

AGU LANDInG Academy and Community of Practice

Building a Community of DEI Leaders

Societies Consortium Annual Meeting

Billy M Williams

22 September 2021

AGU LANDInG

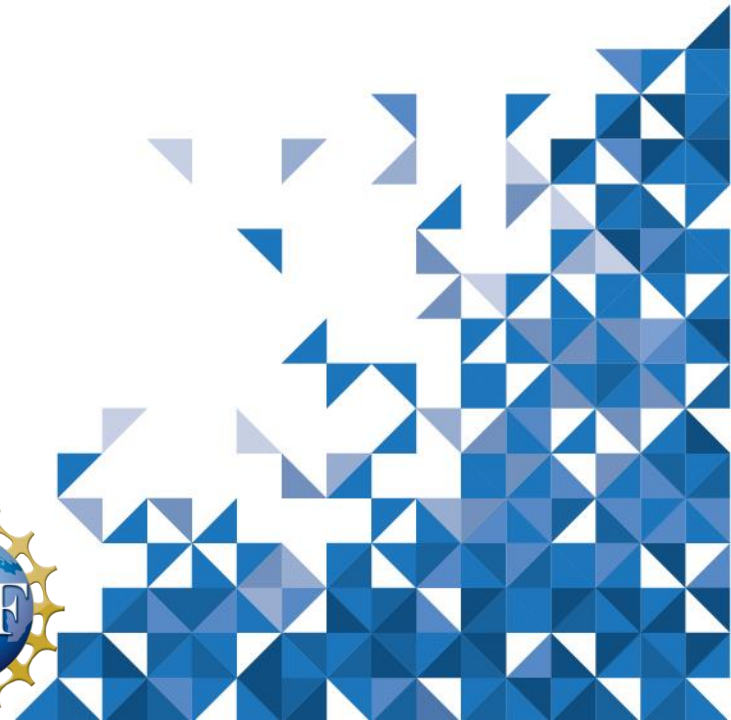
Leadership Academy and Network for Diversity and Inclusion in the Geosciences



Leadership Academy and Network for Diversity and Inclusion in the Geosciences (LANDInG)

- A Community of Practice (CoP) will cultivate future champions, broadening impact of curated resources to build DEI champion networks within and beyond AGU.
- An Academy will provide targeted professional development for DEI champions who are poised to effect change in the geosciences.

*Institutional, Organizational and Cultural Change
Requires Intention, Resources and Recognition*



NSF Funded September 1, 2020

Initial 4-year Grant

LANDInG Leadership

- Project Team (7 members)
- Steering Committee (8 members)
- Advisory Board (17 members)

