

SUUSI 2023: Turn Our World Around

Evaluation Survey Report

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The mission of SUUSI is to provide a one week experience evoking the best within us, in concert with Unitarian Universalist principles. SUUSI offers the opportunity to share an intergenerational environment of love, personal freedom, ethics, and joy in an intentional, nonjudgmental community.

Executive Summary

SUUSI 2023 was the second year back in person since 2019, and after two years of virtual SUUSI, we are still rebuilding. An unexpected gap in leadership due to family medical needs created additional challenges in the Director role this year; happily, the successorship model which is in place appeared to work well, with both the Director Emerita and the (planned) Assistant Director for this year being able to step up.

SUUSI continues to seek a new equilibrium between our expansive program of years past, which were supported by an attendee pool of around 1100, and the realities of a SUUSI with attendance just over half that. New morning worship locations (Hillside Grind followed by the Bardo atrium lobby) broke new ground. Fewer participants meant a consolidated housing experience, with more “togetherness” as a result. Expansion into the new Water Rock dorm provided a separate yet central, non-isolated location for Young Adults (YAs) and Medians.

Some high points:

- Our attendees remain aware of – and appreciative of – the incredible amount of work, improvisation, and sheer determination that it took to pull SUUSI off this year. Again and again they commented about their deep gratitude for the Core Staff and Board and the work that we do. Complaints were tempered by appreciation of the effort and resources dedicated to a smoothly running experience.
- SUUSI is deeply loved, especially by repeat attendees. SUUSI holds a central place in people’s hearts. People are eager to do what they can to help SUUSI, and have a hard time imagining their lives without it.
- Survey respondents mostly feel welcomed, loved, and accepted at SUUSI. Deep friendships form at SUUSI, even when contact outside SUUSI week is rare. Many of us feel that we are free to express our truest selves at SUUSI in a way that can be difficult in other settings of our lives.
- People feel challenged to be their best selves at SUUSI. Many attendees welcome SUUSI as a time for personal growth and inspiration for the rest of the year, not just fun.
- SUUSI offers a program rich in both depth and breadth (albeit a slimmer menu than in years past). People are sometimes overwhelmed by the opportunities. SUUSI creates joyful and satisfying ways to fill our time, along with hard choices.
- Our LGB participants and their children report experiencing SUUSI as an extremely welcoming place. Many of them report strong feelings of gratitude for the acceptance and inclusion they experience at SUUSI.
- WCU campus (except for the beds) is a highlight for many. The efforts of WCU to respond to our dining and other needs have not gone unnoticed.

Of course, we still have work to do.

- Newcomers to SUUSI continue to be overwhelmed by the experience. Not everyone takes advantage of the outreach beforehand and then some are unnecessarily surprised.
- Newcomers also report an experience of being superficially welcomed but not fully invited in.
- Communication at SUUSI continues to be refined. The impossible goal of reaching everyone with exactly the right information in the right channel at the right time remains an aspiration.
- Accommodating mobility and accessibility special needs remains an area of growth.
- Covid protocols remain an area of tension.
- Room and board, while adequate for many, remain the least satisfying areas for many more. Standard dorm room beds continue to challenge an aging attendee population. Expectations for food have been managed to some extent, but we still need to explore creative ways to help people meet nutritional needs and to rehabilitate the social dimensions of meals.
- Teen housing in close proximity to other groups engenders conflict on noise levels and appropriate quiet hours.
- Keeping up with information now presupposes access to email and texting while at SUUSI. While this is true for most participants, a sizable group have difficulty accessing electronic communication, and don't know the alternatives available.
- Crafting "the perfect SUUSI" experience remains an art and not a science. With very diverse expectations and goals, no one template provides the best way to SUUSI. Helping participants choose their own adventure will increase participants' satisfaction and the vitality of the SUUSI community. We may want pre-SUUSI webinars for Q&A and to provide additional guidance in yet another manner.
- SUUSI continues to wrestle with issues of diversity, equity, and inclusion. These concerns are more front-and-center, but the work remains challenging and needs broad-based buy-in and participation.
- Differing perspectives on issues such as the balance between teen independence and appropriate supervision, transparency in SUUSI decision-making and communication, and whether SUUSI is a fun camp or an intentional spiritual community (or both, and in what proportions) need to find healthy and robust resolutions that are at least understood if not subscribed to by all.

