

CAMP HOSTS: The Camp Hosts are “community care bears” ready to offer camp orientation, basic first aid, emotional support, cultural competence support, consent education, mediation, de-escalation and conflict support. We’re also here to help if your boundaries were crossed, or if you crossed someone else’s boundaries.

Look for Camp Host members with glow in the dark, daisy bolo ties around their neck. There will be at least one tent near the check in table that is available to be knocked on overnight in case of emergency. You can also reach Camp Hosts here: 810.923.5956 greatlakescreatives@protonmail.me

The Camp Hosts are here to help us practice harm reduction to create safer spaces. While we are prepared to take action if anyone’s behavior significantly threatens others’ safety, we are committed to treating everyone with **compassion and care** and exercising principles of Transformative Justice. We have an Incident Reporting Form ([linked here](#)) that can be filled out anonymously, at anytime. Hard copies are avail. in the binder at the Welcome tent.

COMMUNITY AGREEMENTS: By entering the Water Weekend camp out at Lost Tamarack, you are agreeing to our Community Agreements below. We’re committed to helping movement spaces evolve in ways that promote everyone’s safety and ability to engage in community. Please strive to honor these agreements to help create safer, more functional spaces. You are welcome to give feedback or suggest other community agreements, too.

Nothing about us without us. We are all leaders, therefore we don’t need bosses. We make agreements that we are personally accountable to, not rules that we enforce on each other.

Continue to learn about and support principles of Indigenous sovereignty. Center indigenous wisdom and principles of indigenous sovereignty.

Center children and elders Always protect, consider, center, and respect children and elderly people. Allow elders to be imperfect, while recognizing that not every older person is a teacher.

I won’t act like a jerk. We aspire to treat each other and ourselves like the world we’re fighting for is already here. Till then, we’ll address homophobia, racism, sexism, ableism and anything that interferes with our ability to co-create this space and share power with each other.

Share power, share responsibility. Be clear with what your capacity is. *Respect and accept* how much time individuals say they can give/volunteer. If you struggle with accepting this, process it with yourself or a friend.

Continue to sharpen your analysis of whiteness and how it shows up in multi racial, and especially white dominant movement spaces. Consider periodically reviewing the [characteristics of white supremacy](#) and processing how they might show up personally, interpersonally and structurally.

Practice the antidotes to white supremacy culture:

Create a culture of appreciation. Express gratitude for people’s work and contributions

Choose integrity. If you need to vent, ask for consent first. Try to do so with the intent of speaking directly with the person you’re venting about once you’ve processed how to thoughtfully do so.

Foster a culture of learning where mistakes are viewed as learning opportunities.

Understand that defensiveness is linked to fear (of losing belonging, face, privilege, comfort, power.)

Identify other antidotes already in place and seek ways to highlight and build upon them.

Aspire to find common ground We don’t all have to perfectly agree or be rigidly values-aligned in order to work together (as imperfect people) to protect the water.

Be trauma informed AND healing-centered. Water protectors often experience higher rates of trauma and marginalization. People may also come to the movement with their own unresolved, unrelated trauma. Be gentle.

Pause when someone is outside their Window Of Tolerance. The Window Of Tolerance is a nervous system regulation concept. If someone is in the *hyperarousal* zone (fight, flight, fawn) or in the *hypoaroused* zone (freeze, numb, dissociated), give them time/space to soothe, regulate, redirect, ground themselves, etc. ***People generally aren't able to learn, reflect or resolve things when they're out of this window.*** Similarly, notice if you or someone else is in a HALT state (Hungry Angry, Lonely, or Tired) and consider taking a pause.

Consent First. Try to get clear verbal ("yes," "of course," etc.) or nonverbal (thumbs up, clear head nod yes, etc) consent *before* interacting with someone's body, property or personal space. Any hesitation or "maybe" means no, or that there's something to clarify. *Ex. before:* taking a photo of someone, entering a space, wearing shoes in a home, sharing a violent story, sharing a bad dream, sharing childhood trauma, venting about another person, borrowing someone's personal item, sharing someone's personal info, etc.

Be Attentive: Not everyone has the same capacity to catch non-verbal cues. Here are some suggestions for practicing this: watch for cues that someone is hesitant or uncomfortable (i.e. averting eyes, nervous laughter, frowning, freezing, pushing or pulling away, non-response). If you pick up these cues, stop and ask for clarification. Watch for signs that someone is frozen or being too compliant (saying yes to everything). Trauma responses can come with dissociation, numbness, disorientation, or a lack of presence.

Communicate: Practice giving and receiving feedback as a gift. If something doesn't feel good, talk about what happened with the individual; or, ask someone for aid. Want an interaction to end? Need time to know what you want? Say STOP, wait, pause, "I need a few minutes", or "I need time to think about this". Try naming your physical sensations: "I'm experiencing anxiety and I need a moment."

Check on each other: Check in when appropriate to see what folks might need: space, time, water, food, rest, presence, meds, affirmations, hugs, movement, etc.

We agree to a quick decision making team of 3 or more in case of emergency. Seek community input with 3 or more folks within a Signal chat if you're considering removing someone. If this team decides to remove someone, proactively communicate with folks in the Signal chat about why this decision was made.

We aspire to hold space for generative conflict. We agree to talk to each other directly, and ask for and get support when we need it. While we are prepared to take action—up to and including expulsion—if anyone's behavior significantly threatens others' safety, we are committed to treating everyone with **compassion and care**, and our goal is to keep everyone in the community. If conflict can't be resolved using the above methods, seek mediators, therapists, etc.

Respect people's boundaries, pronouns and chosen names. Support folks with placing boundaries with others when needed. We don't all need to work together all the time.

Practice Security Culture. Learn and share about security culture best practices and practice them. (Don't talk to cops unless you're acting as a police liaison. Don't share sensitive information in big signal chats or with people who don't need to know, use a [VPN](#), etc.)

EXTRA AGREEMENTS FOR CAMP SPACES:

Be gentle with the earth and each other. We agree to leave this camp better than we found it. We will also look out for each other and be patient with each other.

We won't drink alcohol or have weapons at camp. We will use discretion if smoking pot or cigarettes in public areas. Anyone throwing hands except in self defense will be '86'd (aka asked to leave camp).

Everything for everyone in common spaces. The kitchen, kids play area, community art space and fire pit are common spaces. Everything in these spaces is for everyone's use. Please keep personal items at your personal camp, or clearly label things if you need fridge space for medical diets, food allergies, etc.

Have a daily circle to connect, share info, needs, challenges and victories.

The original doc that we used for the Labor Day/Shut Down Line 5 camp last year is [linked here](#).