

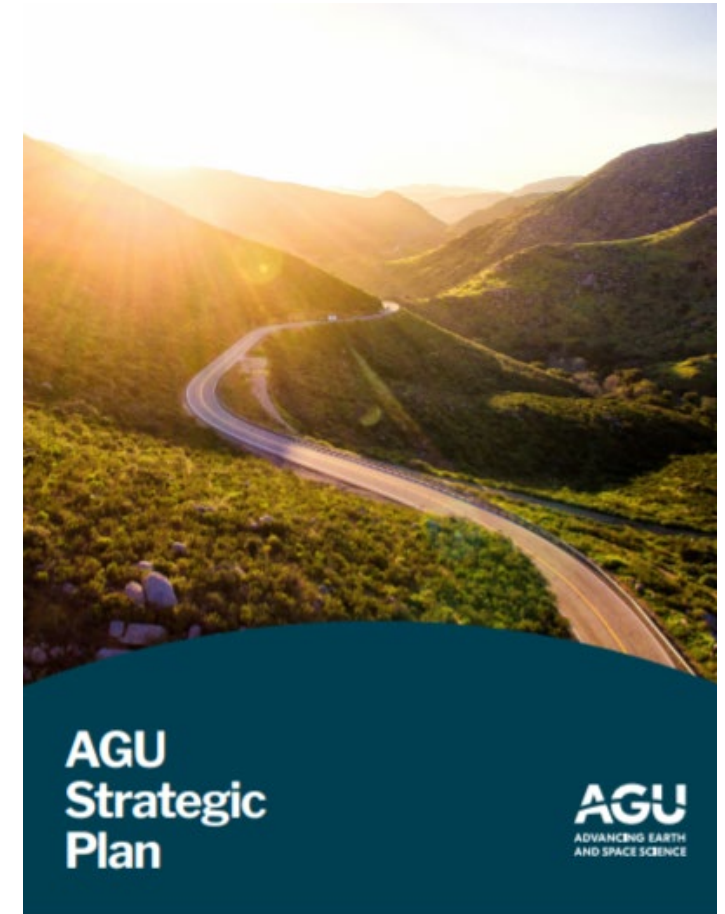
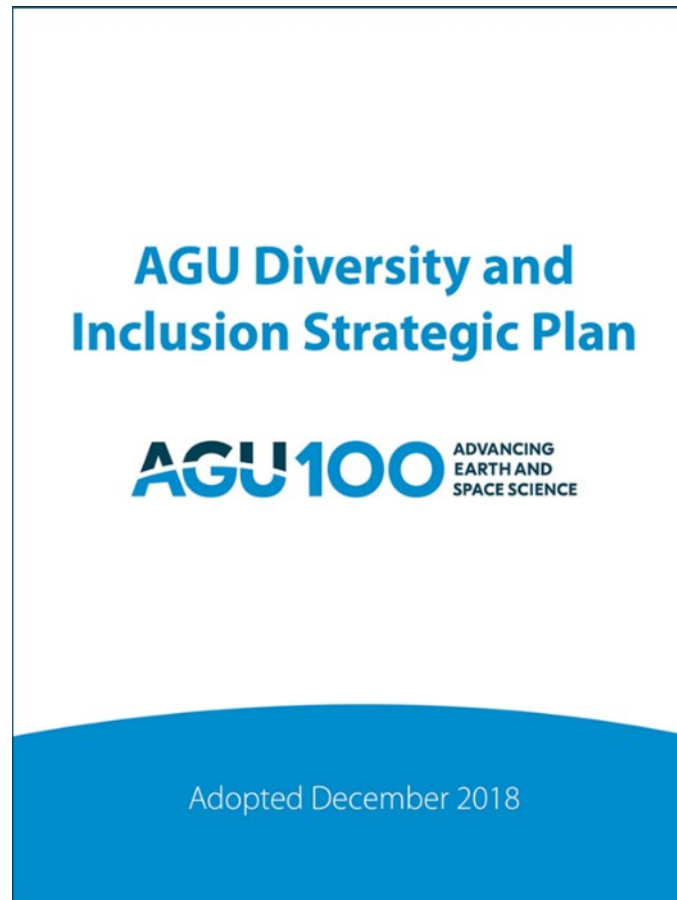
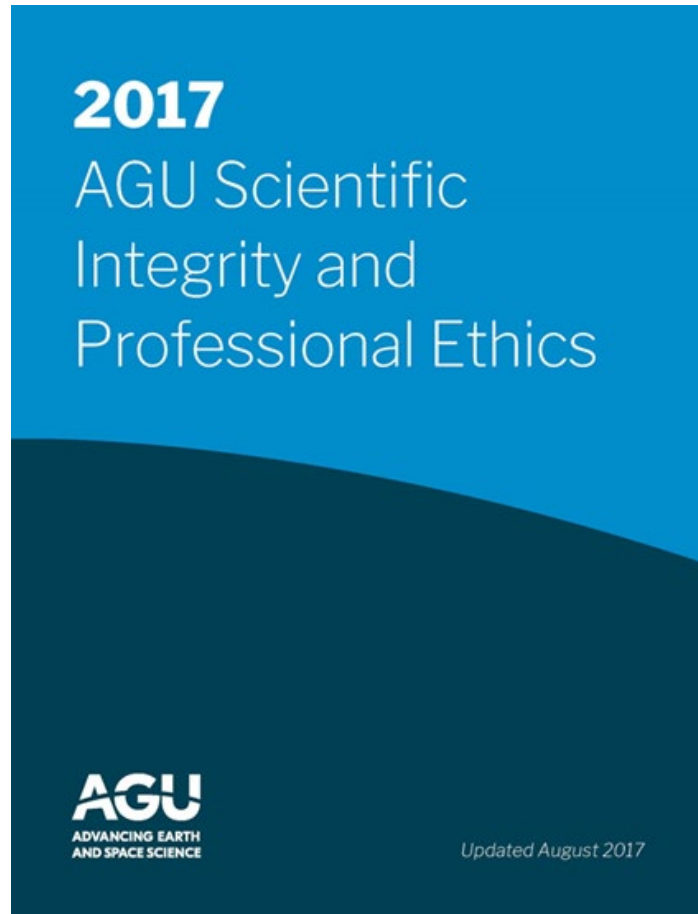
# LANDInG: An AGU Initiative for Systemic Cultural Shift in the Geosciences

