

# Diversity at Camp Augusta

Potential staff frequently ask about the diversity of staff and campers at Camp Augusta. As you've been reading through the web site, you might have noticed that we are looking for a very specific type of person, one who, above all else, is passionate about working with kids and is committed to Camp Augusta philosophies and values. You might be wondering, "Will I be working with 40 carbon copies of myself?" If so, you are rightly concerned; diverse environments have the potential to increase growth opportunities, spur new insights, and challenge societal norms of racism, classism, and ableism, just to name a few. As humans, we have a lot to learn from one another. Camp Augusta recognizes this, and values the different perspectives, life experiences, beliefs and values of staff.

From reading the website, you know that Camp Augusta actively recruits international staff (between 5 and 30% of the total staff). International staff bring a different cultural lens to the lives of campers and staff, and campers continually rate international staff as one of their favorite things about camp. While we don't actively recruit other specific diverse populations, we value hiring individuals who will both be a good fit and bring a unique perspective to camp. You might be surprised to know that staff vary greatly on political views, religious affiliations, education aspirations, career goals, travel experiences, eating habits, sexual orientation, geographic origins, and the list could go on and on! The diversity amongst the staff is an organic one, arising from the applications from a given year, without preference being given to one form of diversity over another, with the small deference to international staff.

One way that we support the diversity at camp is by utilizing clean communication and nonviolent communication (you will learn all about these during staff training or you can check out [www.cnvc.org](http://www.cnvc.org)). When speaking about similarities or differences, we approach one another with a genuine respect and willingness to listen. These dialogues are what make camp so rich and refreshing!

Almost 50 percent of the campers at Camp Augusta are from Piedmont, CA, part of the San Francisco Bay area. Camp Augusta was donated to the children of Piedmont by the founder of Camp Augusta -- Mrs. Ehman. The other campers come from wherever they happen to come from—many from the Sacramento, Nevada City, or Tahoe area. We don't advertise to anyone because spots fill up fast as it is and advertising is an expense that camp prefers to allocate elsewhere.