



**ENVIRONMENTAL  
EDUCATION** GRADUATE  
PROGRAM  
SOUTHERN OREGON UNIVERSITY

## Equity, Diversity, Inclusion & Justice

### SOU MSEE

In alignment with the values of Southern Oregon University (SOU), the Environmental Education Graduate Program (MSEE) is deeply committed to celebrating the diverse myriad of educators and participants within the field of EE as we develop future leaders of varied and vibrant backgrounds well-equipped to meet the unique educational needs of communities within and beyond Southern Oregon. We recognize that historic systems have resulted in a lack of access to the field of Environmental Education, and we are committed to our role in addressing barriers to engagement as we work collectively toward a future of environmental wellbeing for all.

Ultimately, we strive to provide culturally responsive Environmental Education programming that equips educators to serve diverse K-12 audiences within and beyond Southern Oregon. It is our sincere effort to meet our complex responsibility as leaders in the field of Environmental Education. As such, the SOU MSEE Program will follow this Equity, Diversity, Inclusion & Justice (EDIJ) Strategic Plan committed to fostering equitable, inclusive, and successful learning experiences for all participants.

#### **SOU MSEE Values:**

- Equitable access to environmental education programming
- Safe and inclusive learning environments
- Culturally responsive environmental education curriculum
- Creativity and adaptability
- High-quality and engaging programs

### **EDIJ Strategic Directions & Goals**

#### **Strategic Direction I**

SOU MSEE program will ensure the infrastructure to continuously and sustainably grow and improve in its capacity to offer safe, inclusive, diverse and successful learning experiences.

\*Directly supports SOU Strategic Directions I, II, IV, VI, and VII.

**Goal One:** SOU MSEE will develop and follow the 3 year EDIJ in MSEE strategic plan. **Goal Two:** SOU MSEE will integrate an EDIJ lens into staff roles, hiring practices, and culture. **Goal Three:** SOU MSEE will foster trusting, reciprocal relationships with community organizations in effort to better understand the needs and resources within diverse communities within Southern Oregon.

**Goal Four:** SOU MSEE will implement EDIJ-focused program evaluations to better identify areas for improvement.

### **Strategic Direction II**

SOU MSEE program will increase access to and engagement with our Environmental Education program, “Fall in the Field” (FITF), by historically underserved K-12 communities within Southern Oregon. \*Directly supports SOU Strategic Directions I, III, IV.

**Goal One:** SOU MSEE will develop methods to identify barriers to accessing FITF by historically underserved K-12 populations.

**Goal Two:** SOU MSEE will address identified barriers to access by prioritizing creative initiatives in consideration of unique community needs.

**Goal Three:** SOU MSEE will engage in ongoing assessment of program access & engagement by historically underserved populations in order to continuously address barriers to access.

### **Strategic Direction III**

SOU MSEE will increase access to and representation within our graduate program for prospective graduate students of historically underrepresented communities within the field of Environmental Education.

\*Directly supports SOU Strategic Direction IV and V.

**Goal One:** SOU MSEE program will identify and create strategies for addressing barriers to accessing the graduate program by historically underrepresented prospective students.

**Goal Two:** SOU MSEE program will evaluate and update outreach and recruitment methods of prospective graduate students and graduate assistants in favor of an equitable and inclusive admissions process.

**Goal Three:** SOU MSEE program will create new financial points of access for low-income applications and applicant members of marginalized communities.

### **Strategic Direction IV**

SOU MSEE program will develop culturally responsive pedagogy and curriculum (how and what it teaches) to enhance the success of its environmental education graduate students and FITF participants. \*Directly supports SOU Strategic Directions I & IV.

**Goal One:** SOU MSEE will incorporate education and training for topics related to cultural responsiveness into its graduate curriculum.

**Goal Two:** SOU MSEE will prepare educators to create culturally responsive programming that serves the unique and diverse needs of learners.