Margaret Fraiser, Director, Diversity and Inclusion

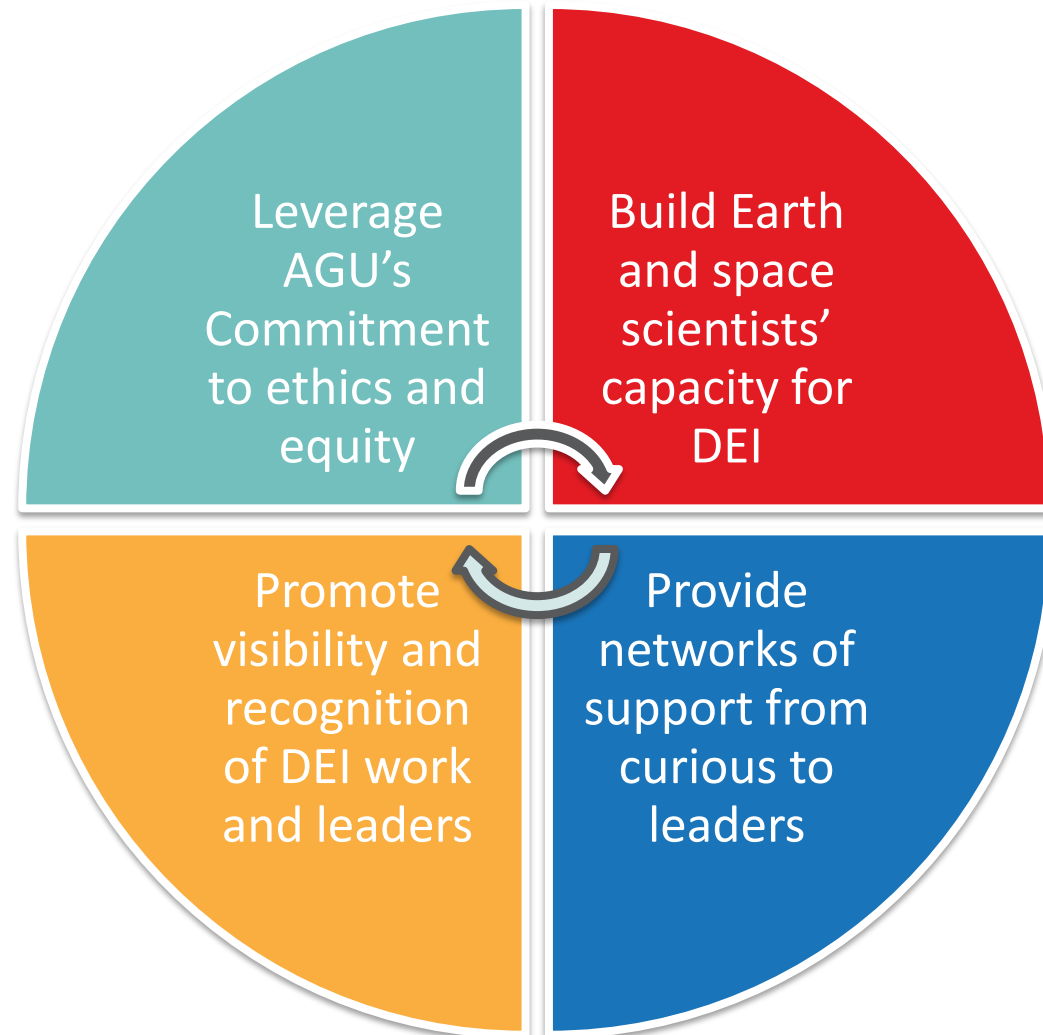
Brielle Bennett, Senior Program Specialist, Diversity and Inclusion