LANDInG Strategies to Impact Change



AGU LANDInG

Leadership Academy and Network for Diversity and Inclusion in the Geosciences



ICER 2036823



About the Academy



Cohort-based, Expert Professional Development

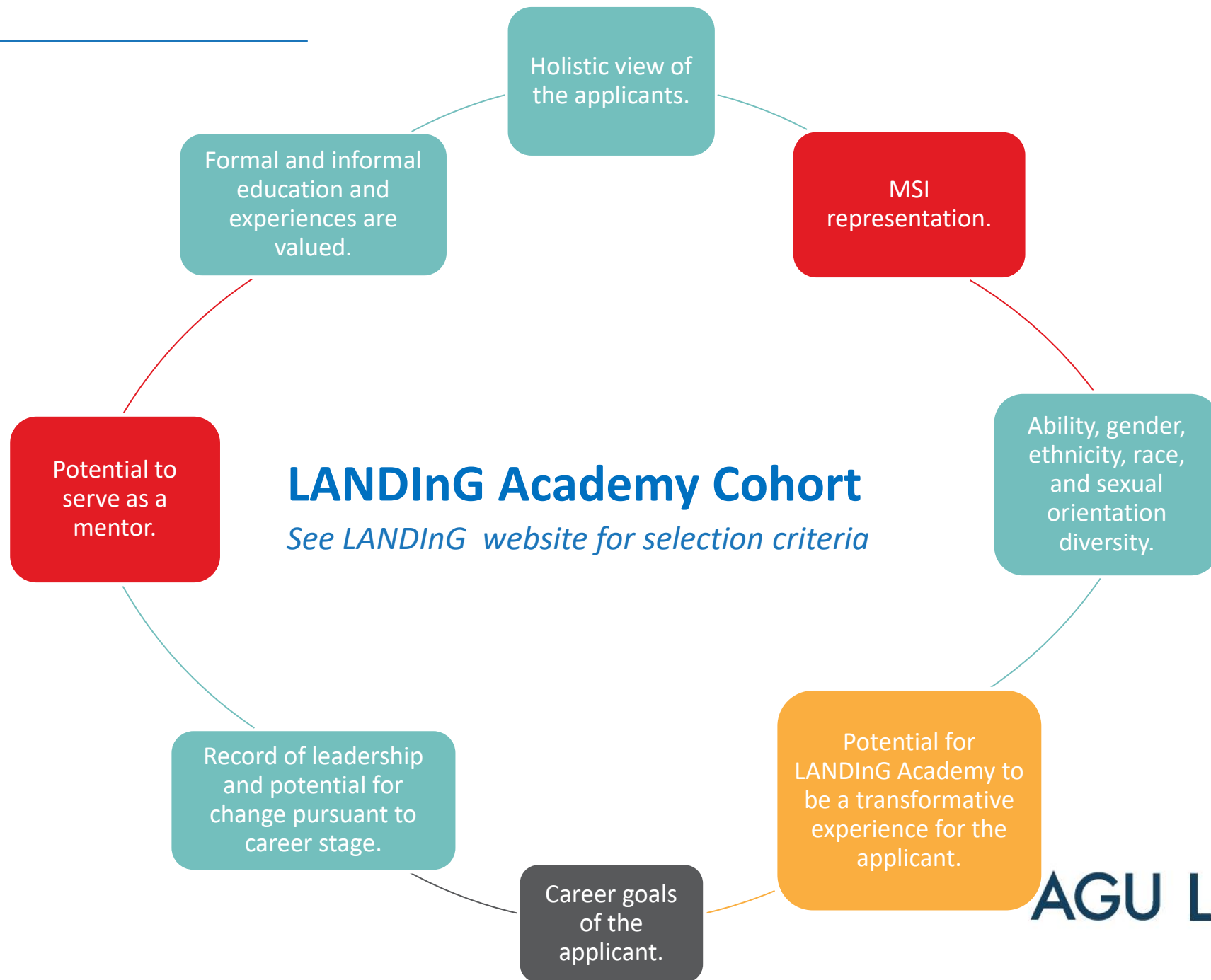
- 2-year cohorts
- Evidence-based professional development facilitated by DEI leaders and experts
- Curriculum Areas: DEI Foundations, Models for Change, DEI Leadership

