



2021 Virtual Conference On-Demand Library Package

From November 11-14, 2021, AEE's 49th Annual International Conference convened attendees to promote, define, develop, and apply theories and practices of Experiential Education. With over 500 attendees from around the world, we united together online and participated in over 65 workshops focused on Risk Management/Safety, Experience-Based Training & Development (EBTD), COVID-19 Issues, Outdoor & Adventure Education, Classroom Education, Higher Education, Therapeutic Adventure & More!

Because the conference was entirely virtual, we were able to record workshops, keynotes, and events and make them available for on-demand viewing. Below you will find the list of recordings of programming from our virtual conference that you will be able to view should you purchase access.

Pricing:

FREE for AEE [Members](#)
\$50 for Not-yet-Members

What's Included:

-> [Access to 77 Educational Workshops \(listed below!\)](#)

Workshops are the foundation and the fulcrum from which attendees and presenters alike are able to rejuvenate and sustain momentum in this great work. They provide a time to present our collective resources and knowledge to elevate and advocate for EE. Presentations are rigorously reviewed and evaluated, as we strive to make sure our workshops are the most informative, innovative and entertaining in our industry.

2021 WORKSHOPS

THURSDAY, NOVEMBER 11

Title of Workshop	Workshop description	Track(s)	Presenter 1 First Name	Presenter 1 Last Name
Diversity in the Outdoors-From Ally to Activist	This workshop will allow for a space of discovery and action as we look at challenges to creating diversity, equity, and inclusion in the outdoor industry and in group facilitation. Participants will leave with tangible action steps, techniques, and tools they might implement in their own organization to move the needle of social justice forward and deepen their facilitation practice. Our work together will give participants core knowledge such as common language and implicit bias awareness and stimulate conversations around potential blockers to honoring diverse groups in group facilitation, as well as strategies to create a learning culture.	Social Justice/Inclusion, Diversity, Equity, Accessibility	Rachel	Hailey
Designing A Non-profit Rock Climbing Event for Veterans and Family: Warriors Rock	Warriors Rock is a non-profit organization that provides an annual, free rock climbing event for Veterans and their family. This presentation will address: the backstory that led to the development of the Warriors Rock event; the how-tos of successful administration (and risk mitigation) for such an event; as well as volunteer management. The presentation will incorporate Veterans' voices (from the research) on benefits gained through participation in an intentionally-designed, adventure programming experience. This session also will provide opportunity for question and answer, as well as discussion on successful approaches to non-profit, adventure programming for Veterans.	Outdoor and Adventure Education Therapeutic Adventure	Deb	Powers

<p>Incorporating the More-Than-Human Voice in Experiential Education Programs</p>	<p>The world is full of voices - human voices, animal voices, voices of the land. During this interactive, discussion and activity-based session, we will explore the concept of inter-species communication as well as ways of integrating the more-than-human voice into our EE programs. Based on the findings of a doctoral research project, participants will leave with several field-based activities to try on their own and with their groups. No previous experience is required. If you are curious, you are welcome!</p>	<p>General Audience</p>	<p>Deb</p>	<p>Matlock</p>
<p>Integrating Safety I & Safety II Frameworks with Systems Thinking for Risk Management & Harm Mitigation</p>	<p>Effective risk management requires understanding what went wrong when an incident occurs (the Safety I framework) and what is going right when there are no incidents (the Safety II framework). Research in Safety Science has moved to utilizing both approaches to create optimal operation of any program. Along with these frameworks we'll focus on Rasmussen's System Thinking approach that analyzes both Safety I and Safety II through the lens of Contributing Factor and Mitigating Factor causal taxonomies. Participants will build graphical accident causation models (Accimaps), accident prevention models (Preventimaps) and apply these principles through case studies and small group collaboration.</p>	<p>Risk Management / Safety</p>	<p>Rick</p>	<p>Curtis</p>

<p>Beyond Land Acknowledgment: A Framework for Decolonizing Wilderness Experience Programs</p>	<p>Statements acknowledging Native Peoples' original, unceded right to occupy the land on which WEP's travel are common. However, many leaders' discussions of indigenous peoples' sovereignty stop there; such statements are often perfunctory and inauthentic. This workshop provides a framework and specific tools for WEP leaders who wish to embody language and actions that support Native land justice. Participants will consider their own biases and knowledge gaps regarding Native rights to the land, examine contemporary ideas regarding Native rights to the land, learn instructional strategies they can implement as part of WEP, and explore institution-level strategies for addressing indigenous sovereignty.</p>	<p>General Audience Outdoor and Adventure Education Higher Education Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Jamie</p>	<p>Hannon</p>
<p>Redesigning the Hybrid Experience</p>	<p>We will explore the hybrid (or blended) learning concept before the pandemic, and the new models that are being currently used in all educational contexts as we go back to partial and modified in-person activities. With a few examples of games and challenges, we will share tools for hybrid experiential learning and envision the core principles of the evolution of this modality that will become - and in some places already is - the standard for schools, training and working together.</p>	<p>General Audience</p>	<p>Maria Jose</p>	<p>Treviño</p>

<p>Teacher Education and the Benefits for Outdoor Experiential STEAM Opportunities</p>	<p>Teacher education has a greater need than ever to create opportunities for future teachers to be able to learn and expand opportunities that only nature and time in the outdoors can do. In this workshop, I will share my experiences in bringing undergraduates in the teacher education program through the Communities to Build Active STEM Engagement (CBASE) program where we explored STEM/STEM lesson planning by going to the Rocky Mountain Conservancy</p> <p>Lab and service learning with scouts at Pueblo Mountain Park. We will practice a ZEN walk, drawing and mindfulness practices and share how it can build resiliency within schools.</p>	<p>Classroom Education</p>	<p>Lynn</p>	<p>Knight</p>
<p>Think outside the [check] box! Using critical perspectives to reconstruct more socially just programs.</p>	<p>Participants will critically look at norms/ how things have “always been” in our programs and how we can deconstruct parts supporting the dominant cultural narrative and colonized perspectives. Goals will be to work towards reconstruction and reframing our programs to be more intentional in centering non-dominant cultures while building an anti-racist and liberatory consciousness. The hope is that this can be a starting point to greater participant and staff empowerment, validation, and true inclusion through thorough analysis of why and how we do what we do. Designed for practitioners with decision making power around the construction and delivery of programs.</p>	<p>General Audience Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Alison</p>	<p>Jackson Frasier</p>