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

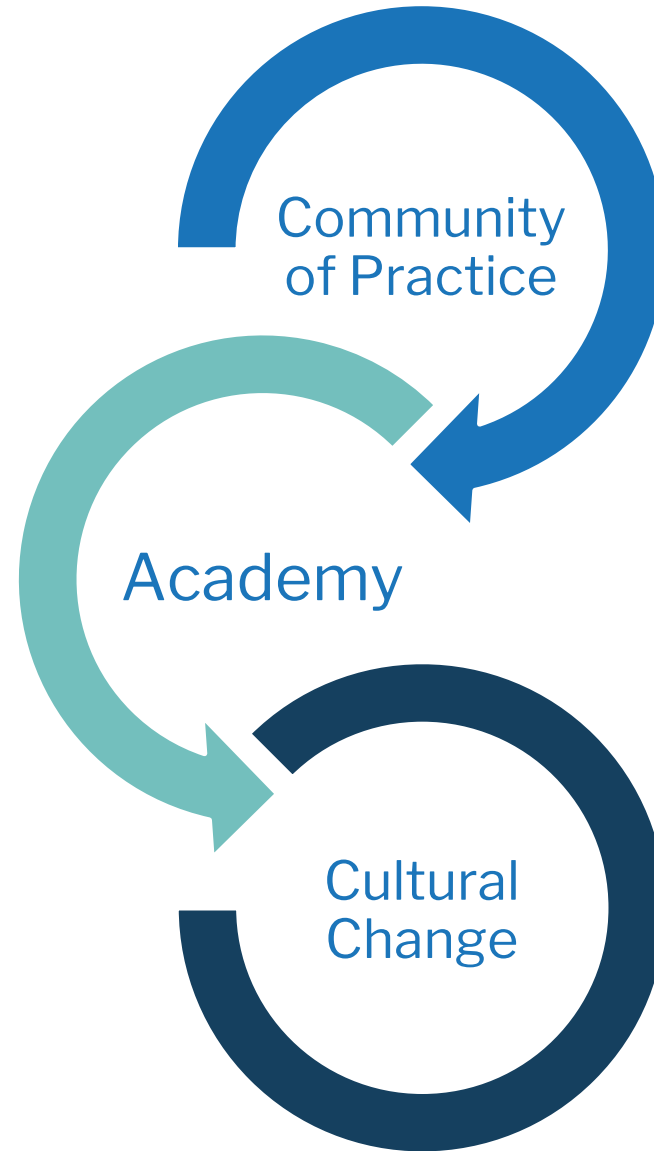
# AGU's DEI Foundations and Frameworks



# Strategies for Change



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



# LANDInG Academy



TWO-YEAR PROGRAM



COHORT-BASED



PROFESSIONAL  
DEVELOPMENT OF DEI  
LEADERS IN  
GEOSCIENCES



BROADENING  
PARTICIPATION  
PROJECT



# LANDInG Academy Summit 1

Vernon  
Morris,  
Ph.D.



Corey  
Garza,  
Ph.D.



Erika  
Marín-  
Spiotta,  
Ph.D.



Linda  
Tropp,  
Ph.D.



