

AGU LANDInG: A Model for Building DEI Leadership Capacity in the (Geo)Sciences

NASEM Ocean Studies Board

Increasing Diversity in the US Ocean Studies Community Panel

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AGU LANDInG

Leadership Academy and Network for Diversity and Inclusion in the Geosciences

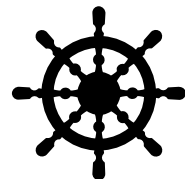


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- Build DEI Leadership Capacity in (Geo)Sciences
 - Create Networks for DEI Champions

DEI Leadership Academy

- Formal (Intensive) DEI Leadership Development
- Cohort-based (2yrs)
- Build knowledge, skills, community
- Implement BPL projects



Community of Practice

- Informal, open access
- Resources, discussions
- Alumni network (in development)



PRFP Fellows Program

- Early Career Professional/DEI Development
- Cohort-based (2yrs)
- Knowledge, skill development (e.g., equitable mentoring)



What We've Learned

Program Outcomes

- Increased individual capacity/commitment for evidence-based strategies
- Stronger networks, connections
- Academy BPL project outcomes “ripple” outward
- Leadership skills bring new ideas/collaborations within/across institutions
- Experience begets new leadership opportunities/impact

***Transformative experiences require time, space, and resources that afford long-term relationship building while learning from DEI science experts.
One-off programs are not enough.***

What We've Learned

Professional Societies' Unique & Important Role

- Memberships intersect institutional/disciplinary silos, affords deeper impact
- Scalable, sustainable (but...)
 - Funding sources can be unstable, requires effort AND commitment to do the work of building sustainability
 - Leadership (and priorities) change too

Profession societies are NEEDED to fill the gap in DEI leadership/professional development as legal landscape has shifted for many state-funded organizations.

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Thank you!

AGU LANDInG Website: <https://www.agu.org/agu-landing>

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