<p>Managing Yourself: It's More Than Just Managing Your Time</p>	<p>Are you on the verge of burnout or overwhelm? Time management tends to focus on managing your schedule and calendar. It's like rearranging the deck chairs on a sinking ship. It may look good, but the ship is still going down. Many practitioners exit the field to recover from being burned out and overwhelmed. Managing time is only a small part of combating burnout and overwhelm. This workshop uses a whole-person model to create awareness and develop the skills needed to manage your focus, pace, and energy to combat burnout and overwhelm while feeding your passion.</p>	<p>General Audience</p>	<p>John</p>	<p>Losey</p>
<p>Current Issues and Trends in Outdoor Orientation</p>	<p>As the dust settles in a post-COVID world, please join us for the fourth "Trends and Current Issues workshop" at AEE. What does a post COVID world mean for outdoor orientation programs? How have programs thrived? How has staff training changed? This workshop presents four trends based on data to frame a discussion among those working with college outdoor programs.</p>	<p>Outdoor Orientation Programs Symposium (OOPS)</p>	<p>Brent</p>	<p>Bell</p>
<p>AEE Universal Accessibility and Inclusion Panel Discussion</p>	<p>Join us for a rich discussion about how to best create a program environment that is welcoming, accessible and fully inclusive for all who wish to participate. The panel will be led by Melanie Wills, Cayla Hammaker, Carla Hacker and Don Rogers. Each panelist brings a range of varied experiences and all are committed to "moving the needle" toward full participation for individuals of all abilities.</p>	<p>Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Carla</p>	<p>Hacker</p>

What would you do? Ethical considerations for adventure therapy practice	Adventure therapy facilitation brings in ethical issues from both the practice of adventure education as well as that of mental health. In this workshop, we will explore a variety of ethical considerations that we navigate in AT practice as we identify standards, ask questions, and sharpen our ethical lens. Expect to be challenged to negotiate ethical dilemmas with your peers through analysis of a variety of scenarios from real-life practice examples! CCAT Training Hours: Professionalism in AT (1.5 hrs).	Therapeutic Adventure	Kim	Sacksteder
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FRIDAY, NOVEMBER 12

Title of Workshop	Workshop description	Track(s)	Presenter 1 First Name	Presenter 1 Last Name
Nature as Co-Therapist-Healing Trauma and Growing Resilience through Nature Connection	Nature based and mindfulness practices offer powerful tools to heal trauma and support resilience. In this workshop, participants will be guided through a series of nature-connection and mindfulness-based experiential exercises that can be done both in and out of doors to support the healing of trauma and nervous system regulation. Theoretical underpinnings of activities will be explored to support effective use, and simple ways to teach the neurobiology of trauma and nervous system resilience will be introduced to frame the activities. Participants will leave with practical tools they can immediately apply in their work with clients and for self-care.	Outdoor and Adventure Education Therapeutic Adventure Higher Education Experience-Based Training and Development Risk Management / Safety	Sandra	Newes

<p>Building Connections Between Experiential Education and Physical Education Teacher Education</p>	<p>Physical education and experiential education are unfortunately treated as separate fields. Yet, both aim to promote the well-being of the WHOLE individual. Physical education focuses more on the body (fitness, sports, lifetime activities) but also addresses personal and interpersonal skills. Adventure education is nearly the reverse, focusing more on personal and group growth. This presentation will address ways to break down the silos and integrate AEE and experiential education into physical education teacher education. This collaboration would grow the ranks of AEE-trained and certified facilitators while delivering the benefits of experiential education to millions more K-12 students.</p>	<p>"General Audience Classroom Education Higher Education"</p>	<p>Matthew</p>	<p>Cummiskey</p>
<p>The Shared Experience - A Vertical Playpen Podcast Recording</p>	<p>Join the conversation! Bring your questions, experiences and thoughts about group facilitation and experiential education to this collective discussion using our shared experiences, while we record an episode of High 5 Adventure's, Vertical Playpen Podcast. Host Phil Brown will facilitate a lively, inclusive conversation based on the topics you bring to the room.</p>	<p>General Audience Outdoor and Adventure Education Classroom Education Higher Education Experience-Based Training and Development</p>	<p>Phil</p>	<p>Brown</p>
<p>Fear: Good, Bad or Ugly</p>	<p>"Mark Twain said "courage is resistance to fear, mastery of fear - not absence of it". Fear is a powerful emotion and is omnipresent in the adventure and experiential industries. We will explore how it manifests itself in our programming, how the body processes fear and how facilitators can recognize when fear travels down that slippery slope from good to ugly."</p>	<p>"General Audience Outdoor and Adventure Education Experience-Based Training and Development Risk Management / Safety"</p>	<p>Chris</p>	<p>Ortiz</p>

10 Effective Virtual Reflection Activities - Strategies for Meaningful Experiences	Reflection helps learners make connections between their educational experiences and real life, as well as future learning. Creative reflection activities can assist in identifying strengths of the content and delivery in connecting with the learners as well as identify possible areas for improvement. We will learn a series of reflection activities that you can easily use in your programs immediately. Attendees will receive a digital asset package with templates to customize the activities to their own trainings.	General Audience	Michelle	Cummings
Resilience, Leadership and Story	"Storytelling matters. Stories impact the lives of others but also shape our own futures and improve our capacity to adapt to challenges, navigate ambiguity and recover from set-backs. Attention to the craft of storytelling emphasizes meaning making as a vital component of the experiential learning cycle and leadership development, which are often ignored. We will follow a ""didactic-demo-do-reflect"" approach so participants leave with storytelling tools for resilient leadership, resources to develop their own stories, and tools to listen to the experiences of others. This workshop will be highly interactive, as you work to craft your story to share with others."	General Audience	Dr. Christine	Norton
Comfort zones are an exclusive model, let's make a new model	Comfort zones is ubiquitous in experiential education. The model is built upon the assumption that people adjust and become comfortable with their circumstances, and through that people's daily lives are comfortable. However, this does not reflect the diversity of experiences in the world. During this workshop we are going to reevaluate these underlining assumptions, and then work to expand the model to be more inclusive. Come join this collaboration to examine and expand the comfort zones model. No previous skills or knowledge required.	"General Audience Outdoor and Adventure Education Therapeutic Adventure Social Justice/Inclusion, Diversity, Equity, Accessibility"	Timb	Mannuzza

