



2024 Jacobs Essentials #4:

Open and Inclusive Community:

Jacobs Camp's Commitment to Being a Sacred Community That Welcomes and Values Everyone

At the core of a successful camp experience for any child is their sense of safety and belonging. Each child should feel that they are included, and bring value to the community. To that end, Jacobs Camp is committed to ensuring that the camp experience reflects the diversity of all of our campers and families.

We are a stronger, more vibrant Jewish community when we embrace the diversity that is the reality of modern Jewish life. We are individuals of different sizes, different colors, different backgrounds, different gender identities, different feelings and even different beliefs. There is more than one authentic way to be Jewish and we acknowledge that our diversity is an essential component to making our community whole. Jews by choice, those exploring Judaism, Jews of Color, LGBTQ+ Jews, Jews who live with physical, mental, or intellectual disabilities, multiracial families, and interfaith couples and families are all an integral part of our community, and we strive to be a space of belonging for all who wish to call it home. **Together we uphold one of our most cherished values, the belief that we are ALL B'tzelem Elohim – created in G-d's image.**

Jacobs Camp is a place where each child, staff member and any person who is a part of our community will be safe, have the opportunity to become the best versions of themselves, and be able to enjoy all that our program has to offer. Our leadership and staff work with professionals and organizations with expertise in diversity and inclusion to develop strategies toward the goal of greater sensitivity to all. Given our all-encompassing commitment to transparency and respect, we affirm our community's values around gender inclusion. We understand these ideas may be new to some families, and we encourage everyone to have a conversation with their campers prior to camp. Below are resources to support these family conversations.

We are grateful for the partnership of our families in helping our camp be a safe and inclusive place for our entire kehillah to have fun, and enjoy a carefree summer of friendship and Jewish Joy.

Resources for discussing Gender Diversity with your family:

- Inclusivity is a Jewish Value
<https://www.keshetonline.org/wp-content/uploads/2022/10/Seven-Values-updated-9.23.22-1.pdf>
- Transgender Children and Youth: Understanding the Basics
<https://www.hrc.org/resources/transgender-children-and-youth-understanding-the-basics>
- What Does It Mean To Be Nonbinary?
<https://www.innerbody.com/what-does-it-mean-to-be-nonbinary>