This is a Resource Map for the SEOE URGE Pod at the University of South Carolina. Faculty and staff will use multiple avenues to share information about self-care resources with students and members of the SEOE community more broadly. SEOE faculty and staff will seek out opportunities to educate themselves, update, refresh and share their knowledge on resources available through UofSC and in the Earth Sciences community.

Opportunities to share resources with students
- We are finalizing a series of SEOE webpages that collate resources within the department, University and STEM communities. These webpages list:
  - Scholarships and funding opportunities
  - Peer and mentor communities, affinity groups
  - Diversity education programs offered by the College of Arts and Sciences
  - Support networks for underrepresented student groups
  - Offices, policies and forms for accommodating student needs
  - Outreach efforts within the SEOE community
- Announcements in the first class meeting each semester. This can be especially beneficial in large, intro-level classes with first year students. Resources can also be shared in the syllabus and on Blackboard.
- Undergraduate advising sessions (fall and spring) – check in with advisees regarding academic performance and mental health. Expose students to the SEOE resource collection available on the SEOE diversity websites and suggest specific resources that are relevant to student needs (i.e. free counseling offered through Student Health).
- One-on-one meetings with students that are struggling with class assignments
- SEOE Graduate student orientation
- Regularly scheduled lab meetings. Lab meetings could include a “check-in” time where students, postdocs, PI, etc. can share experiences and needs
- Create opportunities for advisees to meet with faculty privately when needed
- We will strive to be mindful community members, both by responding whenever someone reaches out with a problem and also watching out for warning signs from those that may not actively reach out for help.

Personal self-care techniques and skills
- Normalize failure by sharing grant rejections, peer review rejections, etc.
• Normalize time-protecting behaviors by sharing instances when you say “no” to committee duties, advising requests, peer review requests, etc.
• When comfortable, normalize personal self-care strategies such as counseling, managing toxic work relationships, confronting racism / sexism / etc. directly, formally reporting harassment incidents
• Faculty, instructors and field course leaders should demonstrate awareness of individual issues and needs, especially when taking students outside of a classroom setting. For example, if leading field work, demonstrate awareness of special needs relating to safety, menstruation, hair care, etc. This signals to the student that they can speak to you if they have a specific concern.
• Encourage mentees to cultivate community through departmental social events, affinity groups, being proactive at conferences, etc.

Note: the following will be made publicly available in the coming weeks on a series of Diversity pages on the SEOE website.

UofSC Campus Resource Map:

Bias Reporting
If you or someone you know has been the victim of unlawful discrimination or harassment at UofSC, you should report it.

Mental Health Care and Counseling
The student health fee also covers up to 10 individual counseling visits per academic year as well as all group counseling and wellness, prevention and advocacy services and programs.

Diversity Education
The Office of Multicultural Student Affairs provides diversity and social justice education and resources to students, staff, and faculty. Individuals have the opportunity to engage through various training programs, speaker series and discussion groups.

International Students
UofSC International Student Services can provide assistance with visas, housing, immunizations, health insurance and cultural education before students even arrive on campus. Additional resources include assistance with orientation, travel and transportation, language support and networking events.

Multicultural Student Affairs
The Office of Multicultural Student Affairs hosts programming, events, meeting space and support groups [https://sc.edu/about/offices_and_divisions/multicultural_student_affairs/student-support/index.php] for black, LGBTQ+ and affinity groups.

**LGBTQ+ Students**
There is a wide range of resources and educational opportunities for LGBTQ+ UofSC community members and allies. Support is available to assist trans and non-binary students implement name and pronoun changes on campus and beyond. UofSC maintains a map of single-stall and all-gender restrooms on campus.

**Pregnant and parenting students**
Federal and university policy protects pregnant students from discrimination. Policies to assist student parents, childcare information and lactation facilities on campus are available here.

**Students with disabilities**
Students with disabilities can register with the UofSC Student Disability Resource Center for support and access to a wide range of resources. Course accommodations and assistance include including alternative testing requests, note takers, sign language interpreters, real-time captioning, wheel chair accessibility and more.

**Student veterans**
Veterans, active-duty members and reservists have access to priority course registration and specialized grants and scholarships. Columbia is South Carolina’s first Purple Heart City and UofSC has a Purple Heart Parking Program. UofSC is ranked 59th best campus for student veterans.

**Spiritual and religious life**
UofSC supports a diversity of identities related to faith, spirituality, and religion. Resources are available to connect students with Interfaith Prayer and Meditation Spaces on or near campus and UofSC-registered religious affiliates.

**Mentoring, Community and Support Resource Map:**
A number of mentoring resources are available, both within UofSC and in the broader academic fields represented in the SEOE, to foster student success and offer community and support to students from underrepresented minorities.

**Within UofSC**
The Black Science Coalition is an organization for undergraduates, graduate students, post-doctoral fellows, and professors who are interested in discussions about being black in science and increasing a sense of community.

The Ronald E. McNair Program offers mentoring for students who are first-generation or low-income students, and who are from underrepresented groups in graduate education, who are interested in pursuing graduate degrees.

In Disciplinary Fields

- Black in Marine Science
- Black in Geo Science
- GeoLatinas
- LGBTQinSTEM
- Society for the Advancement of Chicanos/Hispanics and Native Americans in Science
- Louis Stokes Center for Promotion of Academic Careers through Motivational Opportunities to Develop Emerging Leaders in STEM
- R Ladies
- Unlearning Racism in the Geosciences
- The Oceanography Society Justice, Equity, Diversity, and Inclusion Committee
- Earth Science Women’s Network
- American Geophysical Union Diversity and Inclusion Advisory Committee
- International Association for Geoscience Diversity
- VanguardSTEM (Women of Color in STEM)
- Women Of Color in Ecology and Evolutionary Biology
- UNOLS Maintaining an Environment of Respect Aboard Ships