<p>Teaching Eco-Stewardship through Technology: The Role of Augmented Reality in Outdoor Education</p>	<p>Join Seth Wendzel, the Experiential Education Coordinator with WSU Chelan/Douglas Counties Extension 4-H, and Mary Clark, the CEO of AR-based edtech platform Agents of Discovery, to learn how augmented reality can be used to create accessible, inclusive, and engaging educational experiences for all. During this workshop, you will learn about how AR is used to effectively engage audiences of digital natives, play through an AR-based educational experience focussing on eco-stewardship, and learn how you can create your very own AR based educational games.</p>	<p>General Audience Outdoor and Adventure Education Social Justice/Inclusion, Diversity, Equity, Accessibility COVID-19 Issues Risk Management / Safety</p>	<p>Seth</p>	<p>Wendzel</p>
<p>The Benefits of Non-Formal Education & Learning: Helping Young People during a Global Pandemic</p>	<p>The Benefits of Non-Formal Education & Learning: Helping Young People during a Global Pandemic. COVID-19 has challenged us all to think differently about the way in which we support young people to develop and grow in schools and youth organisations around the world. We believe that given these circumstances, preparing young people for the world beyond the classroom has never been more important. Indeed, developing the attributes of resilience, adaptability and creativity are the very skills required for the future and the 'new normal'.</p>	<p>General Audience Higher Education Social Justice/Inclusion, Diversity, Equity, Accessibility COVID-19 Issues</p>	<p>Mr. Tom</p>	<p>Shorrock</p>
<p>Virtual Safe Spaces: Intentionality & The Technology Conundrum</p>	<p>Struggling to ensure your students videos are turned ON during class? Wondering if the participants on your screen are still IN the workshop? Feeling a little out of your depth in this new virtual world? Begin your journey back to mastery. While there are no easy answers; this session intends to help you begin right. We explore the polarities & paradoxes of creating safe learning spaces in virtual environments. Build connects between Intention – Expectation – Invitation, Educator – Technology – Learner & More. Let us 'learn to dance in the eye of hurricane' in this interactive session.</p>	<p>General Audience Classroom Education Higher Education Experience-Based Training and Development</p>	<p>Vinay</p>	<p>Sirsi</p>

<p>Working Towards Being an Anti-Racist Organization: Reckoning with Our Roots</p>	<p>Experiential education, DEI, and social justice are inextricably linked. Explore one organization’s journey through reflection and reckoning with their history towards becoming an anti-racist experiential education organization. The annual gatherings of K-12 educators were historically spaces for largely privileged identities and did not intentionally consider diversity as an important piece of experiential education pedagogy. Over the past five years, the organization has updated their values, infused DEI in all of their Institutes & trainings, and created a sense of belonging for diverse identities. Through storytelling & life-mapping, we invite attendees to reckon with their own organization’s anti-racist journey.</p>	<p>General Audience Outdoor and Adventure Education Classroom Education Higher Education Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Shoshanna</p>	<p>Sumka</p>
<p>Engaging Refugees: The Power of Place-Based Education for Newcomer Populations</p>	<p>Join us for a discussion about the acculturation process for newcomer populations, common integration barriers, and effective solutions using experiential learning and nature therapy. Presenters will describe the Refugee Education & Adventure Challenge (REACH) model, which focuses on providing refugees with access to natural environments and public spaces as well as learning opportunities that they are infrequently invited to as newcomers. In this workshop, participants will increase their understanding of acculturation as a multi-dimensional process and consider avenues for newcomers to engage as active participants and contributors of their programs, organizations, and communities.</p>	<p>General Audience Outdoor and Adventure Education Therapeutic Adventure Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Shana</p>	<p>Wills</p>
<p>Beyond Recycling: DIYing, the Other 5 Rs, and Sustainable Outdoor Adventure Education</p>	<p>Building on the history of craftspersonship in Outdoor Adventure Education (OAE), this creative and interactive workshop explores ways DIY (do-it-yourself) can inform OAE curriculum, leading to not only smaller ecological footprints for programs, but also to reduced costs, greater inclusivity and access, and life-long skills for participants. Embracing DIY can help OAE better fulfill its potential to support sustainability—environmental, financial, and social—by moving beyond recycling to the other 5 Rs (Refuse, Reduce, Reuse, Repurpose, Repair). Participants will contribute to, and leave with, a variety</p>	<p>Outdoor and Adventure Education Therapeutic Adventure Classroom Education Higher Education Social Justice/Inclusion, Diversity,</p>	<p>Dr. Paul</p>	<p>Stonehouse</p>

	of textual and audio/video resources meant to inspire sustainability within their programs.	Equity, Accessibility		
AEE Accreditation: Organizational Development and International Recognition	Would your organization benefit from going through a developmental process for improvement, followed by international recognition by the first recognized accreditation process focusing on adventure programming and outdoor behavioral healthcare? AEE accredits a wide variety of programs and organizations, including wilderness adventure programs, outdoor behavioral healthcare programs, colleges and university outdoor programs, K-12 school programs, youth programs, and corporate teambuilding and training programs. If you would like to learn more about this process or if you are interested in serving as an accreditation program reviewer then this workshop is for you.	Outdoor and Adventure Education Therapeutic Adventure Risk Management / Safety	Steven	Pace
Outdoor Adventure Education and Military Veterans: Training Outdoor Leaders to Support Veterans in the Outdoors	Outdoor adventure and experiential education programs designed for the military veteran population may not adequately prepare or train their staff to support clients. In this workshop we will dive into two subjects that will better prepare both organizations and staff working with veterans: 1) A facilitated discussion on the civilian-military cultural divide; and 2) How to identify and mitigate barriers to participation. Learners will gain awareness of military culture and the barriers military veterans may face when accessing or participating in outdoor programs. This Sierra Club workshop is designed for program managers and staff.	Outdoor and Adventure Education Therapeutic Adventure Social Justice/Inclusion, Diversity, Equity, Accessibility Military Veterans	Aaron	Leonard
Natural Curiosity: The Importance of Indigenous Perspectives in Children's Environmental Inquiry	This workshop will introduce the four branches of Natural Curiosity, a transformative pedagogical framework that supports educators with inquiry-based environmental learning deepened by an Indigenous lens. The Indigenous lens on Natural Curiosity provides a starting point for all educators to consider how Indigenous perspectives can inform practice over time, as they explore lasting connections to the natural world with their students. Participants will be guided through interactive activities such as group knowledge building, and examples of how educators across	General Audience Outdoor and Adventure Education Classroom Education Social Justice/Inclusion, Diversity, Equity,	Haley	Higdon