What's new

Most of these bullet points above were carried forward from the prior year's report with only slight adjustments – returning SUUSI participants' experiences are fairly stable. Notable "new" notes voiced include:

- Specific discontent around particular staff/personnel conflicts
- Tension between tradition and innovation in worship services
- Concerns about future viability of SUUSI (finances, critical mass/size, precariousness of relationship with WCU, concerns about attendee pipeline particularly for families).

About the survey and survey report

Purpose of the survey and survey report

The survey provides a structured way of capturing attendee's experiences, and allowing them to raise issues with and provide constructive feedback to the Board and Core Staff to improve future SUUSIs. The survey also helps attendees process their SUUSI experience and identify ways they can improve the experience on their own.

In past years, the survey has also deliberately attempted to frame aspects of the experience, so attendees can manage their expectations appropriately and not treat the survey like a Yelp review or another opportunity to simply vent. To streamline the survey, we removed some of the steering questions last year.

The survey report highlights themes and trends, provides context for individual observations, and filters the approximately 4000 open-ended responses into a manageable summary. While not faithfully reproducing every wart and blemish (or rainbow and unicorn) of the survey responses, it tries to provide a high-level view while reporting sufficient detail to be useful input to the SUUSI Board's and Core Staff's decisions.

Last year, about 28% of SUUSI attendees filled out at least the brief survey. Our goal is to always find ways to increase survey response rates and the amount of useful feedback provided by the survey.

We managed to deliver an announcement with links in the departure NUUS, and printed posters with QR codes to get to Teen and YA/Median housing (historically under-represented in survey responses) and on the cafeteria announcement boards. This year, our response rate was closer to 50%.

Helping the rest to process their SUUSI – and finding out how their SUUSI went and how to improve future SUUSIs - will require additional tools and possibly efforts prior to SUUSI 2024.

Adjustments to this year's survey and survey report

1. In 2022, we split questions into a brief and detailed survey. This year, we consolidated those surveys into one to simplify responding to the survey, and used survey logic to allow respondents to "stop" gracefully at the end of the brief survey.
2. Questions that we have not found useful in the past were eliminated.
3. Various questions were refined and reordered.
4. By request, two questions were added about expectations and suggestions for the Board.
5. We expedited reporting out survey responses that indicated they desired a contact from SUUSI leadership.

Demographics: Who We Are

607 people registered to attend SUUSI 2023, about level with last year (596) and approximately half of the pre-pandemic attendance, which had been relatively steady the prior 10 years. 305 adults or teens filled out the survey, and 7 youth or middlers filled out the youth survey, for a combined participation rate of 51.4%, up considerably from last year's 29.4%. This is largely attributable to timely communication efforts sharing links for the SUUSI survey.

SOLIS reports racial breakdown as 80% white, 10% decline to answer, 10% BIPOC (4.8% multiracial, 3.0% hispanic/latinx, 1.3% black, 0.7% asian/pacific islander). Survey respondents were overwhelmingly white (92%). More survey respondents identify as Asian or Pacific Islander (5) or Hispanic/Latinx (7) than do as Black or African American (1). 8 respondents (3.4%) indicated Other (participants can indicate more than one category).