Peer-Mentoring

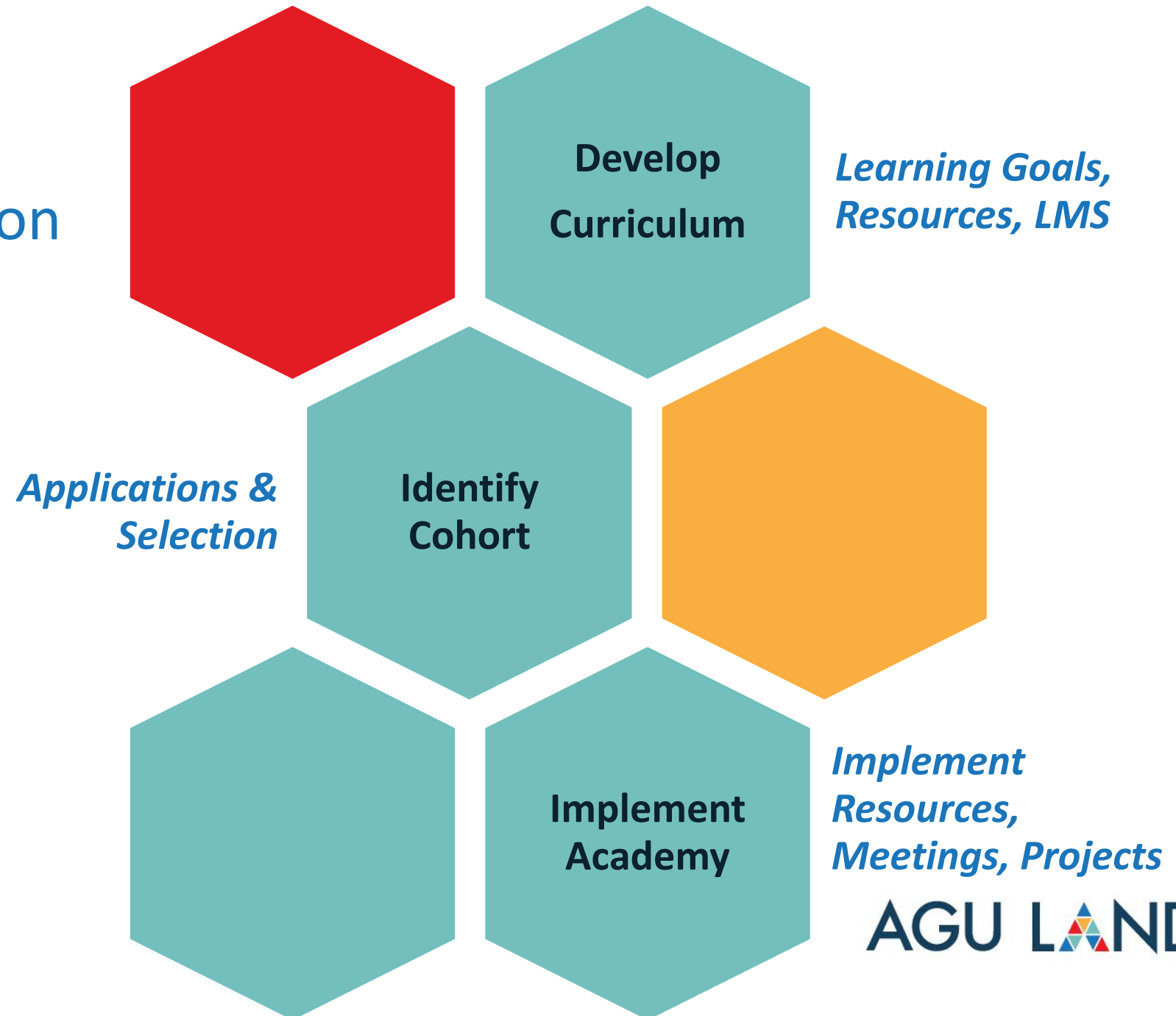
- Share expertise
- Build and strengthen sustainable networks of support within and beyond the Academy

