DRAFT: Resource Map for OSU - CEOAS

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is a map of resources for People of Color. This resource map also includes additional resources for graduate students, faculty/staff, and resources for self-care.

This draft was adapted from the URGecoscience Session 7 Example Deliverable.

Black owned resources for shopping and personal care in Corvallis and surrounding communities:

- The Corvallis/Albany chapter has a list of black owned businesses in Albany and Corvallis:
  - https://www.naacpcorvallisbranch.com/black-owned-businesses.html
- Eugene has more options for black owned businesses including restaurants, salons/gyms, and clothing options
  - https://blackbusinesseseugene.github.io/bbe/
- The Statesman Journal has a list of businesses in Salem:

Support for BIPOC at OSU

- OSU specific resources within Colleges: Note CEOAS does not yet have a college wide DEI commitment/website (a website is in progress). Other colleges have DEI websites, commitments to BIPOC students, and resources that are College specific or provide links to OSU (e.g. University-wide) initiatives. The following are links to other college's DEI information and/or resources for the BIPOC community. NSF Advance may have played a role in the development of some of these college specific DEI initiatives.
  - College of Forestry DEI:
    - https://www.forestry.oregonstate.edu/diversity
  - College of Education DEI website:
    - https://education.oregonstate.edu/dei
  - College of Ag has a BIPOC resources
    - https://agsci.oregonstate.edu/newsroom/bipoc-agsci
    - This includes link information about OSU MANRRS (Minorities in Agricultural and Natural Resource-Related Sciences; one of the largest and most diverse national non-profit societies)
  - College of Engineering
    - https://engineering.oregonstate.edu/divinclusion
  - College of Science:
    - https://science.oregonstate.edu/our-college/enhancing-diversity-racial-justice-and-inclusion-in-science
- Diversity and Culture Engagement resources lists a Womxn of color group called Aya. It is not clear that it is still active. One link is broken, but the Instagram page appears active.
  - Other links on the DCE page are also broken.
- Associate of faculty and staff for the advancement of POC at OSU
  - The Association of Faculty and Staff for the Advancement of People of Color (AFAPC) strives to be a community of committed individuals who support and sustain each other professionally and personally, who affirm and hold close our shared identities, who embrace and bridge the unique identities within each of us, and who affirm the importance of building and maintaining a robust community to positively influence the entire Oregon State University community.
- Support for QTPOC (Queer and Trans People of color) at OSU
  - SOL is a student-fee funded organization that focuses on Queer and Trans People of Color (QTPOC) while providing support through educational programming, student advocacy, and ally building among undergraduate and graduate students, faculty, staff, and other organizations at Oregon State University.
- Mentoring plans/helpful resources for graduate students (Do students have what they need to be successful?)
  - CAGS generated a prospective students ‘survival guide’
    - [CAGS Prospective Students](#)
  - Options for physical activity:
    - [PAC classes are available for grad students to take - 1-2 credit fitness classes](#)
    - [Rec Group Fitness classes and program at Dixon](#) is available for grad students
  - Mentor Map: what is this? A map of mentors. CEOAS students, faculty, and staff have access to the NCFDD. There are GREAT resources for learning about mentor maps and why you should have one (you SHOULD have more than one mentor and ideally more than just your advisor)
    - An example of one for faculty has been developed by the NCFDD.
  - We HIGHLY encourage faculty to develop an expectations documents
    - Here are examples:
      - Jenn Fehrenbacher’s expectations document
  - Individual development plans
    - U of Oregon has one
      - [https://gradschool.uoregon.edu/professional-development/resources/idp](https://gradschool.uoregon.edu/professional-development/resources/idp)
    - U of Wisc Madison has a YouTube video that is useful
  - Encouraging self-reflection
    - What is self-reflection: Wikipedia definition: Self-reflection is the capacity of humans to exercise introspection and to attempt to learn more about their fundamental nature and essence. This capacity is thought to be an essential feature of self-awareness and depends on a variety of cognitive and emotional skills especially those that develop during adolescence.
- Core work resources
  - Code-of-conduct resources:
    - [Student code of conduct](#)
    - [University Code of Ethics](#)
- **Social media policies** (likely applies solely to employees, but could/should be adhered to by students)
  - Reporting Policy -
    - The URGEoscience POD compiled resources for complaints and reporting
  - To report wrongdoing or breaches of ethical conduct:
    - Report concerns by phone: 1-855-388-4971
    - [https://leadership.oregonstate.edu/oarc/report-concerns-hotline](https://leadership.oregonstate.edu/oarc/report-concerns-hotline)
    - Designated individual: patricia.snopkowski@oregonstate.edu
  - Bias incidents:
    - OSU defines a bias incident as an act directed toward an individual or community based upon actual or perceived background or identity including: age, color, disability, gender identity or expression, marital status, national origin, race, religion, sex, sexual orientation, or veteran status.
    - Bias Incident Report **ONLINE Form**: Bias reporting protocol can be found here.
    - Bias reports CAN be made anonymously.
  - Discrimination, Discriminatory Harassment, Bullying, and Relation can be reported [here](#).
  - Equipment:
    - [Dixon Rec Center Adventure Leadership Institute (ALI) Equipment Rental](#) (wide array of outdoor equipment for rent)