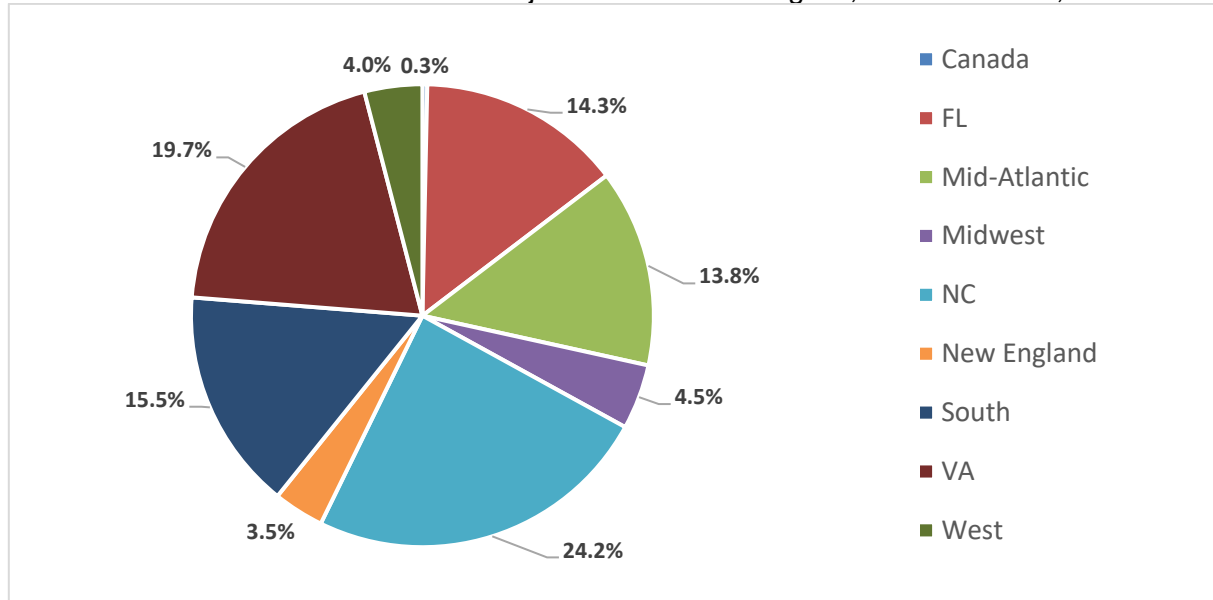
Survey respondents overwhelmingly identify as Unitarian-Universalists (90%), and the majority in all age groups are affiliated with a church (75%).

SOLIS reports the gender breakdown as 58% female, 40% male, 2% transgender. Survey respondents report their gender as 70% female, 28% male, with the remainder evenly split between transgender, non-binary, and other. 24% of respondents identify as LGBTQIA+.

Where Do We Come From? What Are We?

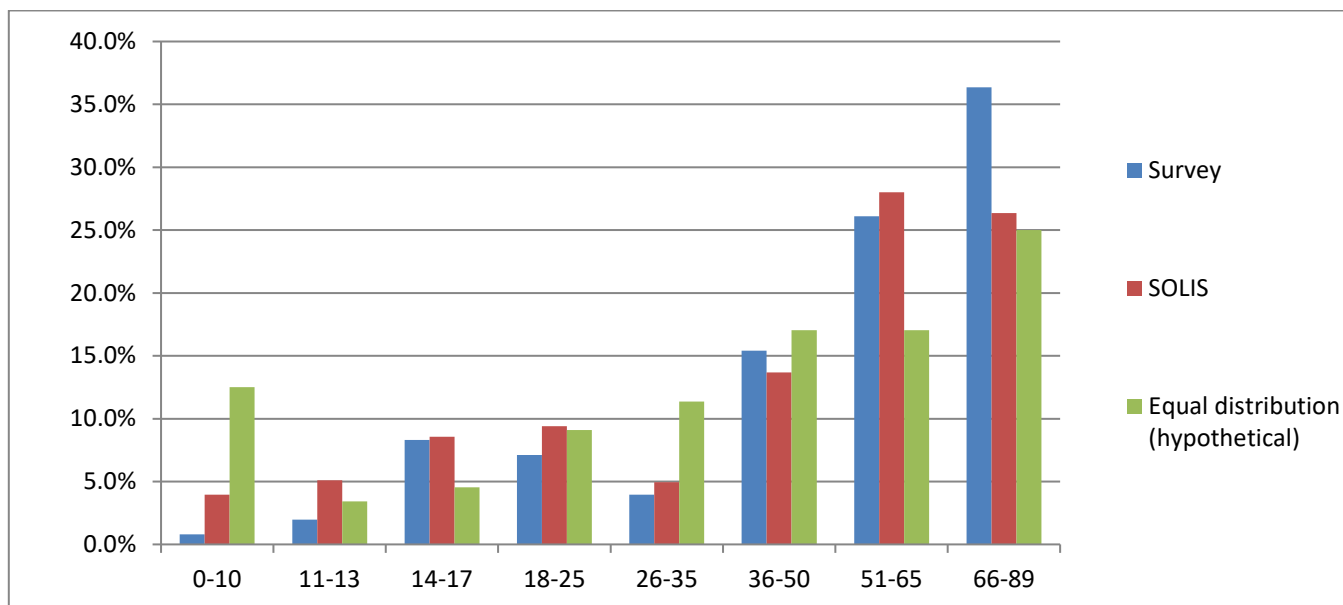
Per SOLIS, SUUSI 2023 attendees came from 34 states, the District of Columbia, and Canada.