Broadening Participation Projects

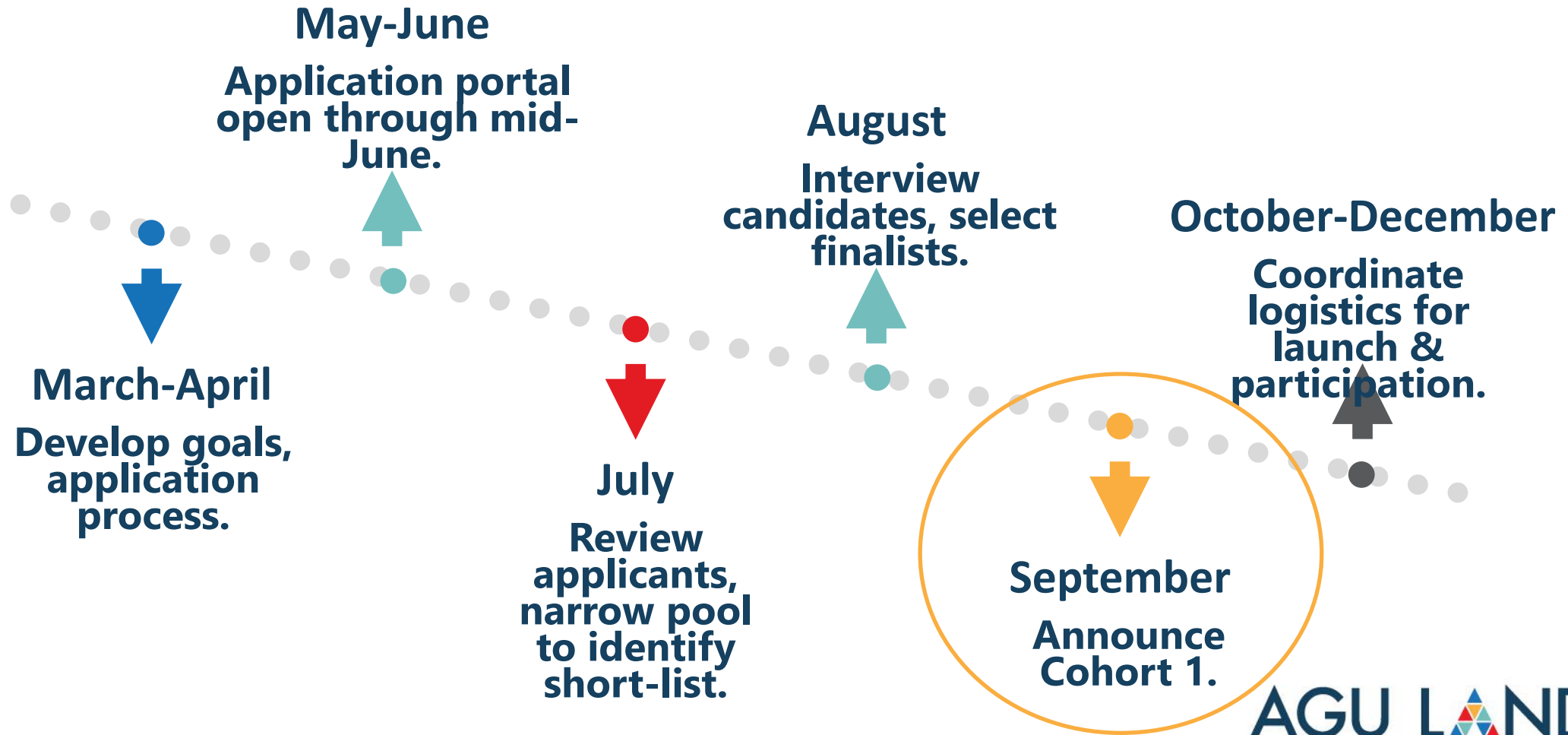
- Apply knowledge, skills and awareness to effect meaningful change
- Broaden impact of program to launch innovative initiatives