	Canada effectively and sensitively integrate inquiry, outdoor experiential learning, and Indigenous perspectives into a better normal that “breathes with the world”.	Accessibility		
Get “SNAPping”! Implementing Service Learning for Student Empowerment	Are you curious how an Adaptive Physical Activity program can empower undergraduate student learners? Do you wonder what transferrable skills they learn? This session is based on the largest and longest running service-learning site in Southern Ontario- S.N.A.P, which is housed at Brock University. This session will provide you with an understanding of techniques used to empower students to be “in charge” of their own learning and the outcomes associated with this opportunity. We will provide an overview of the S.N.A.P program and how/why we recruit students as acting program coordinators each year.	General Audience Higher Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility Physical Education	Demi	Toms
Changemaker Academy: Rebelutionary 101	There is greatness within you! Through conversations and interactive activities we will explore a new kind of leadership that is authentic, real and rooted in who you are! We will develop new tools and discover new possibilities within ourselves. We will be inspired to use these tools to grow the greatness and potential of others. Together, let’s grow YOUR greatness and REBELUTIONIZE our world!	Social Justice/Inclusion, Diversity, Equity, Accessibility	Kymberly	Lacrosse
Myth, Power, and Justice: The Danger of a Single Story	Adichie warns that if we hear only a single story about a group of people, we risk a critical misunderstanding. “The single story creates stereotypes, and the problem with stereotypes is not that they are untrue, but that they are incomplete.” How do we come to understand the interconnectedness of our lives and cultures? How do we overcome misconceptions and overgeneralizations? This workshop provides participants with tools to critically analyze assumptions of single stories that arise during community engagement. Participants engage in activities and authentic dialogue on this issue as it relates to race, class, power, and social	General Audience Classroom Education Higher Education Experience-Based Training and Development Social Justice/Inclusion, Diversity,	Christen	Clougherty

	justice.	Equity, Accessibility		
Changing Lives Through a Sensory Aware Practice	This interactive workshop offers professionals a variety of strategies to raise resilience in children through a sensory aware lens. Participants will be able to link body-mind-behavior to self-regulation and offer practical strategies for children and youth to develop self-regulation skills in life. From basic to experienced educators in the field, this workshop may introduce you to new and unique concepts relevant to inclusive practices. 50% of the workshop is experiential and interactive.	General Audience Outdoor and Adventure Education Therapeutic Adventure Classroom Education Social Justice/Inclusion, Diversity, Equity, Accessibility	Alex	Thompson
The Wellbeing Research Firehose - What does it mean for EE?	I propose to share how we have been able to transfer elements of the amazing work in the positive psychology field in recent decades into experiential programs. We have two mantras, no matter what we do, camp must remain camp, so no shoehorning of wellbeing teaching clumsily into programs. And two, be explicit about acknowledging outcomes and transfer.	Outdoor and Adventure Education	Colin	French
Create Your Own Land Acknowledgement	This workshop will introduce participants to the concept of a Land Acknowledgement (LA), address how a LA can be justly delivered, share resources on doing outside research, and will discuss the key differences between a generic LA and a personalized one, and why that matters. In breakout rooms groups will share thoughts and do research on their unique geographic areas of interest, and then return to discuss delivery methods in the classroom vs. in the field.	General Audience Outdoor and Adventure Education Classroom Education Social Justice/Inclusion, Diversity, Equity, Accessibility	Hannah	Nixon

<p>The Roots and Branches of Reflection: Theory and Practice</p>	<p>Rooted in Dewey, Hahn, Kolb, and other theorists, experiential education has always entwined with reflective practice. Educators from diverse branches of EE have used reflective writing to help students make meaning from their experiences—but with varying success since they often lack experience teaching writing. This year at Brigham Young University, a faculty-mentored team of graduate and undergraduate English students created an experiential writing website which provides templates, writing prompts, lesson plans, assessment tools, rubrics, and process descriptions for experiential educators. Our interactive workshop will help participants use the website to add some reflective muscle into their experiential programs.</p>	<p>General Audience</p>	<p>Dr. John</p>	<p>Bennion</p>
<p>Live (Virtual) Clue: Not Your Family's Board Game</p>	<p>Michigan Virtual Clue was designed as a 4-H recruitment event. Reminiscent of the classic board game, youth worked in small teams and used critical thinking skills to discover the correct answer to the mystery. Through this unique experiential event, utilizing Zoom, teams were challenged to figure out the who, what, where, when, and why of a mystery. Learn how to create your own Clue event that can be used for recruitment, teen retreats, camps, and more. This session will include information on both live and virtual versions.</p>	<p>General Audience</p>	<p>Liz</p>	<p>Wiener</p>
<p>Breakthrough to Better Facilitation - Take the DISC Assessment</p>	<p>Every adventure educator or facilitator wants to improve their skills and impact. This workshop introduces the DISC Assessment for Adventure Educators to understand what drives your actions and behaviors. The workshop will help you identify what holds you back from facilitation success, as well as the traits and behaviors that propel you forward. When you take the DISC assessment, you will learn how to leverage the various aspects of your personality for better facilitation. This workshop includes a complimentary DISC assessment and a highly interactive ZOOM session with breakouts and case studies.</p>	<p>General Audience Outdoor and Adventure Education Therapeutic Adventure Classroom Education Experience-Based Training and Development</p>	<p>Dr. Susan</p>	<p>Cain</p>

