



NSF INCLUDES: Leadership Development to Reverse the Tide in Organizational Disparities in the Geosciences

JEDI Leadership in Geosciences is focused on "making the invisible visible" so that together we can create a more just, equitable, diverse, and inclusive geosciences. With funding from the National Science Foundation, we help individuals and organizations:

- Identify the exclusionary practices and dynamics in their organization
- Develop strategies related to leading JEDI-related change efforts
- Develop and strengthen leadership skills through practice and coaching in a safe, interactive and feedback-rich learning environment
- Expand their network of geoscience leaders committed to equitable change

WHO SHOULD PARTICIPATE

Our program develops the capacity of leaders in geoscience professional societies, educational organizations, and university geoscience departments to lead justice, equity, diversity, and inclusion (JEDI) change in their organizations. Each participating organization assembles a team of three to five individuals to participate in the program and drive change on behalf of their organization.

Our first cohort will be comprised of organizations in and around Washington, D.C., Virginia, and Maryland.

JUNE 2026

Offered at no-cost to participating organizations

OUR APPROACH

The traditional forms of "diversity training" commonly found in universities and corporate America have been unsuccessful at changing behaviors and sometimes they make things worse. Developed through a series of NSF-funded projects, we have evidence that our unique approach drives positive outcomes for participants.

Here is why it works:

Innovative Virtual Reality (VR) Simulations

Allow participants to practice navigating crucial conversations and implementing best practices

Social Network Analysis & Data Analytics

Using data to map out an organization's social networks to visualize where and how exclusion happens. Once a map is created, we can design specific strategies to address the issues

Coaching & Feedback

From leading diversity, equity and inclusion scholars and professionals

Practice-Oriented Curriculum

Evidence-based best practices for advancing justice, equity, diversity & inclusion



Each participating organization will assemble a team of three to five leaders in their organization who are poised to drive change related to justice, equity, diversity and inclusion (JEDI). Collectively, those participants will complete the following programmatic elements over the course of one year.

Please note: This sample schedule is intended to be representative of the program structure and content. Timing and program elements are illustrative and subject to change.

QUARTER 1 | JUNE - AUGUST 2026

- Attend in-person gathering to meet participants from other schools in the cohort, learn more about the program overview, and participate in learning exercises
 - Guide your organization through the completion of an equity audit and social network analysis to identify and understand the barriers to progress
 - Complete approximately 4 hours (1 hour per month) of asynchronous curriculum, providing practical evidence-based strategies for leading change related to JEDI
-

QUARTER 2 | SEPTEMBER - DECEMBER 2026

- Attend monthly, one-hour meetings with coach to discuss strategies for driving change related to the barriers identified and set desired outcomes for the program
 - Complete approximately 4 hours (1 hour per month) of asynchronous curriculum
 - Complete one virtual reality simulation, allowing you to apply and practice what you have learned in a safe, feedback-rich environment
 - Guide your organization's progress towards identified goals
-

QUARTER 3 | JANUARY - MARCH 2026

- Attend monthly, one-hour meetings with coach to discuss progress on change strategies and troubleshoot any challenges that arise
 - Complete approximately 4 hours (1 hour per month) of asynchronous curriculum
 - Complete two virtual reality simulations, allowing you to apply and practice what you have learned in a safe, feedback-rich environment
 - Guide your organization's progress towards identified goals
-

QUARTER 4 | APRIL - JUNE 2026

- Attend monthly, one-hour meetings with coach to discuss progress on change strategies, troubleshoot any challenges that arise, and assess outcomes
- Complete approximately 4 hours (1 hour per month) of asynchronous curriculum
- Complete one virtual reality simulation, allowing you to apply and practice what you have learned in a safe, feedback-rich environment
- Present on your organization's progress and findings at our in-person gathering with other cohort schools and new participating organizations
- Remain engaged through JEDI Networked Learning Community