



SAFETY, WELLNESS, AND INCLUSION INITIATIVES



BBYO is committed to creating mentally, emotionally, socially, and physically safe environments in which all teens can thrive. As an organization impacting the lives of thousands of teens across the global Jewish community, we hold the responsibility for teens' well-being as paramount. We are continuously working to adapt and develop resources, guidelines, and procedures that foster and maintain these safe, healthy, and inclusive environments.

The following timeline represents the actions BBYO has taken to date, and will continue to expand as a result of our ongoing and vigilant commitment to teen wellness in all its forms.

SUMMER 2016

- Wellness Specialists brought to all domestic summer leadership programs, including CLTC, ILTC, and International Kallah

SUMMER 2015

- Teen leaders draft and pass motion to ensure BBYO continues to be fully gender inclusive, enabling any teen to join any chapter based on the gender with which they identify

SPRING 2015

- BBYO drafts and implements *Ensuring Safe Environments* policies and procedures which address staff response and procedures regarding mental health challenges, inclusion, substance use, and sexual assault and harassment

FALL 2016

- BBYO hires Director of Inclusion

WINTER 2017

- Wellness Specialists brought to BBYO International Convention

SPRING 2018

- Rooming policies updated to reflect gender-inclusive rooming

SPRING 2019

- *Moving Traditions* provides healthy relationship and consent training to BBYO summer leadership staff
- BBYO publishes toll-free hotline for staff, teens, advisors, and others to report incidents anonymously
- Wellness posters created and posted at all overnight conventions and immersive events, promoting health, wellness, and safety among participants, and encouraging reporting of incidents
- BBYO establishes the BBYO Center for Adolescent Wellness and hires a Center Director

WINTER 2020

- Teen leaders draft and pass mental health legislation, establishing a new task force and recognizing Mental Health Awareness Month
- New Incident Report Form created and shared with staff for their use
- Question added to intake forms to gather information from teens and families on rooming preferences

FALL 2019

- Revised Mandated Reporter training and updated *Ensuring Safe Environments* policies and procedures are rolled out to staff

SUMMER 2019

- BBYO Community Agreements are instituted and rolled out to participants at CLTC, ILTC, International Kallah, and the March of the Living
- BBYO revises and updates *Ensuring Safe Environments* policies and procedures, including sexual assault response

FALL 2020

- BBYO teen leaders establish a new Programming Fold, Health, focused on building healthy relationships among teens, which is further strengthened by the formation of a group of teen leaders, BBYO professionals, and experts who set community standards around consent talks at all regional, council, and international events
- New staff and teen joint working groups formed to develop healthy relationships and consent programs, education, guidelines, and training

WINTER 2021

- BBYO Code of Conduct is updated
- BBYO Community Agreements are updated in partnership with teens, and rolled out during pre-International Convention community calls
- BBYO conducts review of training offerings for staff, advisors, and teens about healthy relationships and consent, and develops a plan for additional training during March meeting with summer leadership staff, and training at August Execs for regional staff and teen leaders
- BBYO standardizes advisor onboarding and includes healthy relationships education at March Advisor Conference
- Focus groups held with teens, staff, and advisors on gendered spaces



SUMMER 2021

- BBYO creates new online form for teens to submit concerns anonymously; QR code added to Safety & Wellness posters at summer programs
- BBYO develops new Healthy Relationships flyer defining consent and safety terms, posted at all summer programs
- Training provided to all BBYO staff and summer madrichim on building safe environments and healthy relationships
- BBYO prepares session for August Execs on sharing options for teens to

SPRING 2021

- BBYO updates healthy relationships policies and procedures
- Step-by-step guidance rolled out to staff on responding to assault allegations and supporting survivors
- BBYO creates updated training and materials for teens for the upcoming year
- Director of BBYO Center for Adolescent Wellness and Director of Inclusion record podcast with JTEC on teen safety and self-advocacy

FALL 2021

- Teens pass legislation to create more inclusive spaces by:
 - Adopting siblinghood language
 - Offering siblinghood programs during separates
 - Adding inclusion responsibilities to existing or new board/committee positions

WINTER 2022

- Updated Community Agreement conversations at BBYO International Convention
- Launched third & fourth cohorts of teen Mental Health First Aiders to train teens to respond to their friends
- Updated internal peer-to-peer sexual response protocol and procedures
- Trained staff on updated protocol and procedures

SUMMER 2022

- Updated staff training for responding to difficult situations
- BBYO Community Agreements are updated in partnership with teens, and rolled out during pre-International Convention community calls
- Added wellness support to travel programs
- Created additional healthy relationship training for seasonal staff

FALL 2022

- Updated community agreement trainings for staff and teens with focus on regional conventions
- Adapted teen facing reporting forms to include mental health concerns and additional options for teens to report challenges