<p>A Systems-Informed Approach to Risk Management</p>	<p>We all know that safety is important. But what are the best approaches for managing risk? The Swiss Cheese Model? Complex Sociotechnical Systems Theory? AcciMap? This workshop will cut through the confusion and present the best and most current thinking on why incidents occur on experiential and outdoor programs—and how they can be prevented.</p> <p>Participants will learn about a systems-informed approach to risk management, using a Risk Domains model. Workshop participants will explore how to apply this model to their own program. Additional resources for further learning will be provided.</p>	<p>Outdoor and Adventure Education Experience-Based Training and Development COVID-19 Issues Risk Management / Safety</p>	<p>Jeff</p>	<p>Baierlein</p>
<p>Happiness outcomes among cadet women backpackers</p>	<p>Join us for an upbeat discussion on exploring happiness as a backpacking outcome. You may know that distress and discomfort are a part of the US military college experience. Women cadets experience additional challenges including unwelcoming environments, relative isolation, and minority status. The presenter and colleagues conducted a mixed-methods exploratory study examining happiness outcomes for cadet women who participated in a three-day backpacking event. Results showed significant differences between mean pretest and posttest happiness scores for the experimental group only. Cadets in the backpacking group offered the following themes when accounting for happiness gains: nature, bonding, self-reflection, relaxation, and adventure.</p>	<p>Outdoor and Adventure Education Therapeutic Adventure Higher Education Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>guy</p>	<p>ilagan</p>

<p>Quality Thinking: A Model For Improving Thinking and Judgment for All Ages</p>	<p>"We need to improve our people's critical thinking skills!" This cry can be heard from the leaders of most organizations today. Experiential methods lend themselves to the application of critical thinking. What if we could offer a model to talk about improving these skills. The Quality Thinking Model offers a simple approach that results in better judgment, decision-making, problem-solving, communication, and collaboration. The best part, it can be adapted to work with most age groups and audiences. This workshop introduces you to the Quality Thinking Model and allows you to play with it to discover its usefulness for your audience.</p>	<p>General Audience Outdoor and Adventure Education Classroom Education Higher Education Experience-Based Training and Development</p>	<p>John</p>	<p>Losey</p>
<p>6 Facilitation Skills Every Teacher Should Have</p>	<p>More and more, classroom teachers are expected to use facilitation skills for academic, social and emotional learning. Activities are everywhere, but teachers don't always know how to use them. In this workshop, we'll experience a sequence of activities and discover the skills needed to choose, present and learn from them. Leave this workshop ready to put your facilitation skills to work!</p>	<p>Classroom Education</p>	<p>Lucinda</p>	<p>Martinelli</p>
<p>The Theory for Outdoor Orientation Programs (OOPs) is Belongingness: A discussion of the "Belongingness Hypothesis"</p>	<p>Belongingness: A discussion of the "Belongingness Hypothesis" In 1995 Mark Leary and Roy Baumeiser introduced a unifying psychological theory—Belongingness. Is this also a unifying psychological theory for outdoor education programs? In this workshop we will discuss—What does it mean to promote belongingness? How does this theory fit with outdoor orientation programming? Join a group of graduate students from the University of New Hampshire who will present perspectives on belongingness (what it is and what it is not) and why belongingness belongs at your program.</p>	<p>Outdoor Orientation Programs Symposium (OOPS)</p>	<p>Brent</p>	<p>Bell</p>

SATURDAY, NOVEMBER 13

Title of Workshop	Workshop description	Track(s)	Presenter 1 First Name	Presenter 1 Last Name
Getting Facilitation Skills in the Hands of Every Teacher	In Experiential Education, we use facilitation techniques as we teach, but most teachers don't get facilitation training. In fact, many don't even know what these skills are! And yet, teachers are being asked to facilitate conversations and activities in the classroom for social and emotional learning in addition to academics. Unless we have a way to share our knowledge and learning with each other, teachers and facilitators are doomed to make the same mistakes. In this collaborative session, we will compare teaching vs facilitation pedagogy and problem solve ways to get more facilitation skills in the hands of classroom educators.	Classroom Education	Lucinda	Martinielli
Experiential Group Work Virtually: The Power of Purposeful Activity-based Group Work in Virtual Environments.	The pandemic forced us to become virtual and we have discovered that there is value to virtual work. Virtual groups address issues of accessibility on a number of fronts (geographic, economic, transportation, etc.). Talk-based groups are easily translated to virtual environments. Experiential groups are often a bit more difficult to translate. This highly experiential workshop will allow participants to experience the power of purposeful activity in virtual environments. The theoretical and philosophical underpinning of experiential group work will be explored, and participants will be engaged in activities that can be used in classes, meetings, and clinical contexts.	General Audience Therapeutic Adventure Classroom Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility	Christina	Itin

<p>Skills for Social Justice Facilitation & Facilitators</p>	<p>Whether you're facilitating a conversation, discussion, or a workshop on social justice, it's a challenge. The topic is deeply personal, political, passionate, and increasingly polarized. This workshop is about bringing in facilitation skills and awareness to help us navigate those moments. How can we stay present to and aware of what throws us off and activates us, how can we center the process and the right thing to say, how can we pick the right process for the moment and stay true to our goals. How can we use facilitation to bring about facilitate a more beautiful and loving world?</p>	<p>General Audience Outdoor and Adventure Education Higher Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Meg</p>	<p>Bolger</p>
<p>Nature Begins in Your Backyard: A 4-H</p>	<p>Come join Maryland 4-H as we share an innovative model for overcoming traditional program access barriers of transportation and cost, allowing youth to access highly engaging, interactive environmental education from the comfort of their own homes. Participants will gain an understanding of the value of nature-based programming in addressing social and emotional needs of youth; and will leave with all the tools needed to launch your own virtual six week Nature in Your Backyard club!!</p>	<p>General Audience Outdoor and Adventure Education</p>	<p>Amy</p>	<p>Lang</p>
<p>Global, Digital, and EXPERIENTIAL at Scale</p>	<p>Global business and digital technology have revolutionized how people work today, but business education is often still operating like it did in the early 20th century. In looking to revolutionize higher education, Boston University's Questrom School of Business developed and launched their Online-MBA (OMBA). Rethinking fundamental assumptions of disciplines, courses, assessment, and delivery along experiential approaches, Questrom launched an innovative program designed to bring the world together in digital classrooms to rethink business in the 21st century. Find out what happens when you partner a producer from PBS Kids and an adventure educator to help create a business education program.</p>	<p>General Audience Higher Education Experience-Based Training and Development</p>	<p>Hutch</p>	<p>Hutchinson</p>

