Resource Map
A sense of belonging is important to the health and success of individuals, so finding a community is a safety and career consideration. Introducing a new Person of Color colleague (e.g., faculty, staff, students) to all staff and students is a proactive way to be inclusive, and can also reduce racial profiling and microaggressions. Establishing a supportive network may also require introducing new People of Color colleagues to various resources within the organization and broader community since these can sometimes be challenging to find.

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 Blacks, Indigenous, and People of Color (BIPOC). The resource map should list resources you have at your organization (e.g., diversity officer, counseling and psychological services, ombudsperson, affinity groups, and recurring events) and locally (e.g., meet-up/social/hobby groups, religious or spiritual communities, businesses like barbershops). Include resources outside of your community as well; supporting membership to groups like SACNAS, NAGB, AISES, and GeoLatinas can help foster meaningful connections to a broader network.

Existing Resources

USGS DEI Support:
- Ombudsperson: [https://www.doi.gov/pmb/cadr/ombuds](https://www.doi.gov/pmb/cadr/ombuds)
- Employee counseling services: [https://www.doi.gov/pmb/hr/eap](https://www.doi.gov/pmb/hr/eap)
- Civility and Inclusion Council;

USGS Community Building:
- USGS-wide ERG/Affinity Groups
- Location-specific luncheons or social get-togethers for staff
- Occasional birthday celebrations within specific work groups
- All-Hands meetings, while primarily business-oriented, sometimes have opportunities for community building
- Center-wide Early Career Groups
- Center-wide Social Justice Group
- Local community social groups, such as the Tombolo Books Social Justice Book Club
- Location-specific: All-staff/Watercooler virtual group; coffee hours
**Professional Community Building:**
(Professional organizations with a focus on inclusion, established spaces for BIPOC professionals to connect with other BIPOC professionals)

- Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)
- The Black Women in Computational Biology Network
- Society of Mexican American Engineers and Scientists (MAES)
- Society of Asian Scientists and Engineers (SASE)
- American Indian Society for Science and Engineering (AISES)
- GeoLatinas
- Women Of Color in Ecology & Evolutionary Biology Slack: [https://wocineeb.wordpress.com/](https://wocineeb.wordpress.com/)
- National Association of Black Geologists and Geophysicists (NABG)
- Asian Americans and Pacific Islanders in Geosciences [https://www.aapigeosci.org/](https://www.aapigeosci.org/) (just launched today)

**New Ideas**
(Suggestions for welcoming new employees, creating an inclusive community, alleviating the necessity for racism-related coping within the workplace)

**Workplace Expectations to Alleviate Undue Burden on BIPOC Colleagues**

- Within project teams, make timeline expectations clear and transparent for all employees to establish a sense of fairness and equity.
- Encourage a culture of open dialogue where employees can discuss their workload limits regularly and adjust when necessary, to prevent the burden from being placed on any one individual.

**On-Boarding**

- Create a volunteer Center-wide “welcoming committee” made of a diverse variety of current employees (e.g. location in area, generational, identities) that helps any new employee after they accept their hiring offer but before they start work in the office. They can answer questions related to the physical location, living in their new city, what forms and training they need to do, and help to answer any culturally specific questions. Also, it gives the new hire an instant friend outside of their work group.
- In addition to introductions/welcome of new staff at center-wide meetings, send a welcome-new-person email with bio and photo (can be provided by the new employee, doesn’t need to be official employee database photo) to all Center.
- Offer new employee welcome packet (often free) from local chamber of commerce or other local organizations. Welcome packet could also include Center-specific community groups (e.g. BIPOC ERG and existing Center-specific groups listed above) and typical social gatherings, plus contacts to get involved or attend.
- Share occasional staff “highlights” virtually which could include, for example, hobbies and interests the person wanted to share.
- Provide the option for regularly scheduled check-ins on an individual’s status of adjusting to new work environment.
**Workplace Culture**

- Work to create a sense of pride in USGS and Federal government work, being a civil servant, celebrating each other; bringing the humanity of our colleagues to the forefront.
- Generally, work to build trust among employees, with leadership, organizational structure, and each other through transparent communication from all levels.
- Consider creating a physical “community” space in a Center where people can comfortably interact socially without fear of interrupting those who are working nearby (a space to eat lunch, visit with each other on breaks, etc); space could be used for social groups, as well as a multi-use space for meditation, prayer, or lactation.
- Create a USGS-wide (or even include other DOI colleagues) Employee Resource Group (ERG) focused on BIPOC experiences in the workplace. This group can be formal or informal, depending on needs, and can be a safe space where BIPOC staff connect with one another for community and/or for support in challenging situations.
- Organize celebratory parties which are not affiliated with a particular religious holiday. In order to celebrate more inclusively, hold “End of Year” parties, “Center Birthday” parties (i.e. when the Center was formed), or mid-year Employee Appreciation party to provide balance from out of work holiday parties. Other suggestions to make events more inclusive: provide food options that meets kosher, halal, or vegetarian dietary needs; choose decorations carefully to make them more inclusive; create an awareness of other holidays and cultural traditions.
- Take regular (e.g. annual) group photos of Center-wide employees and work groups; this will provide an opportunity for sending a message that everyone is on the same team and will also provide a practical way for new employees to identify new colleagues.
- Encourage cross-team interaction to alleviate the individual feeling of being isolated or without a broader community than their research group.
- Coordinate lunchtime movement activities (e.g. yoga, taking laps around Center, intramural sport teams) and provide adequate promotion of the opportunities (e.g. time, location, equipment needed, point of contact) to all employees
- Bulletin board to celebrate employees (e.g. kudos for great work, publications, successful outreach, etc); in addition, begin including celebratory information in regular Center-wide digital newsletters. This bulletin board could also serve as a place to share external events like trivia nights or concerts.

**Disclaimer:** Any opinions or recommendations are those of the URGE pod members only and do not necessarily represent the view of the USGS or the United States Government. Deliverables and any recommendations therein will be presented to USGS leadership for consideration.

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