

## **Machaneh Miriam's Working Policy on Inclusiveness**

Camp Miriam stands in solidarity with those who advocate for justice, equality and inclusion in today's society.

Based on the principle of 'shivyon erech ha'adam' (translated as: the value that all human life is of equal worth) Camp Miriam strives to create an inclusive youth community with safe space for all counsellors and campers.

Every human, regardless of gender, sexuality, race, and class status is welcome in our spaces and is encouraged to contribute towards creating safe spaces where each individual is valued, their voices are heard and their needs are respected.

THUS...

- Camp Miriam acknowledges campers according to gender to which they identify. Where necessary we will make accommodations to meet the needs of each individual person.
- Creation of two gender-neutral bathrooms in the main building of camp
- Training will be provided to equip counsellors with the skills to educate and lead conversations in support of gender inclusiveness.