<p>Keep er Movin': Kinesthetic strategies for learning, community building, and reflecting.</p>	<p>Movement is at the heart of experiential education and also has many connections to cognitive development. In this session, two elementary educators will demonstrate how movement can engage students of all ages and aid in learning. Participants will come away with tried and tested strategies that help learners understand and retain new concepts. They will also leave with movement based activities for team building and reflection. This session is led by two Leos who happen to share a July 28 birthday, but all Zodiac signs are welcome to attend, even Scorpios!</p>	<p>General Audience Outdoor and Adventure Education Classroom Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Emily</p>	<p>Whalley</p>
<p>Humanity Redefined: Neurodiversity & Sensory Processing</p>	<p>With personal insights of an autistic teen, and lots of details (that's our wheelhouse!) we invite you to explore the common humanity you share with us and the individuality you (and we, and all your students) experience as humans. We will define neurodiversity and explore with personal and practical examples how Sensory Processing awareness empowers not just better teaching practice, but better learning and self-advocacy. Join us in our journey to broaden understanding and inclusion.</p>	<p>General Audience Outdoor and Adventure Education Classroom Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Lorilei</p>	<p>Dreibelbis</p>
<p>Let's Get Real: Increase Engagement with Project-Based Learning</p>	<p>Teachers want to create memorable, meaningful experiences that give an authentic context for learning, but who has the time! Discover how to implement project-based learning with cross-curricular content, collaboration options, and real-world connections. Explore specific PBL units that are engaging and relevant, then align these projects to your current content needs. Come ready to become that teacher students will never forget. Leave with lesson-by-lesson project ideas to make it happen.</p>	<p>General Audience Classroom Education</p>	<p>Terra</p>	<p>Tarango</p>

<p>ICBCI: An Integrative Model of Individual and Group Learning and Development</p>	<p>This workshop will present a newly derived model describing forces acting on leaders, group members, and groups, in a wide variety of contexts (living, board, class, and Zoom rooms). ICBCI synthesizes theory from social, educational, and clinical psychology by placing Balance, as a social / personal concept, at the center of a dynamic model. Participants will walk away with 4 'balance tools' and 2 'imbalance indicators' across development to guide energy towards to create sustainable, inclusive spaces for learning and growth on the individual and group levels. Come learn HOW to act beyond just WHAT to look out for.</p>	<p>Outdoor and Adventure Education Classroom Education Higher Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Mr. Joshua</p>	<p>Friedman</p>
<p>From Activity to Experience using PIES</p>	<p>An Activity is what we do for people. An Experience is what they make of it. As educators we have no control over the learning process. The best we can do is present the activity in the most powerful way, so as to cover not only Head-Heart-Hand, but also Physical, Intellectual, Emotional and Social bases! This will become more important in a remote learning world. The workshop offers an exciting way to be able to tweak many aspects of the activity keeping People, Props, Place and Process in mind.</p>	<p>General Audience Outdoor and Adventure Education Classroom Education Higher Education Experience-Based Training and Development</p>	<p>Mr. Vishwas</p>	<p>Parchure</p>
<p>The Introvert Ideal. What happens when a global pandemic causes the script to flip</p>	<p>In 2020, a global pandemic emerged and has caused a mass shift in the way the world functions. Offices and schools emptied and we began operating from behind a computer screen, rather than face to face. During this time we saw a switch from a busy and extroverted ideal, to prioritizing the natural skills of an introvert. As we start to look at a transition back to "normal", how do we use the tools that introverts utilized to thrive during the pandemic and continue them into the reopening world?</p>	<p>General Audience Therapeutic Adventure Classroom Education Social Justice/Inclusion, Diversity, Equity, Accessibility COVID-19 Issues</p>	<p>Callie</p>	<p>Auman</p>

<p>A Model for Designing Experiential Education and Community Collaborations: The RISE-UP Program</p>	<p>The RISE-UP program, a collaborative integrative learning experience combining college students with incarcerated women will be presented. The structure of this collaborative model and its assessment will be reviewed and an interactive exercise will be conducted to help attendees conceptualize the potential for community collaborations. The challenges and barriers of embedding experiential education into courses or forming partnerships between community organizations will be addressed. Attendees from community organizations or higher education interested in forming collaborations may bring syllabi, proposals, or brainstorming ideas to the session. The last part of the session will be an interactive workshop to explore possibilities.</p>	<p>General Audience</p>	<p>Dr. Diane</p>	<p>Hall</p>
<p>Aligning Risk Management Systems with Justice, Equity, Diversity, & Inclusion Efforts</p>	<p>Outdoor / experiential education programs rely on their risk management tools and systems, but what happens when those traditional systems undermine efforts to create equitable and inclusive programs?</p> <p>This interactive presentation will critically explore the hidden pitfalls where traditional risk management systems work at cross purposes with equity and inclusion, and offer solutions based on experience. Participants will engage in small group activities, learn from other participants, and walk away with action steps to help them align their systems with their inclusion goals.</p>	<p>General Audience Outdoor and Adventure Education Therapeutic Adventure Social Justice/Inclusion, Diversity, Equity, Accessibility Risk Management / Safety</p>	<p>Steve</p>	<p>Smith</p>
<p>Facilitation: Bigger Than You Think It Is</p>	<p>I stepped into a leadership role at a large corporate university with 20 years of experiential facilitation experience in camps, adventure programs, youth programs, and higher education. I had great confidence in my facilitation skills. I was met with perspectives on facilitation I did not expect. My eyes began to open to whole new possibilities that had been limited by my experiential background. This engaging and interactive workshop explores the diverse foundations of facilitation and seeks to connect us with the common skills and models need in all forms of facilitation.</p>	<p>General Audience Experience-Based Training and Development</p>	<p>John</p>	<p>Losey</p>

