

## NOLS Expedition Behavior Overview

### **What does Expedition Behavior lack in order for EB to meet the school's diversity and inclusion goals?**

A fundamental NOLS tenet supporting the NOLS Mission is Expedition Behavior. Paul Petzoldt's approach to team dynamics is the basis for EB. He realized that to become an effective leader and to be a contributing member of a group facing daily adversity and uncertainty, individual differences are unimportant. The starting point is not to emphasize differences based on religious beliefs, politics, race, money, sexual orientation, gender identity and expression. What matters most is how each person's actions, attitude and character contribute every day to the group's success.

Learning how to deal in real time with group dynamics of students from different backgrounds is the foundation for understanding and respecting every team member. EB lessons learned in the wilderness – how to balance each person's individual identity with the group's own identity in order to achieve success – can be life-changing and taken back into society to promote and achieve a greater community good. It can even become a mantra when faced with a difficult situation – “Time to practice good EB.”

Please read the the Expedition Behavior/Inclusivity section of our report to learn about how far some NOLS faculty have departed from encouraging a shared EB experience to emphasizing individual differences with a special focus on white males.