



Unlearning Racism in Geoscience



UNIVERSITY OF
SOUTH FLORIDA
College of MARINE SCIENCE

URGE Resource Map for People of Color at the University of South Florida College of Marine Science

This is a draft Resource Map for People of Color at the USF CMS. The list contains resources at USF CMS, St. Petersburg, the Tampa Bay region, and the broader geoscience community.

USF-based organizations

Note: At an [Enlightenment Series](#) discussion of building networks (Leveraging the network to support systemic changes, April 13, 2021), it was noted that most of these organization (specifically the BSU, BFSA, and BESC) welcome members from all races and ethnicities to help build strong networks and allyships.

- Office of Multicultural Affairs website: a list of cultural or identity based organizations at the Tampa campus: <https://www.usf.edu/student-affairs/multicultural-affairs/organizations/index.aspx>
- USF Black Student Union (Tampa Campus): <https://www.facebook.com/BSUatUSF/>
- USF Black Faculty and Staff Association (BFSA) <https://www.usf.edu/bfsa/index.aspx>
- USF Black Employee Steering Committee <https://www.usf.edu/president/anti-racism/who-we-are/black-employee-steering-committee.aspx>
- USF Institute on Black Life <https://www.usf.edu/arts-sciences/institutes/black-life/>
- USF Asian Alliance For information contact: Dr. Chuanhai Cao, co-chair, ccao@health.usf.edu & Dr. Umesh Jimwal, co-chair, ujinwal@health.usf.edu.
- Asian, Pacific Islander, and Desi American (APIDA) resource list for USF and Tampa Bay region <https://www.usf.edu/student-affairs/multicultural-affairs/resources/apida.aspx>
- Undocumented Students resources <https://www.usf.edu/student-affairs/multicultural-affairs/resources/undocumented-resources.aspx>
- List of allies for Undocumented Students (UndocuALLY) <https://www.usf.edu/student-affairs/multicultural-affairs/programs/undocuallies.aspx>

- Queer or Trans People of Color (QTPOC) Coffee meetups
<https://www.usf.edu/student-affairs/multicultural-affairs/programs/otpocandcoffee.aspx>
- Intercultural Student Leadership Conference (ISLC) <https://www.usf.edu/student-affairs/multicultural-affairs/programs/islc.aspx>
- Office of International Services
<https://www.usf.edu/world/international-services/index.aspx>
- PeteSync: Info on student organizations on the St. Petersburg Campus
<https://www.stpetersburg.usf.edu/student-life/student-life/leadership/petesync.aspx>
 - Black Student Association
 - International Club
 - Latin American Student Association
 - Office of Multicultural Affairs
 - Student Disabilities Services
 - USFSP Spanish Club
- USF Graduate Assistants United <https://www.usfgau.org/>
- USF Employee Collective Bargaining <https://www.usf.edu/hr/employment-resources/employee-labor-relations/cba.aspx>
- USF Faculty Association
<https://myusf.usfca.edu/education/faculty/organization/faculty-association>
- USFSP Multicultural Affairs <https://www.stpetersburg.usf.edu/student-life/student-life/multicultural-affairs/>

CMS Support Networks

- The Graduate Exemplary Mentoring (GEM) program at CMS invites anyone who feels isolated or marginalized and seeks a sense of community. The GEM program offers workshops and facilitates discussion meetings about various subjects affecting minoritized groups (e.g., microaggressions, imposter syndrome, mental health, etc.).
- The Multidimensional Mentoring (MDM) program provides CMS graduate students with a support system throughout their PhD program by matching students with a Research Mentor, a Peer Mentor, a Mentor External to their Discipline, and an Alumni Mentor.

