

LANDING: AN AGU INITIATIVE FOR SYSTEMIC CULTURAL SHIFT IN THE GEOSCIENCES.

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Introduction: AGU LANDInG, the Leadership Academy and Network for Diversity and Inclusion in the Geosciences, is a new initiative that focuses on preparing and empowering current and near-future geoscientist leaders to become agents of lasting, systemic change. An equitable and inclusive geosciences discipline requires a systemic cultural shift, and leaders play a critical role in fostering inclusive and equitable workplaces. Through the DEI Community of Practice and the DEI Leader Academy, participants in AGU LANDInG can shift the culture of geosciences. The AGU LANDInG DEI Community of Practice Network engages and supports a broad representation of DEI champions within the geosciences. The AGU LANDInG DEI Leader Academy builds the DEI leadership capacity of DEI champions in the geosciences through intensive, cohort-based professional development tailored for them.

Our model for change draws from research and theory spanning social and organizational sciences, including the literatures on professional networks and mentoring, and on implementing effective diversity and leader training. Our methods for enacting change are evidence-based and framed by national models for cohort-based professional development within higher education/STEM. A steering committee and an advisory board of leading DEI scholars, social scientists, and representatives of other geoscience societies broaden the expertise and perspectives over the project's life. AGU LANDInG is funded by the National Science Foundation, but AGU is planning the program's sustainability beyond the federally funded years.