Mahzarin  
Banaji,  
Ph.D.



## Formal Programming

- 2 days of expert-led workshops, panels
- 4+ hours of formal networking
- DEI leaders in social sciences and geosciences

## DEI Foundations

- Building connections
- Understanding barriers in STEM
- Understanding science of and speaking up to bias

# LANDInG Academy Virtual Meetings

## **Formal Programming**

- Monthly meetings
- Quarterly summits
- Expert-led workshops

## **DEI Foundations**

## **DEI Strategies and Solutions**

## **Leading Change**



**Dr. Michele Cooke**

*Professor*

*UMass at Amherst*



**Dr. Beth Ruedi**

*Director of Operations  
AAAS & SEA Change*



**Dr. Mary Murphy**

*Indiana University*



# DEI Leadership Project

## Identify DEI Needs

Seek and understand institutional data on individual and organizational outcomes to identify key areas of need for change.



## Identify Solutions

Research evidence-based models, strategies, and frameworks for promoting change relevant to your institution's needs.

## Develop Plan

Create a proposal for applying new strategies to address DEI needs.



## Engagement & Implementation

Invite feedback and build engagement to implement your proposal. Include program evaluation in your efforts to understand what works.



Jan - March

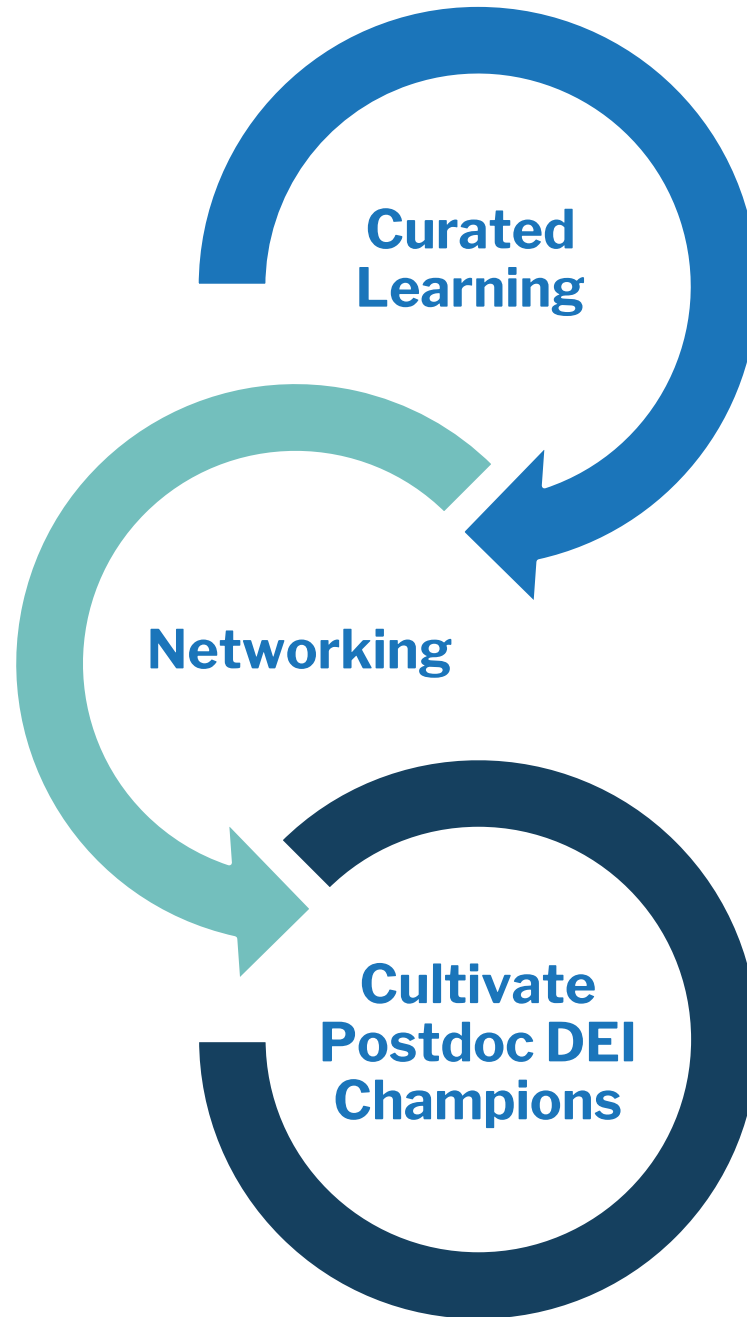
April - Aug

Sept - Nov

Dec →



Postdoctoral  
Research Fellows  
Program with the  
Leadership  
Academy and  
Network for  
Diversity and  
Inclusion in the  
Geosciences  
(LANDInG-PRFP)