58.2% of the total attendees came from just three states: Virginia, North Carolina, and Florida.



Ages of 2023 SUUSI attendees ranged from under 1 to 88. 17.6% of our 2023 attendees were legal minors, compared to 16.1% in 2022 and 23.5% in 2019.

If each age (0-88) had the same number of participants, we would have more participants aged 0-10, 26-50, and 80+, and fewer aged 11-17 and 51-79. Young adults (YAs, 18-25) are in line with equal distribution by age.



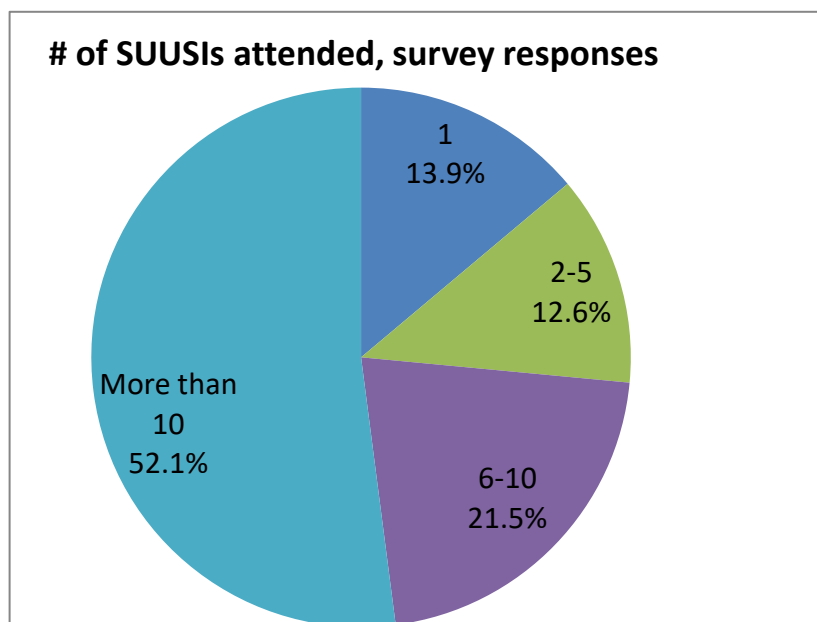
Participants 26-35 are underrepresented on the survey. A shorter survey yet may need to be designed for the Median group to gather any information.

Compared to other years, age distribution is rather similar, although youth attendance is down and teens are as usual over-represented. Continued attention to factors reducing attendance for young adults (26-35) may be desired if continuous attendance and lifelong participation in SUUSI is a goal. To truly know why people stop attending SUUSI, we may need to reach out to non-attendees (who have attended in the past) rather than surveying attendees. A non-attendee survey has been designed and can be distributed to prior attendees after review of distribution list.

How many SUUSIs have you attended, including this one?

In the past, SUUSI-goers who fill out surveys are about evenly split between “lifers” (6+ SUUSIs) and “relative newcomers” (1-5 SUUSIs). This year in particular, those attending 10 or more SUUSIs are overrepresented in survey responses (42% of attendees but 52% of responses). Some report it taking 3, 4, even 7 years to no longer feel like a newcomer, while others integrate more quickly. Newcomers provided 14% of survey responses.

Note that our retention rate of first-time attendees (as measured by percentage of respondents staying a second year) is in the 40-50% range. This may be acceptable and reflects the reality that the SUUSI experience is not the ideal vacation or camp for some, or that family circumstances or conflicting plans may not allow for returning to SUUSI each year. This number may not reflect the overall retention rate, given bias that may be present in those choosing to fill out the survey.



We may want to extend newcomer activity invitations to those coming their second year also. Many respondents report it taking several years to “get their feet” under them.

Newcomers Survey (44 total responses)

Most newcomer responses were positive. Although occasional hiccups occurred in the newcomer registration, most efforts to help newcomers “figure out” SUUSI were effective. By and large, newcomers felt welcomed. Some newer participants wondered if we could continue the ribbons for another year or two (“relative newcomers”).

