



Athenian Summer Programs

Position: BIPOC Residential Counselor

Reports to: BIPOC Co-Director

Employment dates:

- Staff Training (July 6-7)
- Camp Dates (July 7 – July 18)
- Post-camp Close-out

BIPOC AFFINITY CAMP DESCRIPTION

Athenian's BIPOC Affinity camp was founded in 2021 in partnership with the Attles Center for Excellence, and provides a 2-week, overnight summer camp free of charge for rising 7th and 8th grade BIPOC campers. Our aim is for BIPOC youth to connect over leadership skills, innovation and design, and outdoor adventure.

In addition to programming on **belonging, identity, leadership, innovation and adventure**, we facilitate campers reflections on their self-determination within the educational experience. The transition between middle school and high school is a critical one, and we help students think through their style of learning, personal needs for academic success, and ways to advocate for themselves as youth of color. Our hope is to support campers in the realization of their power to make a difference in each others' lives as a collective force for liberation in education.

Cohorts of Affinity campers attend for 2 consecutive summers (rising 7th and 8th graders), and are encouraged to apply to Athenian (or other schools of their choice) in their 8th grade. Our hope is that these future Athenian students of color begin developing positive relationships with each other and adults at Athenian, and feel a real sense of belonging and support from the start of their experience.

POSITION OVERVIEW

Counselors are the primary supervisors and mentors for their campers—playing a significant role in meeting important community and identity outcomes for campers. They hold the key responsibility of being the #1 staff member that campers will associate their camp experience with. Counselors rotate living in the campus dorms with campers and other counselors and support individual campers' growth as well as the group dynamics by participating in all-camp programming together, eating meals with campers, and creating bunk programming. Counselors will report to Head Counselors and work in collaboration with many other staff members to grow in their youth development skills and facilitation/planning skills.

>> Qualifications

- You're a hard worker!
- Must be a strong, positive team player and enjoy working in a camper-centered environment
- You love fast-paced environments where you can "go all in," get cheesy, silly, and let your "freak flag fly"

- You love working with kids and don't mind awkwardness. You have a knack for building relationships quickly and letting guards come down
- Interest in empowering and affirming BIPOC youth
- Experience working with middle school-aged and early high school-aged students preferred
- Must have experience working with BIPOC youth or community
- Summer camp programs preferred

>> Responsibilities

- Internalize vision and plan camp program
 - Understand how these will be instilled through management and training of staff
 - Create a camp environment that instills values from the beginning of camp to the end (for staff as well as campers)
 - Be a role model for campers and staff at all times, demonstrating type of community member and leader we aspire to be
- Provide camper mentorship and guidance as campers experience camp programming (that can sometime bring up sensitive topics and triggering memories for youth). Act as the first person campers go to for support in physical or emotional needs, conflict mediation, sensitive issues
- Ensure (and be hyper-vigilant) of camper safety
- Support and plan camp programs and activities. Facilitate a positive dorm and camp culture
- Participate in team meetings to problem-solve any in the moment challenges, assess progress towards program goals, camper needs
- Participate in clean up after last day of camp, and participate in post-camp celebrations/reflections

>> Compensation

The position is based on a stipend (\$1,635-\$1,735) for the duration of camp and includes staff training, onboarding and pre-camp work hours. Benefits include a day off per week, free meals during work and opportunity to spend an incredible and meaningful couple of weeks making a significant impact on youth. Our program is located on our Athenian school campus in Danville, Ca.