# LANDInG-Postdoctoral Research Fellows Program





# LANDInG-PRFP

- Two-year program
- 85 hours of DEI professional development
- In-person summits associated with conferences
- Bimonthly virtual meetings
- Recognition reception
- Building capacity
- Putting knowledge to use



**Randy Townsend**  
Director, *PLOS one*



**Dr. Stephani Page**  
WEPAN/ARC Network

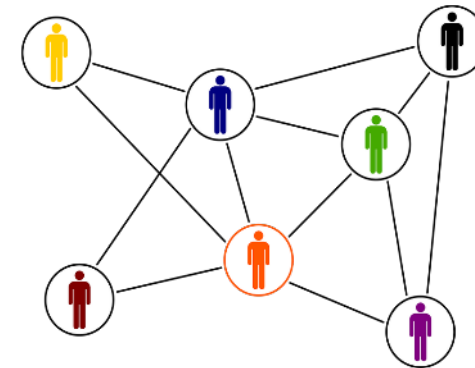


**Dr. Steve Boss**  
University of Arkansas

# What is the Community of Practice?



Online community designed to increase networking and professional development opportunities for champions of diversity, equity, and inclusion in the geosciences.



# Features – AGU LANDInG Inclusive Science Webinar Series

*Highlighting DEI champions' personal journeys and impacts, and lessons they've learned along the way.*



Dr. Kuheli Dutt

Assistant Director for Diversity, Equity & Inclusion  
Massachusetts Institute of Technology



Raj Pandya

Vice President, Thriving Earth Exchange  
AGU



Dr. Marshall Shepherd

Professor of Geography and Atmospheric Sciences  
University of Georgia

# Features

LANDInG Resource Library

Welcome to the LANDInG CoP Resource Library. We invite you to search and learn from the resources here to build your own knowledge, skills, and awareness of DEI topics.

Have a suggestion for a resource to add to our central library? Add it here. Please be sure to tag your resources using our taxonomy. You can find a list of our curated tags by clicking on the button below.

View CoP Tagging Taxonomy

Created by

Toward a Model of Inclusive Excellence and Change in...

The Empowered University

Equity, Diversity, and Inclusion: Inclusive Language Guidelines

Some Reflections on the Death of Women in Science

No filter selected: Showing all items

View

Filter by type

Male (2)

OP Foundations (2)

OP Challenges, Submissions and Proposals (2)

OP Resources and/or Proposals (2)

OP Leaders (2)

Grid


Grid

Grid

Grid

## Crowd-Sourced Resource Library

Affinity Groups



Affinity groups are spaces where you can engage with and connect with peers who have shared interests, identities and experiences. Affinity groups are facilitated by a designated Community Ambassador.

How do I participate?

- Join an existing Affinity Group from the list below. If you have an idea for a new Affinity Group, contact us.
- Participate in discussions by posting questions, sharing resources and leaving comments.

LANDInG Discussion Norms

- We make a practice of active listening, and we seek first to understand, then to be understood.
- We respect our colleagues for their uniqueness and acknowledge our colleagues' contributions.
- We practice calling in when we observe behavior that appears to be disrespectful.
- We use moments of discomfort to inquire deeper.
- What's said here, stays here. What's learned here, leaves here.

Academic Leaders

This group is for individuals who currently serve as an academic leader (e.g., Chair, Dean, etc.)

has participated one month ago

Discussion

Calendar

Members

African Diaspora Scientists

This group is for individuals who identify as African/African American and their allies.

has participated one month ago

Discussion

Calendar

Members

Asian American and Pacific Islander Scientists

This group is for individuals who identify as Asian American and Pacific Islander and their allies.

has participated one month ago

Discussion

Calendar

Members

DEI Change Agent

This group is for individuals working in a formal or informal role to facilitate DEI change within beyond their organization.

has participated one month ago

Discussion

Calendar

Members

## Discussion Spaces

Language Matters

# Language

*[lāŋ-ɡwɪ]*

the system of words or signs that people use to express thoughts and feelings to each other

Language, the medium used to communicate, is deeply tied to feelings, beliefs, and values. It is at the heart of how we think and how we connect. Understanding with others, thus becoming deeply connected, is one of the purposes of this CoP. It is important to understand the power of language to communicate. Here we will discuss the role of language in our lives. Because the role of language is so central to our lives, it is important to understand the role of language in our lives. Because the role of language is so central to our lives, it is important to understand the role of language in our lives. Because the role of language is so central to our lives, it is important to understand the role of language in our lives.