We still have difficulty helping newer SUUSIgoers find their place and their SUUSI “way”. Established groups being sensitive to newcomers and offering opportunities to invite them in is an area for continued growth.

How welcome and comfortable did you feel at SUUSI?

Most participants reported feeling welcome at SUUSI. One differentiated between welcome and comfortable (very welcome, only somewhat comfortable). Another response noted their teen children were not integrated into teen programming. One newcomer wondered if those in their first three SUUSIs could receive a Newcomer ribbon, noting it takes a while to become integrated into SUUSI.

What particular features of SUUSI (for example, programs, activities, events, or people) helped you feel connected or helped you become part of the community? Do you have any ideas about what else might help newcomers get connected?

Most responses to this question indicated that **smaller contexts** (connection circles, Common Grounds, Pair-a-Dice, nature hikes, open mike) made good opportunities to connect and integrate. Teens noted that CACHE and TWOB helped; YAs noted the YA activities were helpful. Some others noted **meals were good connection opportunities**, although this seemed a bit uneven.

A few noted it was **difficult to build connection**, either because social circles were already firmly in place and did not make efforts to include newcomers, or other members of the same demographic weren’t in Water Rock.

The **newcomers check-in process** helped several people integrate better.

Suggestions include extending the newcomer name tag, designating tables at mealtime for “meet someone new”, and more activities in OASUUS.

Other comments or impressions about being a newcomer at SUUSI:

Most respondents to this question reported very positive experiences, feeling warmly received and making connections. The first day can be overwhelming, and again, the experience of cliques/already formed social groups can be daunting especially for newcomers.

One respondent noted they felt a bit lost for the first two days due to not connecting with anyone at the Newcomer desk during registration. Another family had challenging experiences with teen and middler programming and with nature trip transportation, and do not plan on returning. One comment noted “the teens were forced to be extroverted whereas in the YA dorm, nobody is forced to be anything.”

Some adjustments (either signing up for more or dropping some events) proved necessary for some participants. The sleep experience was suboptimal for a for respondents, especially below the teen dorm.

The packing list was appreciated; Water Rock had no mirrors in the room, so perhaps a hand mirror could be added to the suggested packing list.

Overall SUUSI experience

Most respondents reported having a good SUUSI experience. Areas that were lower than we would hope:

Basic needs (food, sleep)

Continued work on the food experience and on dorm experiences would be beneficial. In particular:

Food

- salt content of meals is a health issue for many
- some additional variety especially for breakfast would be appreciated
- communicating that iced tea handles designate sweet/unsweet

Some people really liked the food. Several respondents really appreciated the flexible dining hours, at the same time hoping more information about "core" meal hours would be available, since the food options at other times were sparse.

Dorms

Water Rock is a pretty dorm, but the shared bathrooms and water pressure were issues. One floor in Water Rock had a substantial ant problem.

Sleep is a challenge for many. The bed mattresses are a known issue, but dorm noise seems to be another concern, and temperature control a third. Even with counter-measures such as mattress toppers, participants report sleep quality as poor. This issue was not reported at other campuses and has been consistently reported for WCU.

One participant needed a bed height adjustment, and it seems that rather than this being escalated to WCU staff, the participant was told (nicely) to live with it. We should leverage WCU resources when applicable.

Spiritual needs (worship, etc.)

While many liked the services this year, a sizable minority were looking for something less experiential and with more variety in presenter. Some respondents were turned off by the very label of worship. Others noted the challenges with Hillside Grind (yellowjackets, uneven ground) and found the Bardo atrium experience strange.

Nostalgia drives some of this overall satisfaction level, with desires for old traditions (Let it Be a Dance, having the memorials folded back into the transitions service, old style "Theme Talks") and skepticism in some quarters about the glitter blessing - and wild enthusiasm in others.

Most services had attendance in the 25% - 40% range.

Ingathering organization was not universally celebrated, particularly the banner procession. Reactions ranged from feeling it was too much like a pep rally to feeling it wasn't enough of a pep rally. Some are attached to past traditions (standing for years, opening circle), and some don't like the drums.

