



DEI Outdoors Practitioner Course Syllabus

Table of contents

Learning Goals & Objectives	2
Teaching Methods & Policies	3
Course Schedule	4
Project Guidelines	5
Project Rubric	5

Course Description: The DEI Outdoors Practitioner Certification equips individuals to lead transformation in outdoor organizations by fostering diversity, equity, and inclusion. This program combines theory, practical application, and reflective learning, preparing participants to drive lasting change. Participants will learn different skills and tools for creating inclusive outdoor spaces through a blend of readings, assignments, projects, and interactive sessions. Participants should expect to dedicate 4 to 8 hours weekly to complete tasks, attend live and recorded sessions, and engage in projects. The course content will be your guide in navigating the curriculum.

Technical Requirements for this Course:

- Computer with webcam
- Access to Wi-Fi suitable for video calls
- Quiet space conducive to virtual discussions and presentations



Learning Goals & Objectives

Goal 1: Understand the importance of diversity, equity, and justice in outdoor spaces.

- Identify implicit biases and their potential consequences on decision-making.
- Acknowledge the importance of addressing historical and systemic barriers to promote diversity.
- Apply self-awareness and techniques to counteract biases and promote fairness.

Goal 2: Strategically develop a learning culture within outdoor organizations, fostering open dialogue and continuous improvement.

Objectives:

- Implement strategies to encourage open dialogue and ongoing education.
- Establish an environment where continuous learning and growth are valued.

Goal 3: Develop skills to advocate for change and critically reflect on current leadership practices.

Objectives:

- Develop skills and demonstrate confidence in advocating for diverse perspectives and equitable practices.
- Develop leadership strategies to foster diversity, equity, and inclusion across outdoor experiences.

Goal 4: Implement and sustain action plans that drive ongoing change within outdoor organizations.

Objectives:

- Analyze and propose policies and practices reflecting your equity commitment, driving lasting change.
- Utilize the quadrants process to outline a comprehensive plan for driving diversity and equity.
- Apply accountability strategies for monitoring and evaluating progress towards inclusivity goals.



Teaching Methods & Policies

Teaching Method: Online Course (Asynchronous and Synchronous)

- This course requires stable and regular internet access, students' ability to work independently, and functional computer skills. The course requires projects to be completed weekly.
- This course includes four 2-hour synchronous virtual sessions (with breaks) and two asynchronous weeks.
- Each week will have supplemental readings, videos, alternative learning materials, and a project.

Evaluation Procedure and Grading Policy

- This course is offered to complete a certificate. Participants who do not meet the course criteria will not receive completion credit.
- Projects do not receive grades or point values.
- All assignments and projects will include a rubric. Feedback is given on projects for professional development purposes only.
- **For completion credit, participants must attend at least three live sessions, complete an informational interview, and submit at least four projects.**

Course Assignments:

- **Zoom Session:** Four 2-hour live sessions will be offered. These are interactive discussions. Participants are required to attend at least three, and they will also be recorded.
- **Reading & Reflection:** Articles, videos, and tools will be offered throughout the course to supplement the learning each week.
- **Informational Interview:** Throughout the course, you will be asked to plan an informational interview to gather insights about implementing your newly learned skills. You will be asked to submit the interview questions and notes.
- **Projects:** Each week will have a project focus. The projects are practical applications of the week's materials designed to engage you in active learning. They may be written papers, video presentations, art projects, podcasts, or other mediums that showcase the students' learning for the week. There are six total projects. **Participants must submit at least four out of six projects for completion credit.** Projects are due one week following the live session.



