2020 Attendee Tools & Guidelines

Led by regional and national experts in diversity and inclusion, Campers will enter a virtual environment that supports exploration of personal bias and discuss local government's critical role in race and social equity work.

WHO WE ARE

ABOUT CCCMA

Colorado City & County Management Association exists to connect local government managers and assistants through professional networking and career development; supporting their service to Colorado communities. CCCMA is a state affiliate of ICMA.

ABOUT OUR ATTENDEES

The majority of Summer Camp attendees are Emerging Managers. These CCCMA members aspire to develop professionally and attain higher levels of responsibility with local government organizations, including, but not limited to, Chief Administrative Officer roles.

VIRTUAL SWAG BAG

In addition to the exclusive CCCMA buff Campers will receive via snail mail, your Camp Counselors have curated a virtual swag bag just for you. Your virtual swag bag will be shared prior to Summer Camp and includes the below items:
- ➔ Curated Zoom Camping Backgrounds
- ➔ Advice from our Speakers
- ➔ Recommended Book List
- ➔ EM Summer Camp Spotify Playlist

REGIONAL DAY CAMPS

CCCMA Emerging Managers across the state have stepped up to host remote engagement opportunities for a limited number of Campers. During registration Campers were asked to identify their Regional Day Camp preferences; this opportunity is now closed to additional registrants.

For those attending a Regional Day Camp, please review the following information:
- ➔ Space is limited to a maximum of 10 people or 50% of the host's room capacity- whichever is fewer. Participants will be seated at least 6 feet apart and must wear masks.

- ➔ While snacks and beverages will be provided, there will not necessarily be full meals - plan on having lunch prior to arrival, or bringing a brown bag.

➔ Your group will participate in the Thursday evening Choose Your Own Adventure social event together. This will either be virtual trivia or a virtual escape room. Your selection from the registration form will serve as your vote for what your meetup will participate in.

➔ Bring your own computer to participate in the conference Slack channel during the presentations, to engage with other attendees and ask questions. Smartphones and tablets will work, should that be your preference.

TECHNOLOGY 101

ZOOM
CCCMA Emerging Managers Summer Camp will use Zoom as its primary conference platform. Please download the desktop client prior to July 30th; you will receive a pre-conference communication with all relevant Zoom links on July 29th.

Participants will have interactive options during the sessions:
➔ **Chat:** intended for informal engagement, to be monitored by Camp Counselors.
  ◆ Rather than answering questions in the order received, we will use the **Progressive Stack Method**. Managing the Q&A with this method gives space to traditionally marginalized voices; you will have the option to self-identify as a marginalized voice by including a "*"in your submission, and we will prioritize these questions.

➔ **Q&A:** intended to submit questions to speakers and panelists when in a larger conference session.
  ◆ Campers will use this function to submit questions at any point during the presentation; the Q&A section will be actively monitored by Camp Counselors.

➔ **Polling:** intended to quickly gauge the audience.
  ◆ At various points throughout Summer Camp, speakers may initiate polling - be sure to stay present and share your opinion when a poll pops up.

SLACK
CCCMA Emerging Managers Summer Camp will use Slack as its method for social engagement, peer-to-peer discussions and real-time resource sharing. Please download the desktop client and accept our Workspace invite prior to Summer Camp Kick Off.

Your Camp Counselors have pre-populated the Workspace with channels for each speaker/topic; this space is intended to emulate the traditional conference networking and thought-discussions that happen in-between sessions or during breaks. Though it's not required, the committee is confident that attendees will derive value from participation and engagement in the Slack environment.

Should you need additional technology support before or during the conference, please contact gloria@coloradoccma.org or visit the #itsupport Slack Channel.

CAMP CONDUCT
In order to create an environment where all can explore and engage, CCCMA Emerging Managers Summer Camp will leverage a set of thoughtful group norms provided by the Government Alliance for Racial Equity (GARE).

At the beginning of each day, these group norms will be revisited and participants will be asked, via a Zoom poll, to agree to adopt these values and behaviors.

1. Take space, make space
2. What is said here, stays here
3. What is learned here, leaves here
4. Brave space
5. Offer what you can, ask for what you need
6. One mic, one speaker
7. Accept and expect lack of closure
8. Use "I" statements

Learn more about Brave Spaces in this whitepaper from NASPA.