Pastoral care - in general, people appreciated the option being available, whether it was working with the CAT or with ministers one on one. Some people weren't quite sure how to connect with pastoral care. One respondent noted it did not come to any resolution, and requested a contact from SUUSI leadership, but did not provide any contact information.

Dedicated spaces (Meditation, OASUUS)

15 responses indicated use of a dedicated space.

A few comments noted the meditation space should have been larger.

Reactions to OASUUS note that more clarity on the purpose of this space, and more "thought and energy" should go into it.

Coming back

About 6% said they were not coming back, or would come back only if changes are made. Responses of those not leaning towards returning include:

- Finding the covenant pledge to be "so offensive and over the top for just a one week summer camp"
- Fewer workshops offered than in the past, transportation issues to nature trips and cultural events
- Drama
- Distance, travel becoming more difficult
- "Fake allyship, cult like behavior"
- Mattresses
- Sodium issues with dining hall that can't be mitigated
- Covid policies (too stringent)

Most comments were very positive, highlighting the community, the activities, the friendships, and the sense of belonging most participants eventually find. 94% is an A on most grading schemes.

Staff (98 responses)

About one third of those completing the survey indicated they received some staff credit. Almost half indicated credit in excess of 75%.

One in eight respondents (12%) felt they did not successfully balance work and non-work parts of their SUUSI.

75% plan on being on staff next year. More plan on decreasing time commitment than increasing.

40% of respondents to the staff section were interested in providing more specific feedback to program leadership.

Some found they did not hear anything from their team until they were at SUUSI. Other responses noted the need for formalizing institutional knowledge and knowledge transfer, and conducting more pre-SUUSI work to enable success.

One respondent noted specific challenges in detail with registration and with managing the SUUSI office.

By and large, staff felt appreciated, but this was not universal. It's helpful when non-staff participants directly thank staff; this is not always possible for behind-the-scenes roles, but we can continue to work on expressing gratitude.

Most staff enjoyed the shared work and took pride in what they were able to accomplish. Strong teams and successful workshops were cited, as were groups that had strong communication before and going into SUUSI, enabling them to hit the ground running.

Suggestions for improving the staff experience include a more substantive June/July schedule, more and better communication, increased access in SOLIS, scaling back staff commitment, knowing schedule prior to SUUSI (so staff can sign up for workshops), and more staff available for some functions.

Covid

Respondents largely felt the right balance was being struck this year. Some felt the Covid policies were overkill and out of step with most jurisdictions. Other people felt the masking protocols should have been more strongly enforced, for instance the "Mask Required" area in Bardo and having workshops vote on masking.

Note: we did not hear from people who chose not to attend because of Covid restrictions (in both directions). Anecdotally, some people stayed home because of the vaccination requirement, and fewer elderly participants are attending than in the past.

Virtual SUUSI

Very few responses indicated use of the Virtual SUUSI options, either 100% or primarily in-person but leveraging the streaming option at times. Participants appreciated the option was there; one found the Wi-Fi in the dorms inadequate to handle the streaming. If hybrid presentations will continue, this should be taken into account in service design.

Program spotlights

Teens

About 40 teens responded to the survey. They (mostly) loved CACHE, although some noted it was way too loud. Community, staff, and activities were all highlighted as positives. Negatives included CACHE/late night volume levels, communication/unclear instructions at times, and gaps in programming.

One response indicated touch groups could have had more structure; another noted tubing trip was a bit too long (but better than last year). They said to keep/not change CACHE, new curfew time, and the all nighter. Lots of suggestions for workshops were provided, and the genderfluid theme for CACHE was particularly popular.

Nature

Most participants love nature trips - when they can participate. Respondents frequently cite the variety of trips (including one with short drives) and the chance to connect with other participants on a longer adventure.

Physical limitations, weather cancellations, and schedule challenges all work against those happy aspects of the nature program.

Suggestions for next year include archery and rappelling, and having sufficient available vans or clear communication about transportation needs prior to group assembly. Interest exists for more YA and/or teen "themed" trips. Finally, keeping enough gentle trips available for those with physical limitations is appreciated.

Transportation was a source of frustration this year. Some participants were asked to retrieve their vehicles from parking and then told they weren't needed. Another participant reported "attitude" rather than gratitude for being willing to drive when it was needed. Mostly, participants appreciated the option of driving one's own vehicle, especially when motion sickness can be a factor. If participants are drafted to drive, it's good policy to thank them.