Assessing Affective Outcomes for Accreditation, Program Improvement and Potential Bias	Adventure educators often claim that participants improve on several affective measures including communication, trust, team dynamics, problem solving, and perseverance. However, these claims often go unsubstantiated. This is problematic because schools, businesses and community groups are increasingly demanding evidence to justify the costs. Through this workshop, participants will learn how to analyze and construct specific assessment instruments completed by both facilitators and program participants. Examples include rubrics, checklists, journals, portfolios, and projects. Attendees will also learn how to analyze the data to improve the program, identify potential bias and attract future clients.	General Audience Higher Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility Risk Management / Safety	Dr. Matthew	Cummikey
Going Corporate? Who-What-How	Visit with a panel of professionals from the Experiential Training and Development (ETDA) organization to explore both the transition into "corporate" work and the current headwinds and tailwinds in the industry. We will discuss the ethics of corporate programming, the potential values clash that we experience, how DEI integrates into our practices. Lessons learned will be shared from those who have been in the field for many years.	General Audience; Experience-Based Training and Development	Jane	Panicucci
Comparison of a Japanese Outdoor Orientation Program to US OOPS Models	Outdoor orientation has been a largely U.S. phenomenon, but recently OOPs are developing in other countries. An interesting question is how OOPs compare across different countries and cultures. This presentation compares a Japanese outdoor orientation to a selection of U.S. outdoor orientation programs. Presenters will share findings about cultural differences and discuss their exploration of the data.	Outdoor Orientation Programs Symposium (OOPS)	Aya	Hayashi
Outdoor Orientation Programs: Building, Maintaining, and Leveraging Institutional Relationships during COVID-19	WVU's Adventure WV program was able to operate fully in person, albeit with somewhat reduced capacity, starting in May of 2021; orientation trips (500 students down from 900+), challenge course, canopy tour, rental operations, and custom programs all came back online quickly and fully. The behind the scenes work, however, was extensive, dating back well over a year.	Outdoor Orientation Programs Symposium (OOPS)	Marion	Holmes

	Adventure WV's operations hinged fully on institutional relationships with campus partners that were built, maintained, and leveraged both prior to and during the pandemic. In this workshop, Adventure WV's Director shares the background work and relationships that allowed Adventure WV to maximize programming during 2020 and 2021.			
Experiential Learning in Unconventional Places	Join Deidra in a review of bringing an experiential by nature program, full circle-from beyond just "hands on" to intentionally reflective to positively shift the impact of a career-readiness focused program on its participants. While the presentation will focus on Deidra's experience incorporating the experiential learning cycle into the virtual iteration of an 11 year old program previously not utilizing the full cycle, there will also be space for folks to share and learn from one another about what spaces they have brought experiential education into, that aren't typically thought of despite the universal application of concepts.	General Audience Higher Education Experience-Based Training and Development Conservation	Deidra	Goodwin

SUNDAY, NOVEMBER 14

Title of Workshop	Workshop description	Track(s)	Presenter 1 First Name	Presenter 1 Last Name
Building Your Adventure Therapy Professional Development Roadmap: Introducing the CCAT (Certified Clinical	Adventure therapy is a diverse field with myriad intervention options. As a new adventure therapy professional, it can be a challenge to know where to start to build your competence with AT practice. This workshop is designed to cover foundational concepts of adventure therapy, clarifying what makes a practice "AT." We will build upon this foundation to assist you in laying out a roadmap for developing your AT practice, including training, supervision, certification, and the importance of professional networks. AEE's CCAT certificate program	Therapeutic Adventure	Nick	Magle-Haberek

Adventure Therapist)!	will be reviewed. CCAT Training Hours: Conceptual Knowledge of AT (1.0) and Professionalism in AT (0.5 hrs).			
Interpreting Science in the Foothills: Exploring Interpretive Methodologies for Creating and Realizing Experiential Opportunities for Your Students	The multi sensory thrill of a hike in the grasslands or observing the night sky provide students a connection that is memorable but also the perfect opportunity to tangibly link the natural world to scientific topics of the classroom. We have over 35 years combined experience with engaging students with science interpretation through immersive activities, metaphor, and storytelling. These enriching experiences are offered at the Ann & Sandy Cross Conservation Area (ASCCA) and Rothney Astrophysical Observatory (RAO), which are land and sky conservation areas located in Foothills of Southern Alberta.	General Audience Outdoor and Adventure Education Classroom Education Social Justice/Inclusion, Diversity, Equity, Accessibility STEAM	Jennifer	Howse
Philosophy to Justice: A Practical Guide to using Paradigms as a Framework for Social Justice	To identify a bird perched in a tree, we need a good pair of binoculars. To diagnose carcinoma, we need specialized equipment like a CT Scan. To see systemic oppression, for the explicit purpose of dismantling it, we need a specific lens. These lenses we need are referred to as worldviews, or paradigms in the philosophy of science, such as Critical Constructivism, Critical Race Theory, Feminisms, and Critical Disability Theory. Join us in this workshop for an introduction into these paradigms and a discussion on how they are fundamental in the pursuit of actual change.	"General Audience Social Justice/Inclusion, Diversity, Equity, Accessibility"	Dr. Tommy	Means
(post) Pandemic Pedagogy: Greening Schoolyards for Outdoor Learning	The COVID-19 pandemic has highlighted the ways in which outdoor learning can be both cost effective and provide an alternative to indoor learning through hands-on experiences that promote health, well-being, and knowledge acquisition. A green schoolyard provides students and teachers with a venue to explore nature and a learning environment that extends and deepens "traditional" subject learning. Green schoolyards promote pro-environmental and pro-social behaviors, leading to greater care and empathy. This workshop will offer theoretical and practical insights into how to "green" your schoolyard and how to further integrate outdoor, experiential learning into your curriculum.	General Audience Outdoor and Adventure Education Therapeutic Adventure Classroom Education Higher Education	Dr. Mary	Breunig

