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FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



## Job Title: **Diversity, Equity, Inclusion Mentor**

Reports to: Camp Director

### Position Summary

Mentor positions include First-Year Staff Mentor, LGBTQ+ Mentor, People of Global Majority Mentor (Black, Asian, Brown, dual-heritage, Indigenous, and other “ethnic minorities”), and People with Differing Abilities & Neurodiverse Mentor. Mentor Positions are in addition to your primary summer role. The functions below serve as guides for this position, and will vary depending on your mentees needs and your comfort/expertise in providing said functions. You may do more or less than what is listed. Training and supervision will be provided.

### Essential Functions

- Support staff as an individual and as a member of the staff community.
  - Help staff achieve a sense of engagement, belonging, and community.
  - Ease transition into camp staff role.
  - Provides staff with feedback, coaching, guidance, and support.
  - Assist staff in personal and professional growth, goal setting, problem-solving and skill-building.
  - Seeks to cultivate an inclusive, equitable, vibrant, and diverse community of staff
  - Refers staff to appropriate resources as needed.
  - Support staff education and engagement
- Responsible for supporting and advocating for various dimensions of diversity and amplifying staff voices.
  - Work to collaborate with counselors/CCs/Program Directors, etc., to include and integrate individual staff needs to create an equitable and cohesive group environment.
  - Critically examine Camp Olson’s traditions, practices, and activities through an equity lens and provide feedback/alternatives if needed.
  - Facilitate affinity space for staff with shared identities that are safe, structured, and foster professional connection and conversation.
- Champions inclusion activities, strategies, and initiatives.
  - Contribute to the sense of community.
  - Acts as a role model and goes above and beyond.
- Maintain regular, honest, open, and professional contact with Mentee.
  - Contact Mentee before the Camp season begins to help build rapport, ease anxieties, and help answer pre-camp questions.
  - Meet with your Mentee at least once per week (this could be individual, as a group, or joining their cabin group/program).



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- Work in collaboration with your Mentee and their supervisor to communicate any potential crisis situations or individual dilemmas – do not try to solve any serious problems by yourself.
- Meet at least bi-weekly with the Camp Director for supervision.
- Maintain Confidentiality
- Complete a Year-End Report that evaluates the Mentor Program
  - What went well? What didn't?
  - New ideas
  - General schedule and tasks related to mentoring
  - Tips or anything that may help future directors

### Qualifications

- A commitment to working with a diverse staff and camper population for the fulfillment of YMCA goals.
  - Works effectively with people of different backgrounds, abilities, opinions, and perceptions.
- Lived experience (preferred) or has relevant experience with members of that group.
- Leadership experience, ability to coach and advocate for others.
- Ability to problem-solve.
- Ability to build rapport and relate well to others.
- Available for at least 5 weeks (preferred).

To apply, please complete this application found [HERE](#). Applications will be accepted until all positions are filled.

If interested, please apply at your earliest convenience. Reach out to [demi@campolson.org](mailto:demi@campolson.org) with any questions.