The practice of creating asset maps of communities recognizes social capital and engages the public as people and not clients. This deliverable broadens the concept of an asset map into a resource map, which outlines existing resources that organizations, communities, and broader scientific communities have to support People of Color (POC). The resource map lists resources available at the University of Alberta (e.g., diversity officer, counseling and psychological services, ombudsperson, and affinity groups), locally in Edmonton (e.g., communities groups, businesses like barbershops), and beyond, to foster meaningful connections to create a broad support network and community for POC.

This is a draft Resource Map for CAWS/RenR Urge Pod at the University of Alberta. This was adapted from the “Sample Ph.D. Mentoring Plan” developed by Vashan Wright (Woods Hole Oceanographic Institution) and Karin Block (City College of New York and CUNY Graduate Center), License: CC BY-NC-SA 4.0. Some resources will be generally required and some will be more specific, based on the needs and interests identified during initial meetings while implementing the mentoring plan.

- **Mentoring Plan**
  - Principal Investigators (PIs) and other mentors should have a clearly articulated mentoring plan to help anyone joining the group to get orientated; this can include a schedule for initial call(s) and/or meetings to identify needs/interests
    - PIs and other mentors should provide students/new hires (especially POC) with an up-to-date resource map to connect them with resources that will be of most use to them
    - Discuss individual expectations/group meeting expectations
      - i.e. interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests
    - Discuss evaluations
      - i.e. rubric, frequency for advisor/committee evaluations,
      - Encourage self-evaluation (reflection)
      - Review long term goals and how to achieve them
**Core Work Resources**

- **Code-of-conduct**
  - Lab/PI/mentor specific, but all members of a group must sign a code of conduct that addresses key items including inclusivity and diversity, mental health, publications or outputs, social media use, working hours, and vacation time
    - If applicable, also include the field code of conduct developed previously
  - **Communication plan and expectations**
    - Articulate how members communicate with each other and what times are appropriate
    - Lab/PI/mentor specific, but should include:
      - Contact list (i.e. cell numbers and emails)
      - Set working hours for contacting via personal phones or use a third party app (i.e. Slack) that allows for the setting of working hours
      - Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)

- **Dates and deadlines**
  - Provide link to the Graduate student handbook: [https://www.ualberta.ca/agriculture-life-environment-sciences/media-library/programs/graduate/current-students/renewableresourcesgraduatehandbook2019v2.pdf](https://www.ualberta.ca/agriculture-life-environment-sciences/media-library/programs/graduate/current-students/renewableresourcesgraduatehandbook2019v2.pdf)
  - Days of Significance Calendar - [https://www.ualberta.ca/equity-diversity-inclusivity/guides-and-resources/days-of-significance.html](https://www.ualberta.ca/equity-diversity-inclusivity/guides-and-resources/days-of-significance.html)
  - Provide a list of other dates/deadlines/timelines to be aware of i.e. Applying to graduate, scheduling a thesis defense, Animal Ethics, etc

- **Equipment**
  - Lab/Department/Faculty specific but should include:
    - List of equipment locations with maintenance schedule/dates
    - Sign out list/sheet for equipment
    - Schedule created with PI for limited resources

- **Funding and outreach**
  - Provide funds for required equipment
    - Laptop/computer
    - Mandatory individual gear like hiking boots/work boots
    - Provide funds or access to sufficient “library” of hiking/camping/outdoor equipment
  - Fund membership fees for POC to join organizations like SACNAS, NABG, AISES, GeoLatinas
  - Outline opportunities, expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to engaged in belonging, accessibility, justice, equity, diversity, and inclusion (Be A JEDI) efforts
    - Explicitly acknowledge, discuss, and suggest policies to limit the “time tax” put on people of color for participation in belonging,
accessibility, justice, equity, diversity, and inclusion (Be A JEDI) activities and support a clear path for opting out

- Provide information on honoraria and establishing/charging speaker fees

- Provide all students/new hires with a living salary that accounts for annual inflation
  - Include a detailed financial breakdown of amounts and dates for payments
    - Lobby senior administration to ensure students are paid promptly when starting graduate studies as there is a significant financial burden when moving to a new location
  - Encourage and support applications for scholarships, bursaries, loans, teaching assistantships and/or research assistantships