The word "language" is used in many different ways. It can refer to the system of words and signs that people use to express thoughts and feelings to each other. It can also refer to the system of words and signs that people use to express thoughts and feelings to each other. It can also refer to the system of words and signs that people use to express thoughts and feelings to each other.

The Language of Diversity – Diversity, Equity and Inclusion

Diversity Fast Forward #2 (pdf)

WUAGS: Diversity Action Plan: First Edition.pdf

Why WUAGS? By: WUAGS & Co. (pdf)

Decolonization is not a metaphor: Decolonization: Indigeneity, Education & Society (pdf)


Decolonize: Do You Prefer "Native American" or "American Indian"? 6 Prominent Voices Respond - Indian Country Today

Glossary - Racial Equity Tool

Equity, Diversity, and Inclusion: Inclusive Language Guidelines

## Language Glossary


DEI News



**Funding Opportunity: Supporting Inclusive Research, Undergraduate Education and Graduate Building at Historically Black Colleges and Universities (HBCUs)**

Encourage new programs and supplemental funding requests to the Historically Black Colleges and Universities Undergraduate Program (HBCU-UGP). Inclusive undergraduate research, technology, engineering, and mathematics (STEM) education and research (HBCU-STEM).


replies - 11 March 2022



**Women Face a Double Disadvantage in the Hybrid Workplace**

It can even include assessing opportunities – and creating new ones.

replies - 24 March 2022



**Do Your Global Teams See DEI as an American Issue?**

While equity, diversity, and inclusion are everywhere, their expression is contextual. To move the needle for better and faster, leaders need to address DEI with a diversified lens where view includes narratives, discussions, and solutions that are representative of local contents.

replies - 11 March 2022

## DEI News and Events


















# AGU LANDInG Ambassadors

Meet the  
ambassadors  
for the AGU  
LANDInG  
Community of  
Practice (CoP)

Register today at  
[agu.org/LANDInGCop](https://agu.org/LANDInGCop)

AGU  
LANDInG

 <b>Lora Harris</b> University of Maryland Center for Environmental Science	 <b>Kolisa Yola Sinyanya</b> University of Cape Town, South Africa	 <b>Peter Roopnarine</b> California Academy of Sciences	 <b>Asta Zerue Habtemichael</b> University of Rhode Island	 <b>David Ho</b> University of Hawai'i at Mānoa
 <b>Kathleen Quardokus Fisher</b> Florida International University	 <b>Wendi J. W. Williams</b> South Texas College	 <b>Martin Yapur</b> NOAA	 <b>Julie Sexton</b> University of Colorado Boulder	 <b>Dyanna Czeck</b> University of Wisconsin-Milwaukee
 <b>Yackar Mauzole</b> Scripps Institution of Oceanography, UCSD	 <b>Bob Stern</b> University of Texas (Dallas)	 <b>Anita Marshall</b> University of Florida	 <b>Amelia Moore</b> University of Rhode Island	 <b>Kendall Moore</b> University of Rhode Island

## Activities

- Advise on strategies for building engagement within the CoP
  - Enhancing existing resources
  - Developing community value statements
  - Identifying additional opportunities for collaboration amongst members
  - Identifying additional opportunities to recognize DEI Champions

AGU LANDInG



# LANDInG Day-to-Day Team



**Billy Williams, PI**

Executive Vice President, Diversity, Equity & Inclusion

**Margaret Fraiser, co-PI**

Director, Diversity & Inclusion

**Stephanie Goodwin, co-PI**

President of Incluxion Works, Inc.

**Pranoti Asher, co-PI**

Assistant Director, Grants & Education Programs

**Aixa Alemán-Díaz**

Program Manager

**Brielle Bennett**

Senior Program Specialist

**Brandon Bobisink**

Program Manager

**Hope Garland**

Communications



# AGU LANDInG

Leadership Academy and Network for Diversity and Inclusion in the Geosciences



NSF ICER-2036823

## Thank you

landing@agu.org  
bbennett@agu.org  
mfraiser@agu.org