- Community support and mental health resources
  - [Counseling and Psychological Services](#)
  - Cultural Resource Centers:
    - [Asian and Pacific Cultural Center](#)
    - [Lonnie B. Harris Black Cultural Center](#)
      - There are links on this page for the African Student Union, the Black Student Union, and other campus organizations. Some appear to be more active than others.
    - [Centro Cultural César Chávez](#)
    - [Etihad Cultural Center](#)
    - [Native American Longhouse Eena Haws](#)
    - [Pride Center](#)
    - [Hattie Redmond Women and Gender Center](#)
  - [Social Justice Retreats](#) - retreats that support social change
  - [Experiential Learning and Activities](#) - supports student engagement through a wide array of co-curricular experiences that support students in finding purpose and belonging through meaningful connections
  - [Community Engagement and Leadership](#) - engaging students in self exploration, community-engaged learning, direct service, and advocacy in the greater Corvallis community, to cultivate leaders and change-makers
  - [OSU Craft Center](#) - provides opportunities for OSU Students to engage their hearts and minds in the pursuit of self-discovery and self-expression
  - [Human Services Resource Center](#) - for help with food support, laundry services, laptop loans, textbook loans, etc.
  - [Beyond Happiness: Flourishing](#) - open short course is offered through Oregon State University
Disability Access Services
Family Resource Center
Student Health Services
Survivor Advocacy and Resource Center
Wellness Coaching
Diversity and Global Consciousness
Recreational Sports
Spiritual Life @ OSU
Supportive Scientific Communities:
  - Join National SACNAS - achieving true diversity in STEM by cultivating and celebrating a community where you can be your whole self. Bring your diverse voices, experiences, backgrounds, and talents, and join us as a member today! (Local chapter)
  - Join GeoLatinas - Our mission is to embrace, empower, and inspire Latinas to pursue and thrive in careers in Earth and Planetary Sciences
  - Join PolarImpact - An inclusive network of racial & ethnic minorities and allies in the polar research community
NAACP local Corvallis chapter

Skillset support resources:
  - Training for outdoor activities can be taken through the Dixon Rec Center’s Adventure Leadership Institute. Some of these are for credit, others are not for credit.

Professional development resources
  - The OSU Career Development Center has lots of resources for graduate students, including a college-specific career advisor and a graduate career guide.
    - Events include topics such as race and identity (an upcoming event focuses on experiences of professionals of color in agriculture and forestry)
  - The CEOAS Association of Graduate Students (CAGS) has a professional development committee that hosts career development information sessions such as resume reviews and info sessions about applying for federal jobs.
  - OSU offers a Graduate Certificate in College and University Teaching.
  - The Graduate School offers a range of courses to support student success in topics like proposal writing, teaching, and research ethics.
  - Several departments within CEOAS host weekly seminars (Physics of Oceans and Atmospheres, Geology and Geophysics, Water Resources).
    - The Geology and Geophysics seminars include a Career Pathways discussion following each talk designed for students to interact with the speaker.
  - The CEOAS Professional Learning Community hosts an Unpacking Diversity seminar series to discuss topics around social justice, diversity, and inclusivity.

Outreach resources
  - CAGS has an outreach committee that coordinates several outreach opportunities for graduate students to participate in, including a blog featuring graduate students’ stories.
  - CEOAS has two web pages providing information for those interested in working with CEOAS as well as an internal list of resources.
● Community building efforts and spaces are lacking
  ○ We need to be mindful about community building! We need a space for casual meetings among students/post-docs/colleagues, etc., TEA TIME, coffee, etc. Include a ‘zoom room’ option for people who opt to continue working from home.
  ○ The MRM building has a student lounge and it is helpful with community building. This should be expanded in ALL CEOAS buildings

Need help and don’t know where to go? The Ombuds office can help:
● Ombuds Info: This text was taken nearly verbatim from the OSU Ombuds office:
  ○ What is an Ombuds?
    ■ An Ombuds (also "ombudsman" or "ombudsperson") is a designated neutral or impartial conflict resolution practitioner who provides confidential and informal assistance to visitors on a variety of issues and concerns. The Ombuds office operates independently and has no formal decision-making authority or disciplinary responsibilities. Ombuds do not act as advocates for any one position in a dispute; rather they strive for fairness of process and healthy campus conflict resolution. An Ombuds is someone who helps people to informally resolve conflict by facilitating communication to help all parties reach mutually satisfactory solutions. Ombuds may also provide coaching and education to help their visitors effectively manage conflict over time.
  ○ Why go to the Ombuds?
    ■ If you aren’t sure where to take a concern, the Ombuds is a safe place to start
    ■ They provide visitors with the ability to speak and be heard by a neutral listener
    ■ The University Ombuds Office helps visitors explore options; however, visitors choose the path of the overall process. Examples:
      ● Miscommunication between supervisors, coworkers, employees, and/or students
      ● Interpersonal, intercultural, and group conflicts
      ● Confusion around policies and/or procedures
      ● Perceived ethical dilemmas
      ● Perceived unfair treatment or bullying
      ● Managerial effectiveness