

Second United Nations World Geospatial Information Congress

Theme: "Geo-Enabling the Global Village: No one should be left behind"

10 - 14 October 2022 // HICC, Hyderabad, India



Presented By:
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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

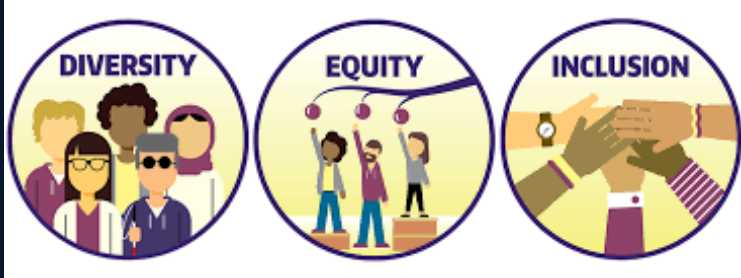


The **World Geospatial Industry Council** is an association of companies representing the entire ecosystem of geospatial industry. WGIC endeavors to:

- 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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Trimble



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Cyient Ltd



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Committee Member
EVA CARRANZA
Hexagon Geosystems



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KRISTI ERICKSON
Planet



Secretariat Support
KUHELEE CHANDEL
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.



Draft Policy on DEI

- 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”

What is diversity in Geospatial?

The demographics of Leadership in Geospatial Industry

Diversity in Geospatial Leadership: Myths, Perception, Reality?

Understanding the Barriers to diversity in geospatial leadership

Why is Diversity in Leadership in the Geospatial Industry Important?

Strategies to prioritize diversity in Leadership

Identifying the Opportunities & The future of Diversity in Geospatial Leadership Roles



Impact on Stakeholders

Diversity in Financial Performance

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.



www.WGICouncil.org

WGIC
TRAILBLAZER
AWARDS
By World Geospatial Industry Council

The first WGIC Trailblazer Awards will celebrate exemplary leadership in advancing diversity, equity, and inclusion (DEI) in the geospatial ecosystem.

NOMINATE YOUR DEI TRAILBLAZER
Nomination Deadline: 15 August 2022

INTERGEO
2022 OCT. 18 – 20
ESSEN
HYBRID

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.



WGIC
World Geospatial Industry Council

DEI Roundtable at #GWF2022
11 May, 0900-1100 hrs, BUILDING 43 - EINSTEIN

Join the discussions on #DEI in the geospatial sector -
From awareness to action.

The poster features a grid of 10 headshots of diverse professionals, arranged in two rows of five. The background is blue with white text and a graphic of hands reaching up.

GWF 2022

GWF 2021



Questions?