  - Professional development resources
    - Outline available resources (lab/PI specific) for training/development or best practices in:
      - Teaching/pedagogy
      - Project management/budgeting
      - Media training
      - Proposal writing
      - Public speaking
      - Networking
      - Design/drafting of figures using Adobe Suite/Python/ArcGIS
      - Getting involved in professional societies
      - Additional coursework
      - List fellowships, internships, summer experiences, field course opportunities
      - Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
      - Complete the Individual Development Plan

  - Reporting policy
    - Outline what to do to address issues related to insensitivity, harassment, exclusion (e.g. not everyone drinks alcohol; no “locker room” talk) and what are the consequences.
    - Provide additional contacts for reporting outside of advisor

  - Skillset development
    - Identify skills or experiences that are required for their work/coursework e.g., coding, driving, hiking/outdoors activities, compass/GPS navigation, swimming/SCUBA, operating power tools, first aid, etc. and provide training if needed to acquire or improve these skills

  - Workshop and conference participation
    - Clearly outline who pays for it
    - Be explicit about opportunities for this type of participation, at what point they will be expected to attend conferences, and how often
Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others

- Community Support and Mental Health Resources
  - Assistance finding accommodations
    - Off-Campus Housing
      - Rental Websites - Renting Spaces, Rentals.ca; Search4StudentHousing; 4Rent; NextHome; Rent Edmonton; RentFaster Edmonton; View it; Rentseeker; Rental Source; Kijiji Edmonton; Craigslist Edmonton;
      - Newspaper listings - Edmonton Journal; Edmonton Sun
    - On-Campus, University of Alberta Residences - https://www.ualberta.ca/residence/index.html
      - Furnished dormitory-style residences (Lister Centre, International House, St Joseph’s College, and Residence Saint-Jean)
      - Unfurnished, apartment or townhouse-style residences (HUB, East Campus Village, and Newton Place)
  - Services and resources available at the University of Alberta
    - All Gender Washrooms (Campus Map) - https://www.ualberta.ca/maps.html?l=53.522898,-113.525575&z=15&campus=north_campus&c=All-Gender%20Washrooms
    - Black Student Resources - https://www.ualberta.ca/current-students/wellness/black-student-resources.html
    - Counselling and Clinical Services - https://www.ualberta.ca/current-students/counselling/index.html
    - Equity Diversity and Inclusivity Services include:
      - Access Outreach Team
      - Accessibility Resources
      - Accessibility Resources (Augustana Campus)
      - Black Therapist Network (Counseling) - www.albertablacktherapistnetwork.com/
      - Community Social Work Team
      - First Peoples’ House
      - Indigenous Student Services (Augustana Campus)
      - Indigenous Student Resources
      - Interfaith Chaplains’ Association
      - International Student Services
      - Office of Dean of Students
- Office of the Student Ombuds - https://www.ualberta.ca/current-students/ombuds/index.html
- Peer Support Centre
- Residence Services
- Sexual Assault Centre
- The Steadward Centre for Personal and Physical Achievement
- The Centre for Teaching and Learning (Faculty and Staff)
- The Landing (LGBTQ+ space)
- Graduate Students’ Association
- Student Financial Assistance
  - Undergraduate Resources - https://www.ualberta.ca/Registrar/media-library/money-talks/paying-for-your-degree.pdf
  - Graduate Resources
  - Supplementary Bursary Program
- Student Groups - https://www.ualberta.ca/current-students/student-groups/index.html
- Student Union
- University of Alberta Black Students’ Association - uabsa.ca

- Social Organizations and Resources in Edmonton
  - Africa Centre – https://www.africacentre.ca/
  - Conservative Black Congress of Canada - https://www.conservativeblackcongress.ca/
  - Bent Arrow Traditional Healing Society - https://bentarrow.ca/
- Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
  - Afro Cuts – 8529 118 Ave NW, Edmonton
  - Kings Barber Shop – 10965 101 St. NW, Edmonton
  - Saidi Barber – 8254 118 Ave NW, Edmonton
  - Fades and Blades Barbershop – 11320 132 Ave NW, Edmonton
  - Eden Hair Extensions and Braids – 10703 107 Ave NW, Edmonton
  - EbonyB Hair Studio LTD – 10078 164 St NW, Edmonton
  - Mama Afro Beauty Supply – 9323 118 Ave NW, Edmonton