Issues were reported with the bus for teen tubing - too many people for the bus.

Some conflicts with age-specific programming weren't identified until arrival at SUUSI.

Multiple responses suggest reconsidering whether the gem mine trip is "worth it".

Several responses did not like Covid restrictions while in vans.

Night Life

Serendipity and BBQUUSI - both remain central parts of the experience for some participants. Many don't understand why Serendipity is at Hillside Grind (hours and alcohol). The silent disco was largely well received, but participants outside would have no idea what song is playing unless they had headphones on - perhaps a small speaker could help people "opt in" to dancing.

BBQUUSI has gotten into more sophisticated fare than just burgers, and many appreciate that. The price tag remains high for many, so perhaps a middle ground can be found, or as one comment suggests, have a special (lower) YA rate or subsidize from the YA budget. Some staff members on BBQUUSI felt unappreciated. The earlier start is appreciated, and several comments wish it could start earlier yet.

One opinion was that Hillside Grind works for Serendipity now, but would not if the numbers built back up. Others like the mix of outdoor and indoor space.

The usual diversity of opinions on music - older, newer, take requests, craft a set, more variety

Concert Hour and Cabaret

Most respondents enjoyed concert hour when they could attend. One concert-goer noted they would prefer more diversity in music type (versus 100% folk). As usual, some people like some performers, others like different performers.

Comments about Cabaret indicated it was a bit more sparsely attended than in the past.

Age-specific programming

Participants liked these when they plugged in. Teens, YAs, medians, GenXers all found activities they enjoyed; some older adults found connection circles fulfilling. One comment noted most of the teen workshops were cancelled and touch group tended to be cancelled or rushed. At least some youth staffers see opportunities for improved communication both before and during SUUSI.

More than one participant voiced concern about the age distribution (comparative lack of families with younger children) and what this portends for future SUUSIs.

Inclusion and social integration of newer Middlers remains a challenge.

Community time was lower key and less frenetic than in past years (with more attendees). Participants noted both pluses and minuses to this. Sparser attendance is also due to participants prioritizing that time for napping or for indoor (air conditioned) pursuits. Lack of shade from the sun was a recurring theme. Some respondents characterized lower community time participation as a bellwether for the long-term health of SUUSI.

Suggestions for improvements include a more meaningful bridging ceremony for 13s (and perhaps one for 10s into the Middler program?), and advance knowledge of schedule (conflicts with nature trips and other workshops).

Over 60% of the 18 respondents who indicated they were parents of youths/middlers noted they scheduled nature trips which conflicted with youth programming, so coordinating nature and youth programming remains an important issue. Having to cancel a trip without refund due to conflicts leaves a bad taste in participants' mouths.

Non-program areas

Help line

30% of respondents used the help line once, and some used it frequently, particularly to arrange for Star Car pickups. By and large this worked well; not everyone knew the number could be texted, and a few calls to the Help Line were never picked up and returned.

To get a Star Car during peak time, one respondent offered the tip of just hailing a ride as others are dropped off.

At least one respondent really enjoyed the ghostbusters promotion from last year and would like to see it back.

The Help Line seems to be working as a single point of contact for miscellaneous requests.

One respondent expressed concern for those answering the line, hoping they get sufficient breaks. Another noted not just anyone can effectively staff the help line.

Communication

SUUSI staff has many communication channels available to it, split between physical (poster/sign/flyer, printed NUUS, printed catalog, registration packet), ephemeral (verbal announcements), and electronic (website, SOLIS, text, online NUUS, Facebook). Most survey respondents indicating using many of these methods.

Overall, communications seemed to serve most people's needs. A sizable minority characterize themselves as "not tech savvy" and miss out on communications.

Most helpful before SUUSI: SOLIS and email announcements, followed by the SUUSI website.

Most helpful while at SUUSI: Daily NUUS emails and personalized SUUSI schedule emails from SOLIS. All channels were rated "Very Helpful" by at least one third of respondents except for texting the help line (awareness issue).

While at SUUSI, 84% of participants can access email and text messages - that means one in six cannot.

