NPS DOILearn Course Creation Worksheet

Instructions: This form is to be used by the NPS training and development community to request that a course to be created or modified in the DOI LEARN learning management system. The course must be created in DOI LEARN by the DOI LEARN data steward before classes for the course can be scheduled in DOI LEARN. The following steps describe the course creation process:

1. The Primary Course Sponsor and Primary Subject Matter Expert fill in this form as completely as possible.
2. They send form to the Training Manager responsible for the primary career field addressed in the course.
3. The Training Manager reviews the form for content and completeness, approves (or disapproves) the course, and sends the form to DOI LEARN at: doilearn@nps.gov
4. The Data Steward creates the course in DOI LEARN
5. The Data Steward sends the Training Manager and Course Sponsor a confirmation that the course has been created in DOI LEARN.

Is this a modification of an existing course? ○ Yes ⦿ No

Select one: ⦿ Instructor Led ○ Online ○ User Defined Task

Does course require Prerequisites? ○ Yes ⦿ No

If yes, list the course code of the prerequisite:

Course Name: Accelerating Color in the Outdoor the Space

Description:

Encouraging, coaching and mentoring a workforce and leadership profile that reflects the needs and interest of one's customers is a basic tenet for every organization. Future wise management, technical understand and enjoyment of rivers is important to all who work on or around them, and this training workshop will serve any individual who works or studies as part of such a private or public institution, given the rapidly-changing makeup of their constituencies.

We seek to inform, share and support objective-setting for professionals seeking to increase outdoor work, study and play access to peoples of color. The workshop will begin by identifying participants' organizational vision for inclusion and equity; goals if they exist; grading or ranking progress that has been made toward their goals; and identifying challenges that limit their progress.

We will conduct an ideation exercise that will empower attendees to break past perceived program or resource constraints to accelerate their forward movement and perhaps lead to an 'aha' that turbo charges attendees' efforts. We will then explore opportunities to expand and accelerate their organization's diversity and equity expansion initiatives through a review of the 'conceptual blockbusting' design thinking process developed at Stanford University that has helped individuals and organizations develop innovative product solutions and improve systems for over forty-five years.

We will develop post-session action plans that include a group check-in October 2019.
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Objectives:

1) Objective #1: Attendees will have an opportunity to 'self identify' their approach to problem solution, providing their unique story and that of their current work environment. Questions we will address and about which we will learn from each other are:
• How are we doing moving toward a profile of representative equity?
• How do we see unconscious bias and tokenize contributions from race-representatives in our workplace?
• How have social identifiers out of participants' control have affected privilege and the rights of members in underrepresented communities?
• How do circumstantial privileges (or lack thereof) of race, class, gender, and power affect the impact of our recreation planning work and relationships with communities.

     Outcome #1: Attendees will be more comfortable with being slightly uncomfortable about their path toward reaching a work environment that is diverse, equitable and inclusive. They will be able to articulate
• Where their organization (from their standpoint) exists on their way toward reaching a work environment that is diverse, equitable and inclusive, and
• Where they (personally) stand in their perspective relative to personnel, mentorship and outreach.
• What they will do to advance awareness of implicit bias that will affect a specific workplace audience.

2) Objective #2: Attendees will fuel a facilitated design solution exercise to break past perceived program or resource constraints. The group will explore opportunities to expand and accelerate their organization's diversity and equity expansion initiatives. Understand tools for fielding a practical, iterative model for testing and growing internal change that they can bring back to their workplace, and choose the size of their intended impact.

Outcome #2: Attendees will know the design solution process, resources for follow up coaching and a blueprint for conducting a first of multiple iterations of color acceleration in their workspace.

3) Objective #3: Attendees will have an opportunity to define a place for themselves as a workspace leader in the context of both color acceleration and problem solution. They will have defined the needs of individuals as they seek career paths as river professionals; programs and actions that can move the color and diversity needle forward, and perhaps shift workplace paradigms.

Outcome #3: Attendees will have an opportunity to choose to be part of a cadre that challenges each other to achieve self-developed goals through one year from the workshop day with whom they have made personal commitments to keep each other on task with a forum of judgement-free questions, and 'what do we think?' conversations.

Target Audience: Resource managers and planners for Wild and Scenic Rivers including private and public organizations and Federal agency staff.