Academy Implementation



Academy Cohort 1 Selection



LANDInG Academy Recap



TWO-YEAR PROGRAM



COHORT-BASED



PROFESSIONAL DEVELOPMENT
OF DEI LEADERS IN
GEOSCIENCES



BROADENING PARTICIPATION
PROJECT

LANDInG Community of Practice

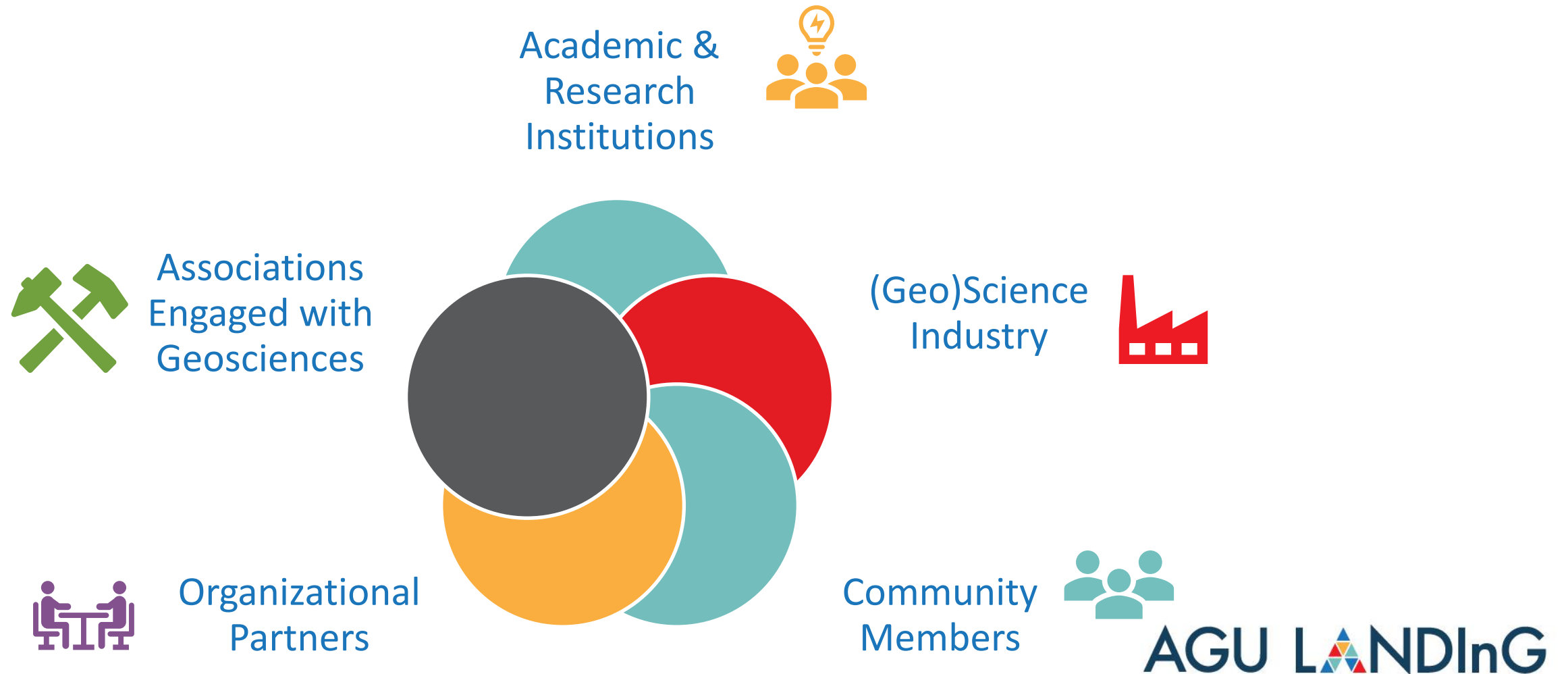
AGU LANDInG




Increasing Capacity for DEI leadership






Community of Practice: Audiences






Search content in the platform










99+




1

My Homepage



Building a Community of DEI Champions



Leadership Academy and Network for Diversity and Inclusion in the Geosciences

DEI Core Program

Make sure you're on top of must do training here!

TAKE ME THERE

Ready for the next level?

Explore other courses we have available for you!

TAKE ME THERE


What is everyone else doing?

Join the community of practice!

TAKE ME THERE


1/3

< Back My Homepage > My Courses and Learning Plans > Diversity, Equity & Inclusion Learning Plan



Diversity, Equity & Inclusion Learning Plan

6 courses



33%


→ 🏆

Learning Plan Progress

40h 18m | 0h 0m

RESUME WHERE YOU LEFT OFF


Welcome to the Company! We're excited to get you up to speed. Here is a collection of courses to help you learn about the company, our products and how best to make our customers successful.



Docebo Elearning Course

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Donec ac odio tempor...


E-Learning



Unconscious Bias & Diversity in the Workplace

Anti-Harassment training and Workplace Harassment training are cornerstone pieces for all of your compliance training. Harassment refers to any f...

E-Learning



Docebo ILT Course

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Donec ac odio tempor...

ILT (Instructor-Led Training)