<p>The Wilderness Education Association Credentialing Program: An Overview of the Benefits and Process</p>	<p>The goal of this session is to present the benefits and the pathway toward credentialing in outdoor leadership through certification with the WEA. Certification is a successful model when applied to technical skills such as rock climbing or paddling. No standard exists for a comprehensively trained and qualified outdoor leader. This certification gap creates significant waste of resources; time, energy, and finances. The WEA provides a pathway, byway of a rigorous, weighty certification scheme to endorse outdoor professionals. This certification scheme consists of three levels, the Outdoor Leader Training Certificate, the Certified Outdoor Leader, and the Certified Outdoor Educator.</p>	<p>"Outdoor and Adventure Education Therapeutic Adventure Experience-Based Training and Development Risk Management / Safety Outdoor Orientation Programs Symposium (OOPS)"</p>	<p>Ryan</p>	<p>Carlson</p>
<p>8Rs of Sustainability as Outdoor Ethics for the New Normal</p>	<p>"For many, Covid-19 created a reset in how we value nature and think about our environmental impact. It emphasized our interconnectedness and made us step up in our personal responsibilities to our communities. In response to this, Nomad Adventure from Malaysia designed a structured training program around the 8Rs of Sustainability with the intention of creating a movement that galvanizes youth to take responsibility, advocate for the planet and to dig deeper to understand our true environmental impact. As outdoor educators, the 8Rs embody creative, courageous and actions that people can take to be change makers in our everyday lives."</p>	<p>General Audience Outdoor and Adventure Education Experience-Based Training and Development</p>	<p>Yuen Li</p>	<p>Chan</p>
<p>Challenged by Limited Land and Resources to Develop Effective Outdoor Programmes? Innovation is Key!</p>	<p>Situated in a limited land area of about 730 km² that is surrounded by urban landscapes and given a mammoth mission to cater for 100 groups of participants a week, Outward Bound Singapore (OBS) faces extraordinary challenges in terms of land and resource constraints to develop outdoor programs that are both effective and meaningful for participants. Get an insight on how innovation in program design and delivery can overcome these challenges and create new possibilities to provide a unique outdoor experiential experience for participants.</p>	<p>General Audience Outdoor and Adventure Education</p>	<p>Nicholas</p>	<p>Ye</p>

<p>Explore Active Thinking Strategies to Enhance Experiential Learning</p>	<p>This workshop will experience, explore, and utilize active thinking strategies to strengthen skills and techniques used in facilitation and experiential learning. Using the core question and basic framework: What do you see? workshop participants will expand their tools for facilitation/teaching, increase participant engagement, and develop more approaches to the experiential learning cycle. Participants will be engaged in small group activities, actively practice the thinking strategy for multiple settings, and reflect on deeper connections of this approach for your unique programming.</p>	<p>General Audience Outdoor and Adventure Education Classroom Education</p>	<p>Kate</p>	<p>Vinson</p>
<p>Best Practices in Virtual Facilitation</p>	<p>Teambuilding Guru Dr. Jim Cain shares his favorite ways to make virtual presentation active, engaging, memorable, effective and fun!</p>	<p>General Audience Classroom Education Higher Education Experience-Based Training and Development</p>	<p>Dr. Jim</p>	<p>Cain</p>
<p>Teaching Off Trail</p>	<p>After briefly discussing the origin and rationale for my outdoor classroom and nature kindergarten program, this presentation would take attendees on a trip through the kindergarten year. Using picture books, anecdotes, photos, and other materials, attendees would use elements of my 4P's philosophy to experience the nature kindergarten year both as a student and an educator. Completed chronologically, the presentation would move through the seasons and offer various activities, hands on experiences, and opportunities for discussion. Attendees would leave with resources, experiences, and hopefully inspiration to adapt their learning into their own setting.</p>	<p>Outdoor and Adventure Education</p>	<p>Peter</p>	<p>Dargatz</p>

<p>Adaptive Leadership: Going Beyond Technical Solutions for Emerging Challenges</p>	<p>Adaptive leadership is an emerging model that embraces change, collaborative experimentation, and innovation. It replaces control and predictability with resilience and growth to handle challenges so that all sides benefit. So, attendees are invited to bring a leadership challenge for which our collective intelligence will help us explore adaptive versus technical solutions. We'll bring into the mix emotional intelligence, organizational justice, vulnerability, and win-win problem solving. Current situations benefitting from adaptive leadership might come from K-12 and higher education, outdoor adventure programming, corporate and community social justice work, and moving from Covid back to community.</p>	<p>General Audience Outdoor and Adventure Education Higher Education Experience-Based Training and Development Social Justice/Inclusion, Diversity, Equity, Accessibility</p>	<p>Bob</p>	<p>Stremba</p>
<p>Playing with mirrors - Moving beyond Selfies to Self - Actualization</p>	<p>2020 ushered in an unusual, even tumultuous, period for many of us. For me, it was a period of reckoning - calling upon skills I strove to nurture in others. Resilience, grit, adaptability, persistence... The pandemic forced me to shift my vantage point to deliver in the online world. As the newness of the medium and the challenges sunk in, I abandoned efforts to recreate a virtual replica of what I did in the physical world. I tried a different approach. This workshop draws from the lessons I learnt in this journey of many downs and a few redeeming ups.</p>	<p>General Audience Classroom Education Higher Education Experience-Based Training and Development Understanding Self</p>	<p>Mr. Sarabjit Singh</p>	<p>Wallia</p>
<p>Incorporating Emotional Intelligence into Adventure Education</p>	<p>Great expeditions require tremendous technical skills; however, emotional intelligence (EI) skills often make or break an expedition. Traditional adventure education curriculum frequently puts a premium on technical skill development while EI skills can appear tangential, often receiving less emphasis than the so called "hard skills." Consider a 3-legged stool where technical skill development receives equal treatment as intrapersonal and interpersonal skills. Learn to incorporate the four</p>	<p>General Audience Outdoor and Adventure Education Therapeutic Adventure Higher Education</p>	<p>Dr. Chad</p>	<p>Thatcher</p>

	domains of EI – self-awareness, self-management, social awareness, and relationship management – into your next expedition, particularly through journaling. Learn how to effectively journal about your own EI competencies, starting with AEE virtual conference.	Experience-Based Training and Development		
Action Research: experiential learning for improvement	Explore how to use action research as an experiential learning tool. This interactive workshop will cover the key components of action research as a tool to implement program improvements. Using the doctoral model at Northeastern University, participants will learn how to implement changes at their organization and evaluate the results.	General Audience Higher Education	kimberly	nolan
But You're Wrong: Navigating challenging disagreements	But You're Wrong is a session about how to get out of a common pattern and way of seeing people we disagree with, especially across political divides. How do we move beyond relating to people as ignorant, stupid, or evil? What are other ways to see each other in those moments? What strategies exist to open up new possibilities in our conflicts and disagreements? This session is designed to help us see the patterns that get us stuck and the strategies to do differently.	General Audience Higher Education Social Justice/Inclusion, Diversity, Equity, Accessibility	Meg	Bolger
Scavenger Hunt How-To	With Michelle Cummings of Training Wheels	General Audience	Michelle	Cummings