Celebrating Diversity in Geospatial Information Management

From raising awareness to taking concrete action: Taking Action to Promote Diversity, Equity, and Inclusion in the Geospatial Community

Presented By: Albert H. Anoubon Momo
The **World Geospatial Industry Council** is an association of companies representing the entire ecosystem of geospatial industry. WGIC endeavors to:

- Enhance the role of the geospatial industry and strengthen its contribution in global economy and society.
- Facilitate exchange of knowledge within the geospatial industry and co-creation of larger business opportunities for the geospatial industry.
- Represent business interest, share perspectives of the geospatial industry and undertake policy advocacy and dialogue with public authorities, multilateral agencies and other relevant bodies.
WGIC Diversity, Equity, and Inclusion (DEI) Committee

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Committee Member
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GeoTechVision

Committee Member
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Hexagon Geosystems

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WGIC
Key Objectives

- Provide a foundational understanding of the core principles of diversity, equity, and inclusion.
- Develop and propose a DEI strategy for WGIC members.
- Propose metrics to measure DEI progress within WGIC.
The World Geospatial Industry Council (WGIC) opposes all forms of discrimination, harassment, and/or exclusion based on a person's race and ethnic origin, national origin, gender, sexual orientation, gender expression, language, age, spiritual and religious beliefs, disability, marital and family status, social status, and/or political or another opinion.

The WGIC and its Member Companies enthusiastically support efforts to increase Diversity, Equity, and Inclusion (DEI) and their access to current and future WGIC activities, Committees, and programs.

Member Companies commit to taking positive steps toward increasing workforce diversity, particularly among their Executive Ranks.
WGIC DEI Principles

➢ Consider diversity, inclusion, and equity to be integral to WGIC’s mission, and necessary for the health and well-being of our members, staff, and the communities served.
➢ Recognize and eliminate inequities in WGIC’s policies, systems, programs, and services, and provide ongoing updates and reporting on the organization's progress.
➢ Investigate any underlying, unquestioned assumptions that may be impeding inclusiveness.
➢ Advocate for, and support, board-level reflection on how systemic inequities affect the Council’s work and the best way to address them in a manner consistent with its mission.
➢ Transparent communication shall be practised and encouraged in all interactions.
➢ Commit time and resources to increase the representation of diverse leaders on our Board of Directors, staff, Committees, Subcommittees, Working Groups, and Advisory Bodies.
➢ Conduct ourselves with decency and tolerance. All members and staff are expected to embrace this concept and to demonstrate it in all interactions and daily practices.
Way Forward

➢ Strive to build cultural competency throughout the organization by establishing meaningful learning opportunities and formal, transparent policies.
➢ Produce and aggregate quantitative and qualitative research on equity in order to make incremental, measurable progress toward increasing awareness of our diversity, inclusion, and equity efforts. Once the content has been curated, it can be added to our website for public viewing.
➢ Increase the diversity of our leadership pipeline by developing and supporting programs and policies that foster leadership that reflects the geospatial community's diversity.
➢ Connect with other organizations committed to diversity and inclusion efforts to pool resources and expand offerings for under-represented constituents.
➢ Develop and present diversity, inclusion, and equity sessions to disseminate information and resources to members, the geospatial industry and community.
➢ Advocate for policies that promote diversity, inclusion, and equity in the public and private sectors.
### Ongoing Initiatives

1. White Paper

   "Diversity in Leadership: Geospatial Industry Perspective"

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<th>Impact on Stakeholders</th>
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<td>What is diversity in Geospatial?</td>
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<td>The demographics of Leadership in Geospatial Industry</td>
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<td>Diversity in Geospatial Leadership: Myths, Perception, Reality?</td>
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<td>Why is Diversity in Leadership in the Geospatial Industry Important?</td>
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<td>Strategies to prioritize diversity in Leadership</td>
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<td>Identifying the Opportunities 8. The future of Diversity in Geospatial Leadership Roles</td>
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Ongoing initiatives
2. DEI Excellence Awards 2022

Goal:

- Recognize geospatial professionals and businesses that have devised innovative approaches to fostering DEI efforts within their organizations and/or in the larger community.
- Recognize leaders in the geospatial industry in the field of DEI.
- Raise industry awareness of the importance and value of diversity, equity, and inclusion.
- Share DEI best practices and successes in the geospatial industry to inspire new strategies for reaching out to diverse populations.

Categories:

- **The DEI Champion Award**: recognizes individual geospatial professionals who are committed to making a difference in the field of diversity, equity, and inclusion.
- **The DEI Organizational Impact Award**: honors organizations that make a significant effort to promote and implement diversity, equality, and inclusion (DEI) in the workplace.
BiG (Blacks in Geospatial)

To celebrate Black History Month in 2022, the WGIC featured 10 prominent Black persons that have made significant contributions to the Geospatial Industry.

IWD2022

encourage members to **Strike the IWD 2022 pose** and share their image, on social media using #IWD2022#BreakTheBias#SheInspires #GeospatialSheroes to encourage our community to commit to helping forge a more inclusive industry.

GWF 2022
Questions?