Select Local Organizations

- Tampa Bay Chapter of Black Lives Matter (BLM)
<https://www.facebook.com/BlackLivesMatterTampa/>
- Foundation for a Healthy St. Petersburg Anti-racism
<https://healthystpete.foundation/anti-racism-resources/>

- The Weekly Challenger: News source geared toward the African American community in Tampa Bay <https://theweeklychallenger.com/>
- Anti-racism resources from St. Pete College (SPC) <https://spcollege.libguides.com/antiracism>
- Promote Anti Racism St. Pete Instagram Page <https://www.instagram.com/promoteantiracismstpete/?hl=en>

Select National or International organizations/conferences (longer list as well as some other resources is available here: <https://docs.google.com/spreadsheets/d/1USyf-z5YVZvQ9tObVFPNIUVDJ6mCcZKHufy1tA8jBLE/edit?usp=sharing>)

- National Association for Black Geoscientists (NABG) <http://www.nabg-us.org/>
- Black in Marine Science <https://www.blackinmarinescience.org/>
- Black in Oceanography Slack Channel: Contact Onjalé (onjale.scott@gmail.com) for invite link
- Black Women in Ecology, Evolution, and Marine Science (BWEEMS) <https://www.bweems.org>
- Academics for Black Survival and Wellness <https://www.academics4blacklives.com/for-black-folx>
- Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) <https://www.sacnas.org/>
- GeoLatinas: <https://geolatinas.weebly.com/>
- American Indian Science and Engineering Society (AISES) <https://www.aises.org>
- Asian American and Pacific Islanders in Geoscience (AAPiG) <https://www.aapigeosci.org/>
- Women of Color Slack Channel: Contact Onjalé (onjale.scott@gmail.com) for invite link
- Mentoring Physical Oceanography Women to Increase Retention (MPOWIR) <https://mpowir.org/>
- Earth Science Women's Network (ESWN) <https://eswnonline.org/>

Student Funding

- USF CMS student funding information, including Graduate Assistantships, Fellowships, and Federal Financial Aid <https://www.usf.edu/marine-science/education/prospective-students/student-funding.aspx>
- AGU Bridge Program <https://www.agu.org/Learn-and-Develop/Learn/Travel-Research-Grants/AGU-Bridge-Program>
- Bridge to Doctorate (Florida and Georgia only) <http://fglsamp.com/student-information/bridge-to-doctorate/>
- Graduate Student Success Fellowship (GSS): Student must be a new, incoming doctoral student, by departmental nomination only (Dr. Naar, admissions)

committee, and potential major professor nominate)

<https://www.usf.edu/graduate-studies/funding/fellowships-scholarships/graduate-student-success-fellowship.aspx>

- List compiled by USF Institute for Black Life: <https://www.usf.edu/arts-sciences/institutes/black-life/scholarships/index.aspx>
- List of scholarships for Undocumented Students: <https://www.usf.edu/student-affairs/multicultural-affairs/resources/undocumented-resources.aspx>
- USF Status of Latinos (SOL) Committee Scholarships
<https://foundation.usf.edu/here/scholarship-office/available-scholarships/need-merit-based-scholarships/usf-sol-status-latinos-committee-scholarship>
- Fulbright Fellowships <https://us.fulbrightonline.org/about/fulbright-us-student-program>
- List of graduate fellowships for students from underrepresented groups at CMS
<https://www.marine.usf.edu/documents/us-minority-fellow.pdf>

JEDI Outreach Opportunities

- Florida Georgia Louis Stokes Alliance for Minority Participation (FGLSAMP) Events <http://fglsamp.com/about/overview/>
- USF Diversity, Inclusion, and Equal Opportunity
<https://www.usf.edu/diversity/index.aspx>
 - The focus of this office has shifted away from compliance and [toward diversity, equity, and inclusion efforts](#) under the new leadership of USF.
 - For Title IX compliance, equal opportunity employment, and/or ADA compliance, there is a new [USF Office of Compliance and Ethics](#).

Community support and mental health resources

- List of UndocuALLY allies, including specific USF mental health counselors
<https://www.usf.edu/student-affairs/multicultural-affairs/programs/undocuallies.aspx>
- Counseling and Mental Health Resources
 - [Psychological Services | Wellness Center | USF St. Petersburg Campus](#) (free group counseling for students, some free individual)
 - [Therapist Assisted Online | Prevention Services | Wellness Center | USF St. Petersburg Campus](#) (online programs)
 - [PEERS | Prevention Services | Wellness Center | USF St. Petersburg Campus](#) (student mental health group)
 - [Active Minds | Prevention Services | Wellness Center | USF St. Petersburg Campus](#) (student mental health group)
 - <https://stpt.campuswell.com/> USFP Wellness Magazine and Resources