Course Schedule

Week Topic	Format	Project Focus	Project Due Date
Week 1: Introductions, Setting the Foundations, and Acknowledging Bias Interview assignment introduced.	2-Hour Live Session January 24th, 11 am to 1 pm ET	Project Prompt: Reflect on your personal biases and their impact on your work as a practitioner in outdoor spaces or organizations.	Morning of Thursday, January 30th
Week 2: Creating a Learning Culture and Intro to Brave Spaces Research interviewees.	2-Hour Live Session January 31st, 11 am to 1 pm ET/8 am to 10 am PT	Project Prompt: Develop a plan to create a brave(r) space and foster a learning culture within your organization.	Morning of Thursday, February 6th
Week 3: Intersectionality and Historical Overview of DEI in the Outdoors List of proposed interviewees due.	Asynchronous - Optional Office Hours February 7th, 11am to 1pm EST	Project Prompt: Leverage your expertise and identity to create a plan addressing systemic barriers in outdoor spaces or your professional field.	Morning of Thursday, February 13th
Week 4: Empowering Outdoor Leaders Submit the name of the person you plan to interview and some drafted interview questions.	2-Hour Live Session February 14th, 11 am to 1 pm ET/8 am to 10 am PT	Project Prompt: Create a leadership development tool or resource that reflects your evolving leadership style and can be used in your workplace.	Morning of Thursday, February 20th
Week 5: Your Role in Shaping Equitable Practices and Policies Interviews take place. Interview notes due.	Asynchronous - Optional Office Hours February 21st, 11am to 1pm EST	Project Prompt: Based on your interview insights, summarize and describe some “best practices” for implementing equity and justice initiatives in organizations.	Morning of Thursday, February 27th
Week 6: Transforming Vision into Action Interview notes due.	2-Hour Live Session February 28th, 11am to 1pm EST	Project Prompt: Using your impact statement, begin the process of creating an action	Morning of Thursday, March 6th



		plan through the quadrants and narrowing down your goals.	
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Project Assignments

Each week, participants will create a project to apply the concepts covered during the week. The projects assess participants' understanding through personal reflection, connection to course concepts, and practical application. Although the projects are not graded, the instructor will review them to provide feedback to support your professional development. Project prompts will include a list of different types of projects you can complete.

Projects are highly encouraged to be completed to receive professional feedback for real-life applications.

There are six total projects. **Participants must submit at least four out of six projects for completion credit.** Projects are due one week following the live session. **Review the [Winter 2025 DEIO Cert Project Prompts](#) to plan for the course.**

Project Rubric

	Limited	Adequate	Transformative
Personal Reflection	Lacks reflection on the topic's personal impact.	Shows some surface-level reflection without depth or connection to personal experience.	Demonstrates strong personal reflection, exploring how the topic resonates with them and influences their perspectives.
Connection to Concepts	Lacks any connection to the key concepts for the week.	The project makes surface-level mentions of concepts from the week but lacks clear application or analysis.	The project clearly identifies key concepts from the week and establishes a connection to the chosen format or content.
Application to Personal and/or Professional Life	Lacks concrete plans or ideas for applying the topic to their life or future careers.	Offers vague or general ideas for application without specific actions or goals.	Develops well-defined plans for integrating the topic into their personal or professional life, with specific actions and potential for impact.



Informational Interview on Diversity and Inclusion Policies

In Week 5, you will interview an organization or individual in the outdoor or conservation sector that you believe exemplifies everything you have learned in this course. The purpose of this informational interview is to learn about the actions an individual or organization has taken and not to ask personal questions about their lived experiences. These can be colleagues, family, friends, professional contacts, etc. You are encouraged to choose someone that you can learn from.

Preparation:

- Review the equity and justice initiatives and practices associated with the organization or individual you selected in Week 2. Thoroughly research the interviewee's websites, social media, reports, or resources they have shared publicly.
- Identify specific areas you wish to explore during the interview, such as strategies, challenges, successes, and the overall impact of their initiatives.

Contact and Schedule:

- **Week 1:** Interview Assignment is introduced
- **Week 2:** Begin researching individuals or organizations you might be interested in interviewing.
- **Week 3:** Identify three organizations you would like to interview to prepare for the interview assignment in Week 5. Submit your list of contacts. Initiate contact with the organization or individual to request an interview. Use appropriate communication methods such as email, phone, or direct messaging.
- **Week 4:** Submit the name of the person you plan to interview and some drafted interview questions.
- **Week 5:** Interviews take place. Interview notes are due.
- **Week 6:** Interviews take place. Interview notes are due.



Interview Process:

- Prepare a set of insightful and open-ended questions that will allow you to explore the organization's or individual's approach to equity and justice initiatives.

Sample interview questions could include:

- Can you describe the equity and justice initiatives that your organization or you as an individual have implemented?
- What strategies have you found most effective in promoting equity and justice?
- Have there been any significant challenges or barriers encountered in your initiatives? How were they addressed?
- Can you share any specific successes or outcomes resulting from your equity and justice efforts?