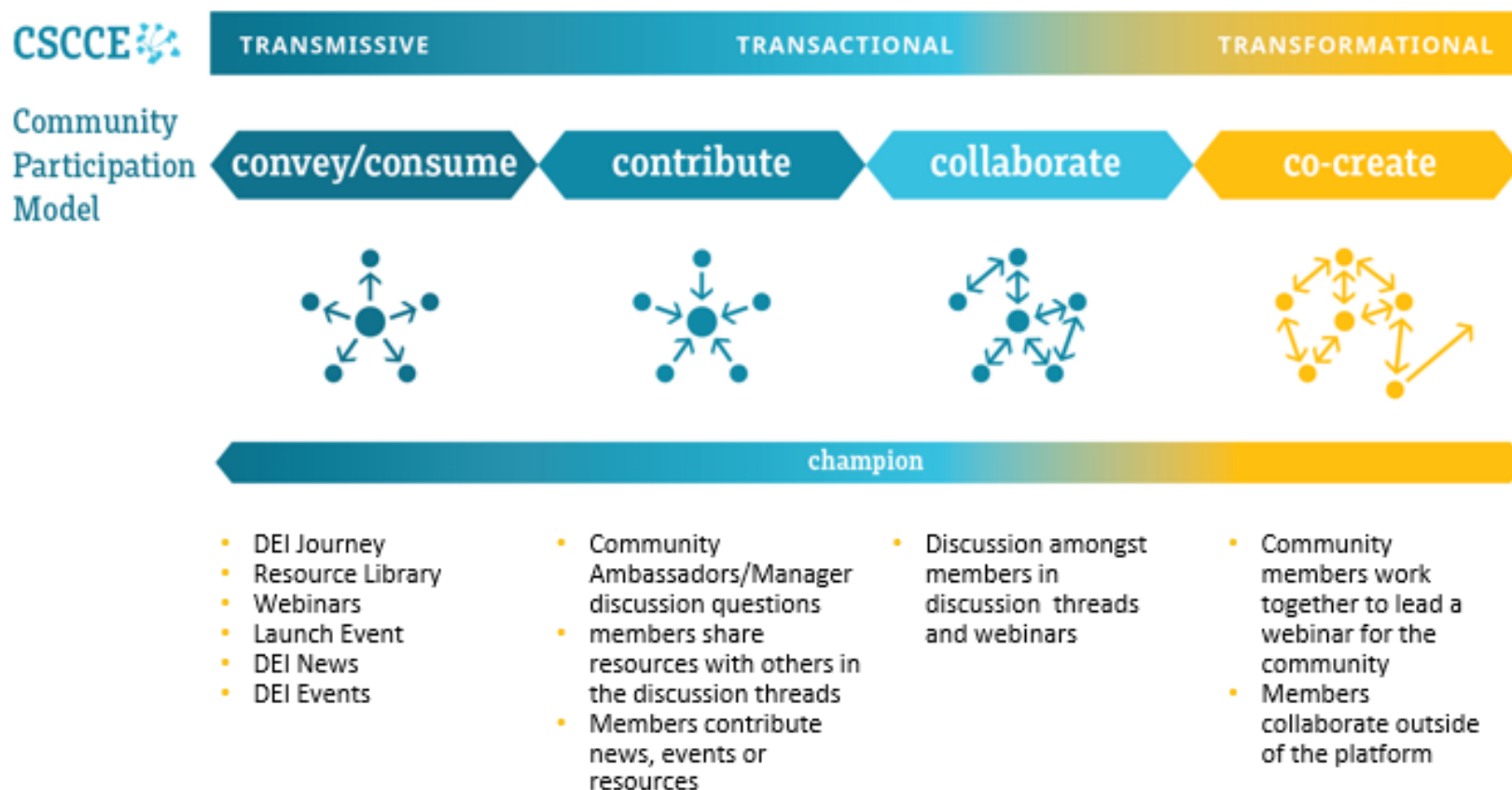
Community Management - Engagement

Dedicated Community Manager

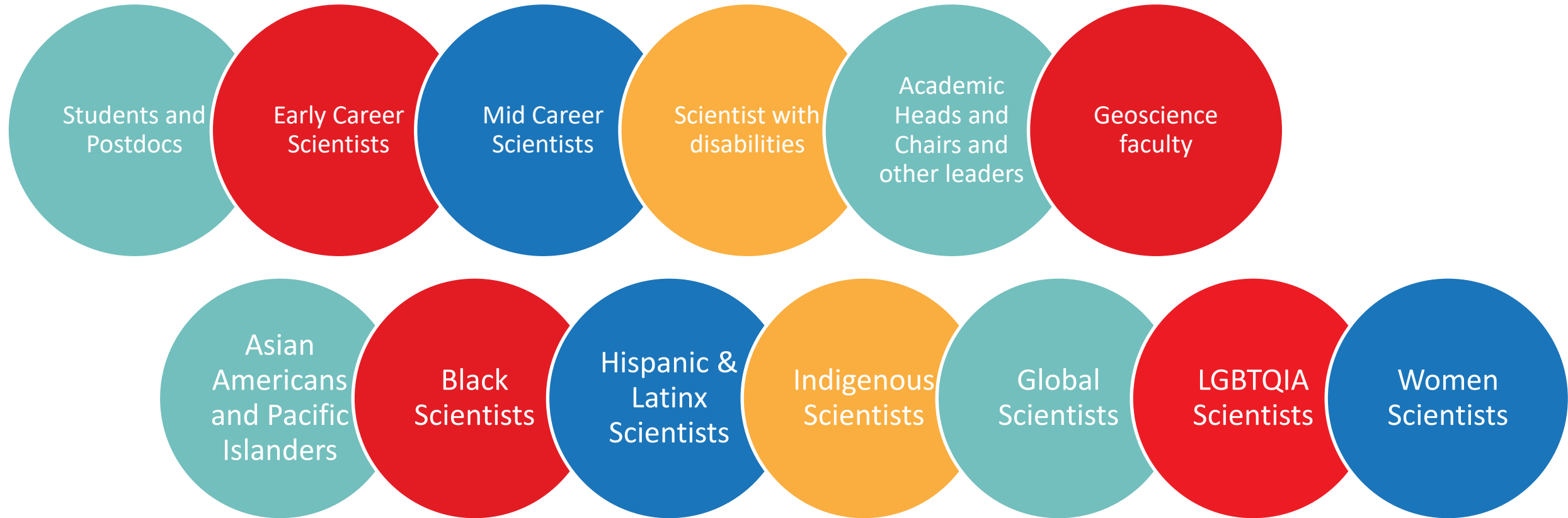
- Training – Community Engagement Fundamentals by The Center for Scientific Collaboration and Community Engagement

Community Ambassadors

- Active in justice, equity, diversity and inclusion work within the geosciences
- Seeding/facilitating discussions in partnership with Community Manager / Monthly themes



Community of Practice: Find Your Communities



LANDInG Community of Practice: Discussion Boards

Can We Talk About...?

History of Inequalities in
STEM/Geosciences

Understanding Intergroup Bias

Gender Equity

Addressing Race and Racism

Advancing LGBTQ

Disability Diversity & Accessibility

Allyship & Advocacy

Inclusive Mentorship

Anti-Harassment

Intersectionality

Models for Change

Assessing DEI Needs

DEI Leadership

Community of Practice: Future – Capability to Map and Track Individual DEI Journey

DEI Curious

I have questions about DEI but I'm not certain these issues are relevant or important to me.



DEI Aware

I recognize the value of DEI and want to learn more, but I'm not yet ready for a more active role.



DEI Active

I value DEI and I'm ready for a more active role in my organization & community.



DEI Champions, Leaders, and Scholars

I continue to build my knowledge and awareness while actively working to effect change and share my expertise.



Planned CoP Resources

Curated
bibliographic
materials, readings

Toolkits

Webinars (live and
pre-recorded)

Streaming AGU and
other STEM DEI
events

Discussion
platforms

Resource-exchange
platforms

Blogs/News

Elevating visibility
of partner
organizations' DEI
STEM work

Highlighting DEI
Champions within
and beyond
LANDInG

LANDInG Partnerships to Date - Join with us!



LANDInG Vision: Academy Cohorts + CoP

High impact potential

Sustainable into the future

Broad partnerships and involvement

A model across STEM

Bigger/broader than the original NSF proposal



LANDInG Community of Practice: Summary

- A Work-in Progress
- A focus on individual learning
- A potential resource for Consortium participants
- December 2021 Launch



AGU LANDInG

Leadership Academy and Network for Diversity and Inclusion in the Geosciences



NSF ICER-2036823

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

Thank you

The Co-PI Team

bwilliams@agu.org

mfraiser@agu.org

sgoodwin@agu.org

pasher@agu.org