Improving diversity, equity, and inclusion (DEI) in the geosciences requires a multi-level effort that builds knowledge and skills across the community at various stages of career development and progression. The Hearts of GOLD effort (GOLD: Geo Opportunities for Leadership in Diversity) focuses on professional-development for established scientific leaders in the geosciences, to give them the content knowledge, tools, and skills needed to become champions of change for DEI. By targeting scientists who are actively engaged and well-respected in the field, the project seeks to connect and expand the cohort of diversity champions who have power to make significant cultural shifts in their institutions, professional organizations, and across the geosciences community. Through professional development sessions called “GOLD Institutes,” participants engaged in facilitated sessions led by the Knapsack Institute. The GOLD Institutes were completed in July 2017 and July 2018 and hosted a total of 38 participants representing 27 institutions or organizations. Participants were nominated by colleagues, directors or deans, past students or mentees, or by themselves. Additionally, some participants were nominated by alumni of the 2016 NSF GOLD Ideas Lab, where the Hearts of GOLD effort was initially proposed. Results of the GOLD Institutes are currently being analyzed to determine the effects of the methods, and numerous experiences and insights will be shared to advance DEI strategies in the geosciences.

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