



For the past 20 years DEEP has worked to make land-based education programs, primarily those housed in Northern Ontario at Northwaters and Langskib Wilderness Programs, accessible to those who would not ordinarily be able to attend due to financial constraint and need. Northwaters and Langskib has a rich history of facilitating canoe expeditions characterized by their commitment to paying attention to heart and meaning in the field and within group dynamics.

In response to The Black Lives Matter movement and the rightful efforts to root out systemic racism, DEEP and Northwaters are undergoing evaluative processes to address curriculum, hiring practices, recruiting practices, and the pervasive lack of diversity and inclusion across participants as well as staff that make up the outdoor education industry. This new scholarship opportunity not only seeks to support your students in attending land-based education programs, but also to enable them to cultivate the skills required for pursuing a career in the outdoors.

DEEP recognizes that engaging in land-based education programming is a privilege not available to all not only due to prohibitive costs of programming, required gear, and travel, but also due to lack of protected time, accessibility of programs, and a concern that programs will not offer inclusive and culturally sensitive settings. It is a privilege to go to camp instead of attaining a summer job or in some other way supporting one's family, and we recognize the need to make programs accessible by providing opportunities for skill and credential procurement in order to make participation in programs possible. Furthermore, through these initiatives we aim to diversify professionals in the industry and increase representation in an effort to increase a young person's potential for seeing the outdoor industry as a possible environment for them to thrive.

One major initiative to which DEEP is committed is the creation of a scholarship that aims to provide a pathway for young people of color to become outdoor educators and guides. Each year DEEP will award the "Outdoor Educator Career Development Award" to one applicant, and support that applicant for three summers as they navigate Northwaters programming. During their first summer, the awardee can expect to join a section of their peers on a three week long canoe expedition in Northern Ontario. The following summer the awardee will join The Bay Trip, an advanced whitewater trip to the James Bay. Finally, the awardee will complete The Leadership Program on which the awardee will learn skills required for extended backcountry travel as well as the skills necessary to successfully and safely guide groups of young people in the outdoors.

including trip planning, navigation, advanced whitewater paddling, group dynamics, conflict resolution, and group facilitation skills. Finally, DEEP will fund the awardee should they choose to engage in and complete a Wilderness First Responder and Swiftwater Rescue course. Cultivating this skillset and obtaining these crucial certifications required by the outdoor industry will position the awardee as a desirable applicant for a position at Northwaters and Langskib, or any outdoor education program to which the awardee might like to apply. Upon request, letters of recommendation will also be provided to participants in support of their applications for employment regardless of position or industry. It is our belief that by addressing the lack of diversity and inclusivity that occurs at a professional level, we can aid in making spaces more comfortable for all participants.



The particulars of this scholarship are as follows:

- Applicants must be between the ages of 15-17 during the summer for which they are applying
- Applicants must have shown a demonstrated interest in land-based education through their participation in your programming or other opportunities
- While things come up and plans change, upon applying applicant should intend to complete the three summers outlined and supported by this award

Application materials

- Essay from the applicant (1-2 pages) addressing the following questions
 - Why do you want to receive this scholarship?
 - What do you bring to DEEP, Northwaters, and the field of land-based education?
 - How did you become interested in land-based education and programming?
 - What are your future personal and professional goals?
- Letter of recommendation from a mentor who can comment on your abilities and potential within the field of land-based education
- CV or Resume
- Interview
 - 15 minutes with applicant
 - 15 minutes with the recommender

Frequently Asked Questions

Who should apply?

Any student from a minority ethnic background with demonstrated interest and experience in land-based education or programming.

Do I have to want to permanently enter the land-based education field?

No! And we would not expect that you know what you want to do for the rest of your life right now anyway! Many staff at Northwaters and Langskib, as well as other companies, ultimately pursue another career, but often credit their time working in land-based education as formative and helpful in whatever their path ends up being. In fact, DEEP is made up mostly of people who worked in land-based education and now have careers in advertising, business, psychology, risk management among many others. Just as DEEP believes anyone can benefit from the experience of participating in land-based education programming, working as a guide can foster leadership, interpersonal, and other critical skills applicable to any career trajectory you ultimately choose.



Do I need special gear to participate in this program?

Northwaters and Langskib will provide a gear list. Any gear that you need, that you don't have, DEEP will aid in the procurement of.

How will I get to Temagami?

DEEP will provide transportation from Toronto to Temagami.

What will you receive if you complete all three years of the program?

You will graduate with a skill set including trip planning, navigation, advanced whitewater paddling, group dynamics psychology, conflict resolution, and group facilitation skills. You will have the opportunity to obtain two certifications required by many outdoor organizations to work, for example DEEP will cover the costs of tuition for a Wilderness First Responder course and a Swiftwater Rescue Course.

COVID-19

Both DEEP and Northwaters & Langskib are committed to providing safe and empowering experiences for all of their participants, and are closely monitoring the Federal, Provincial and Municipal health guidelines to determine best practices. At this time, we are moving ahead and excited to welcome participants back this summer! Should the situation change, this scholarship opportunity will be postponed to 2022.

Contact Us

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Find out more about DEEP: <https://www.deepwaterproject.org/>

Find out more about NWL: <https://northwaters.com/>

While our efforts are grounded in careful consideration and research, we welcome any and all feedback that you may have for us as we engage in this recruiting process. Please feel free to comment on the structure of the scholarship program, application materials requested, outreach materials used or anything else you find relevant.