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AGU LANDInG (Leadership Academy and Network for Diversity & Inclusion in Geosciences): Reviewing the First Year of AGU's NSF-Funded Initiative to Promote and Support Equity, Diversity, and Inclusion in the Geosciences

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AGU LANDInG (Leadership Academy and Network for Diversity and Inclusion in the Geosciences) is a multi-faceted project that aims to foster a more inclusive geosciences' culture by cultivating and elevating DEI (diversity, equity and inclusion) champions within the discipline. Since initiation of NSF funding in late 2020, a DEI Community of Practice (CoP) Network was launched, and the inaugural LANDInG Academy was held. Participation, participant outcomes, and program impact are externally and professionally evaluated.

The LANDInG CoP is an open access, virtual platform providing opportunities for current and aspiring DEI champions to engage in conversation, share resources, build networks, and participate in professional development. A cohort of expert CoP Ambassadors moderates affinity groups created by CoP members and facilitates the CoP's growth and evolution. The LANDInG CoP is rooted in research indicating that DEI champions and leaders in the geosciences can benefit from a central community for networking and professional development that supports broadening the impact of their efforts.

AGU LANDInG's DEI Leader Academy commenced at AGU's Fall Meeting 2021 with a three-day workshop. Workshop programming focused on evidence-based understanding of barriers and solutions to inclusion in geosciences derived from theory, research, and practice. Fellows' selection and participation in LANDInG Academy was highlighted and promoted at Fall Meeting 2021 to raise their visibility and recognition.

The first year of AGU LANDInG is also marked by the initiation of LANDInG-PRFP, a new LANDInG program for postdoctoral research fellows. LANDInG-PRFP will capitalize on LANDInG's CoP resources and provide an intentional and impactful DEI professional development experience for cohorts of post-doctoral scholars.