Subject Matter Expert: Melissa Martinez (USFS), Corita Waters(NPS), Risa Shimoda (RMS)

Catalog Course Code (To be completed by Training Manager):

URL to access external material: http://pnts.org/new/welcome-2/ and http://www.river-management.org/symposium

CEU (enter number of units):

Duration: `1.5` Hours ☐ Minutes

Cost to Learner: ☐

Training Duty Hours: ☐   # Training Non-Duty Hours: ☐

Training Credit Type Code: ☐

Training Designation Type: ☐

Training Type Area and Subcode: Select only one area and one corresponding subcode:

01 Training Program Area | 09 Project Management

02 Developmental Training Area | 22 Management Program

03 Basic Training Area | ☐

Training Purpose, Source and Delivery type: Choose one subcode under each type:

Training Purpose Type: | 03 Improve/Maintain Present Performance

Training Source Type Code: | 03 Non-Government

Training Delivery Type Code: | 04 Conference/Workshop

Contact Name: | John Gangemi   Contact Phone Number: | 406-249-3972

Requires Supervisory Approval: ◉ Yes   ○ No

Responsible Bureau: | NPS

Course Access (dept-Wide, NPS-only, etc…): | Department-wide

Category(s): Please select all that apply. More than one category may be selected.

- ☐ Accounting and Auditing
  - ☐ Market Fundamentals
- ☐ Acquisition and Contracting
- ☐ Administrative and Support Tools
- ☐ Biology
- ☐ Business Administration and Financial Management
  - ☐ COR Training
  - ☐ Financial Business Management Systems (FBMS)
- ☐ Civil Rights
- ☐ Clerical
- ☐ Communications
- ☐ Computers
- ☐ Concessions
- ☒ Conference-Workshop
- ☐ Conflict Alternative Dispute Resolution (CADR)
- ☐ Cultural Resources
- ☐ Customer Service
- ☐ Distance Learning
- ☒ Diversity
- ☐ Emergency Management
- ☐ Employee Development
- ☐ Engineering
- ☐ Environmental Regulations and Planning
  - ☐ Hazardous Materials
- ☐ Equal Employment Opportunity (EEO)
- ☐ Ethics
- ☐ Evaluation
- ☐ Facilities Management
- ☐ Federal Information Systems Awareness & Privacy Act (FISSA)
- ☐ Fire and Aviation Management
- ☐ Historic Preservation
- ☒ Human Resources
  - ☐ Benefits
  - ☐ Classification
  - ☐ Competency Management
  - ☒ Federal Hiring Reform
  - ☒ Training and Development
  - ☐ USAccess PIV
  - ☐ USERRA

- ☐ IDEAS
- ☐ Information Technology
  - ☐ Computer Information Systems (CIS)
  - ☐ Geographical Information Systems (GIS)
  - ☐ Geospatial Data
  - ☐ Plan of Actions and Milestones (POAandM)
- ☐ Internships, Certifications, and Special Programs
- ☐ Interpretation
- ☐ Law Enforcement
- ☐ Leadership
- ☐ Legal Training
- ☐ Legislative Affairs
- ☐ Management
- ☐ Mediation
- ☐ NASIS
- ☐ Natural Resource Management
- ☐ Adaptive Management and Decisionmaking
- ☐ Fire
- ☐ Geospacial Sciences
- ☐ Minerals Administration
- ☐ Physical Sciences
- ☐ Realty
- ☐ Reclamation
- ☐ Renewable Resources and Life Sciences
- ☐ Water
- ☐ Oil and Gas Management
- ☐ Online Training Course
- ☐ Orientation
- ☒ Outreach and Public Affairs
- ☒ Partnerships
- ☐ Personnel Security
- ☐ Planning and Analysis
- ☐ Planning, Design and Construction
- ☐ Privacy
- ☐ Probate
- ☐ Program Management
- ☒ Program-Mission

- ☐ Realty
- ☐ Records Management
- ☐ Regulation Drafting
- ☐ Role Based Security Training (RBST)
- ☐ Safety
- ☐ Dam Safety
- ☐ Safety and Health
- ☐ Self-Determination
- ☐ Skillsoft
- ☐ Business Skills Course Catalog
- ☐ Desktop Skills Course Catalog
- ☐ Environmental, Safety & Health and Transportation Course Catalog
- ☐ Federal Government Curricula
- ☐ Workplace Compliance Curricula
- ☐ Supervision
- ☐ TAAMS
- ☐ Test Category for LMS Functionality
- ☐ Trade and Craft
- ☐ Trust Responsbilities
- ☐ Visitor Use
- ☒ Volunteer Management

The following DOES NOT get entered into DOILearn:

Competencies

Identifies the competencies addressed by a course, at a particular level. Competencies are organized by NPS career field.

	Code	Competency Name	Level (1-3)
Example:	OPMG064	*Team Building*	*2*
1			
2			
3			
4			
5			
6			
7			
8			
9			