



Oncology and Kids (OAK) is committed to creating an accepting and inclusive environment for all. As an organization that's primary purpose is to **“Provide safe spaces for children affected by cancer and their families to create lasting memories, forge lifelong friendships, and build the resiliency they need to heal,”** we feel it is essential to be clear, consistent and deliberate about how we create these spaces. With regards to the ongoing and evolving national discourse on gender identity, we recognize that the acceptance and inclusion principles for individuals within the trans community have undergone significant changes in recent years. Society has become more aware of the challenges faced by people that identify as transgender, leading to increased advocacy for their rights, access to healthcare, and legal recognition of gender identity. Efforts are being made to improve transgender-inclusive policies in areas such as education, healthcare, and legal documentation. Likewise, we are doing our best to ensure that the safe spaces we are creating at our camps are inclusive and welcoming to the trans community. Based on what we have found to be best practices and consistent with legal parameters, we have discerned the following.

- Legally, our government has taken the necessary steps to recognize and protect the rights of LGBTQIA individuals through legislation like marriage equality and anti-discrimination laws.
- LGBTQIA+ individuals and issues have gained greater visibility in media, entertainment, and politics and more openly LGBTQIA public figures, including celebrities and politicians, have come forward, fostering increased awareness and understanding. This increased representation helps challenge stereotypes, reduces stigma, and promotes empathy and acceptance.
- Educational institutions and organizations have taken steps to promote LGBTQIA-inclusive curricula and policies. Efforts are being made to teach students about diverse sexual orientations, gender identities, and the history of LGBTQIA rights movements. This helps foster a more inclusive and supportive environment for LGBTQIA individuals in schools and communities.
- Many businesses and organizations have also implemented inclusive policies and practices to support LGBTQIA employees. Companies recognize the value of diversity and have implemented non-discrimination policies, employee resource groups, and transgender-inclusive healthcare coverage.

Despite the increased awareness and efforts to make positive change, it's important to acknowledge that challenges and disparities persist. Trans individuals still face discrimination, violence, and societal prejudice. Continued efforts are needed to address these issues and ensure equity and inclusion for all members of the trans community. Oncology and Kids, as it has always been, will strive to be a supportive and inclusive community for ALL individuals, especially those that have been or are being marginalized. Our goal is to offer resources, social connections, and a sense of belonging to all the kids and families we serve. In accordance with our values of acceptance and inclusivity we are evolving our current policies to reflect not only current best practices and standards, but also to reflect the love, respect and admiration for the transgender children that have been and are a part of our OAK family. OAK has taken various research around mental health of transgender youth, advice from professionals, and self-reflection to decide on the following policy:

Transgender campers will choose the cabin that best fits their gender identity without needing to explain their decision further or have leadership share this decision with anyone else.

There is a difference between tolerance and inclusivity and we pride ourselves on the latter. For this reason, transgender-identifying campers will choose the cabin that makes them most comfortable. Giving them this choice is a way of affirming their identity and helps us create the safe space we strive to offer every camper.,