Issues and Suggestions:

- Not everyone had good wifi access or can access their email well (or texts) while at WCU.
- Electronic voting did not work for everyone.
- Participants expected more information in their printed registration packet, as in years past. Some would have printed out more at home had they known.
- Large number of platforms requires education on what to get from where (text, email, SUUSI.org, SOLIS).
- Many participants did not know about the printed NUUS board in the cafeteria. Some who did found it hard to read and absorb.
- Not everyone reads all the way to the bottom of the NUUS - links to sections may help.
- Can the NUUS be sent out via text as well? At least a link to the NUUS on the website...
- Group texts sometimes devolved into chaos - maybe use Remind in more contexts?
- Not all dorms (Water Rock e.g.) had live Ethernet jacks to use a wired connection.
- Is there a non-labor-intensive way of generating a "lite" print NUUS? So many people want it for legitimate reasons.

Including a one-pager in the registration packet with communication channel information might help.

Making a short communication-related announcement at Ingathering would also help.

Putting more information about communication in an advance message (Arrival NUUS or similar) could help participants be plugged in from the very first moment, and getting that NUUS out a day or two earlier would make sure people with long trips have it ahead of time.

Some would like daily schedule info via text instead of/in addition to email. This could be achieved by email-to-text gateway and participants indicating the carrier for their mobile device. This would need an opt-in or opt-out mechanism.

Governance

Expectations for the Board seem to fall into four basic categories:

- Ensure ongoing financial management/viability
- Maintain positive relationship with WCU, cultivate other options
- Model behavior handling conflict
- Setting policy in support of fulfilling the mission

Incomplete information about conflicts with Board members seems to make it out into the larger SUUSI community. Increased transparency on policy and key personnel decisions will probably serve in the long run, and perhaps the short run also.

Suggestions for the Board include investigating additional locations, working on plans to market SUUSI to prior attendees and to congregations in the Southeast region, improving transparency and outward communication (budget, personnel decisions, etc.), and right-sizing staff for fiscal viability.

Diversity, Equity, and Inclusion (DEI)

4% of survey respondents characterized themselves as BIPOC, compared to 10% in SOLIS registration.

24% characterized themselves as LGBTQIA+. 24% identified as non-cisgender, but this seems high.

Most people feel they belong, but are aware of privilege. We still have a lot of work to do in this area, and need to refine this question to get at what we truly want. Respondents

One respondent felt isolated, seeing only one other Hispanic participant. Some participants note we're reacting well when called on micro-aggressions; another participant felt they endured a lot of micro-aggressions due to just general ignorance. One teen POC noted they felt left out often, especially during CACHE.

Several noted (correctly) we are overwhelmingly white, and should work towards more diversity.

Differences of opinion exist within SUUSI, with some seeking different ways to address racial justice, others having their concerns characterized as "Woke", and some saying "It's a one week summer camp it's just not your role to dismantle racism."

Having a Core Staff position dedicated to DEI was applauded as a good step. Participants wanted to know more about how DEI initiatives are communicated and spread through the Board and Core Staff.

Suggestions to increase diversity include dedicated SUUSIships or other scholarships, along with increased outreach, and more inclusivity in music.

Some respondents don't feel they can bring their whole self, since some of it is out of step with a perceived party line (political views, Covid, ways to address racism).

Accessibility - 14% of respondents had accessibility needs which benefit from accommodations or support while at SUUSI. Most respondents felt the support was good to great. Suggestions include spreading word about scooter rentals being available, upgrading Star Cars to have roofs, and working with WCU on accessible doors which did not work (ADA violations).

Parting thoughts

This was a very good SUUSI.

This was my favorite SUUSI of the 5 I've attended!

This was one of the best SUUSI's, kudos to everyone involved. My only disappointment was the low attendance. We thrived at 1,000+.

This was one of the best years yet. I was sad that the overall attendance decreased, but I felt a greater desire to be in community with those who attended. I am already looking back fondly on the experience

Thank you! Keep up the great work! Looking forward to next year and many years to come :)

Thanks to all of you for all your hard work!

Kudos to all SUUSI staff and volunteers - they did an incredible job this year despite smaller numbers

It was a blast as always

It was a good year from my perspective. So many things I love there!

It was as wonderful as always! I'm so grateful for the people who worked to make SUUSI run.

It was fun and I'm coming back next year.