locations and return times and locations
- Emergency Contact Information
- Cell / Mobile Phone Policy
- What to Bring List



## THE NUMBER YOU ARE TRYING TO REACH...

What is the phone policy?

- Delegates are not permitted to possess or use their cell phones during the Lead for Diversity program. We want to make sure the students are not distracted by phone calls, texting, games, etc. It doesn't take long for students to realize they do not miss their phones as much as they thought they would.
- In the event of an emergency, parents can call American Conference on Diversity 732-745-9330 between 9 a.m. and 5 p.m. or the emergency camp number that will be provided to you.



## HOME AWAY FROM HOME

### How are students housed?

- Delegates are segregated by sex. Female delegates sleep in one section of the campus and males sleep in another. We can make special accommodations for students who do not identify as female or male, if requested.
- As much as possible, delegates are mixed together so they can meet as many students as possible. Delegates from the same school are not typically housed together, nor are they placed in the same discussion group. They will have time to work together during the School Team Meetings and Action Planning process.



## HOME AWAY FROM HOME

- There are two types of housing for delegates: the duplexes and the yurts.
- Delegates typically sleep 4-5 to a room in the duplexes, with one counselor
- And 6-7 to a room in the yurts, with one counselor.
- The maximum number of delegates that can be housed in one yurt is 10, with two counselors.



## NOT QUITE RESORT LIVING, BUT COMFORTABLE LIVING QUARTERS

- Yurts are dome-shaped, canvas-covered structures with windows and wooden floors, walls, and doors.
- Yurts have ceiling fans, heating, and electricity.
- Duplex cabins also have ceiling fans, heating, and electricity.





## IT IS JUST SIX DAYS...

### What should students bring to the LFD camp?

- Sleeping bag or twin bed sheets
- Casual clothing: T-shirts, shorts, etc.
- Jacket / sweatshirt
- Pajamas
- Towels / washcloths / soap / body wash
- Toiletry articles (toothbrush, deodorant, etc.)
- Insect repellent
- Flashlight (with extra batteries)
- Camera (other than cell phone!)
- Notebook / journal
- Spending money (optional, no more than \$20)
- Water bottle (optional)
- Pillow
- Blanket
- Comfortable sneakers
- Raincoat / rain gear
- Underclothing
- Shower flip-flops
- Sunscreen
- Watch
- Alarm clock (other than cell!)
- Readings, poetry, etc.
- Cultural clothing, music, etc. that expresses your heritage



## MAYBE LEAVE THE TUBA AT HOME...

### Can students bring musical instruments?

- Sure, but be mindful that space is limited, so pack light.
- If you are a student who plays an instrument that does not need an electrical source, such as an acoustic guitar, and you would like to play it for the rest of the LFD delegates and staff during our designated closure time you may bring it.
- Keep it reasonable. You don't want to drag your French horn along and wake up the forest!





## NOT QUITE MADE TO ORDER...

What food options are available?

- Nutritious, balanced meal options are available.
- A minimum of one vegetarian and non-vegetarian food option will be provided for each meal. Additionally a salad bar is available during lunch and dinner.
  - Ingredients used to make the meals cannot be guaranteed gluten free.
- Students are allowed to bring their own meals, which can be refrigerated and prepared in the Dining Hall by the Dining Hall staff.



## YOU ARE NOT ALONE

How many students will attend?

- Approximately 80 students from 20 schools will attend the Lead for Diversity Summer Session.



## INVESTING IN THE FUTURE...

How can you support American Conference on Diversity?

- You can donate money to American Conference on Diversity via our website: [www.americanconferenceondiversity.org](http://www.americanconferenceondiversity.org)
- You can participate in Text to Give: from your mobile device text “LFD” to 20222. (Be sure to make sure your device does not convert “LFD” to another word via the spellcheck function.)
- Check with your company. If it has a matching gifts program, you can participate and identify American Conference on Diversity as an organization to which you would like to donate.

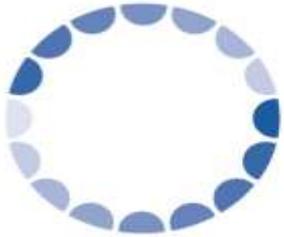


## **NOT JUST FOR THE STUDENTS...**

Parents, although you won't be spending the week with us we know that you are also part of the Lead for Diversity experience.

We will contact you after the Lead for Diversity summer sessions have ended.

- We'd like to know your reflections about the program's impact on your child.
- Stay tuned for the August, 2014 mailing and online survey tool.



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*We are looking forward to seeing  
you this summer!*

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