URGE Resource Map for Breccia - University of Minnesota

This is a draft Resource Map for Breccia at University of Minnesota. 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 of these will be resources common to all and some will be questions for identifying specific resources based on needs/interests identified during initial meetings while implementing the mentoring plan.

- **Core work resources**
  - ESCI Codes of Conduct: https://cse.umn.edu/esci/codes-conduct. This includes:
    - ESCI Code Conduct - main document that addresses inclusivity and diversity, includes some links for reporting incidents of misconduct
    - Field Code of Conduct - additional language relevant for field experiences
    - Resource Guide for Workplace Issues - more comprehensive resource list with contact info and links for reporting incidents
  - ESCI Diversity, Equity & Inclusion website: https://dei.esci.umn.edu/

- **Community support and mental health resources**
  - ESCI Diversity, Equity & Inclusion website: https://dei.esci.umn.edu/
    - Resources Related to DEI: https://dei.esci.umn.edu/resources. These include various links under the following headings:
      - University of Minnesota Resources
      - Professional Society Resources
      - General Resources
      - Topical Resources
  - Other resources not currently on the ESCI DEI resource webpage:
    - Self-care / Mental Health:
      - UMN Mental Health: http://www.mentalhealth.umn.edu/
      - UMN Earl E. Bakken Center for Spirituality & Healing: https://www.csh.umn.edu/wellbeing-organizations
      - Examples: yoga center at UMN Boynton Clinic
    - Religious or spiritual organizations:
      - https://umninterfaith.org/our-members/
      - https://www.csh.umn.edu/events/mindfulness-programs
      - https://www.csh.umn.edu/wellbeing-organizations
Other DEI resources
- UMN Office of Equity and Diversity webpage - Student Affinity groups: https://diversity.umn.edu/resources/u-m-affinity-groups
- Professional Society Resources

Activities outside of school work / research:
- UMN student life page: https://twin-cities.umn.edu/student-life
- Compile favorite activities among current ESCI members, e.g., biking and walking trails in Twin Cities

Suggested additional actions
- Update the ESCI DEI resource webpage with the above entries
- Shift department culture to make self-care a norm - e.g., school-wide social activities that promote self-care activities
- Add “New to ESCI?” webpage on the ESCI website. This can be a page that welcomes all new members, includes links to the DEI resource webpage, and provides other information about activities around Twin Cities. The resources / links are shared with new grad students during orientation, but this information isn’t always getting out to new hires (staff, researchers, postdocs, faculty)

Outreach resources
- Opportunities with ESCI’s DEI Committee (https://dei.esci.umn.edu/) and Outreach Committee (some information at https://cse.umn.edu/esci/initiatives)
- Proposals for outreach activities accepted for Sawkins Fund - any ESCI member can apply

Suggested additional actions:
- Establish a clear policy for the compensation, benefits, and recognition for JEDI efforts - students, staff, researchers, and faculty
- Explicitly acknowledge, discuss, and suggest policies to limit the “time tax” put on people of color for participation in JEDI activities, and support clear path for opting out
- Establish a clear policy for honoraria and establishing/charging speaker fees, especially related to JEDI topics