- [St. Pete & Tampa Life & Mental Health Coach Nutritionist Neurofeedback](#) (used in past by CMS students)
- <https://www.aha.org/bipoc-mental-health> AHA BIPOC mental health
- <https://www.chcpinellas.org/> Community Health Centers of Pinellas
- <https://nami-pinellas.org/resources/> Pinellas County National Alliance of Mental Illness - Health and Support Resources
- Crisis Center of Tampa Bay <https://www.crisiscenter.com/> or call 211
- Assistance finding accommodations, moving, tips on neighborhoods, student organisations:
 - Join 'talk' at seas.marine.usf.edu [Mailing Lists](#)
 - USFSP Student center [University Student Center | USF St. Petersburg Campus](#)
- St. Petersburg LGBTQ Welcome Center
 - <https://www.lgbtqwelcomecenter.org/>
- Student Ombudsperson's office
 - <https://www.usf.edu/student-affairs/ombuds/>
- USF Diversity Office:
 - <https://www.usf.edu/diversity/about-dieo/contact-us.aspx>

Reporting incidents of hate

- USF Crime & Incident Report Form (including hate crimes) <https://www.usf.edu/administrative-services/university-police/documents/clery-reporting-form.pdf>
- Reporting a crime to USF while abroad (including hate crimes) <https://www.usf.edu/world/for-global-travelers/24-7-global-assistance/reporting-crime.aspx>
- Stop Asian American and Pacific Islander Hate <https://stopaapihate.org/>
- Asian American Advancing Justice <https://www.standagainsthathatred.org/>

Businesses or other needs, e.g. gyms, barber shops/hair services, etc.

- Green Book of Tampa Bay: listing of black-owned businesses, black artists, and black historical and cultural sites in St. Petersburg and the wider Tampa Bay region <https://greenbooktampabay.org/>

Professional development resources

- USF Graduate Certificates (various topics) <https://www.usf.edu/innovative-education/graduate-certificates/>
- USF CMS Professional Development courses
 - Professional Development 1 for incoming graduate students, covers grad school basics and aims to prepare students for success in the program.

- Professional Development 2 for senior graduate students, aims to prepare grad students for the next steps of their career. Provides the opportunity to prepare an NSF-style (or similar funding agency) proposal.
- Local organizations that provide public speaking opportunities and training
 - Tampa Bay Toastmasters <https://www.toastmasters.org/Find-a-Club/00001810-tampa-toastmasters>
 - Taste of Science <https://tasteofscience.org/tampa>
 - Presentation bootcamp for scientists at USF-CMS student orientation <http://www.cosee.net/about/highlights/professionaldevelopmentscientists/bootcamp/>
- Teaching/pedagogy
 - Dr. Teresa Greely offers a course on teaching at USF CMS- see course catalog
- Public Speaking
 - Core courses Geological and Physical Oceanography incorporate presentations and practice public speaking
 - USF CMS student-run Graduate Student Symposium (usually in January, watch for emails in late fall)
 - USF Graduate Student Research Symposium <https://www.usf.edu/graduate-studies/research/graduate-student-research-symposium/>
 - Toastmasters International public speaking group <https://www.toastmasters.org/Find-a-Club/00001810-tampa-toastmasters>
 - ComSciCon science communication conference <https://comscicon.com/>
 - Taste of Science Tampa <https://tasteofscience.org/tampa>
 - Online Science communication courses (Sarah Grasty is working on this) <https://community.sciencetalk.org/all-courses>
- Design/drafting of figures using Adobe Suite/Python/ArcGIS
 - Geological Oceanography and Quaternary Geochronology will require Adobe Suite in the syllabus, and USF gives licenses to students for whom the Adobe suite is required in their classes.
 - Staff can also get the Adobe suite for work purposes for around \$50 for two years.
- Computer coding/programming
 - Dr. Nancy Williams at USF CMS teaches Ocean Biogeochemical Dynamics with a lab portion incorporating Python coding
 - Students are encouraged to join the USF CMS OpenScience listserv ([seas.marine.usf.edu Mailing Lists](https://seas.marine.usf.edu/Mailing%20Lists)) to get support using open source computer programming languages such as Python and R

- Dr. Josh Kilborn at USF CMS teaches Multivariate Statistics using R programming language
- Dr. Don Chambers at USF CMS teaches a Data Analysis course using open-source Sci-Lab (similar to MATLAB)
- Other courses are available through USF but may be in Tampa. Check course catalog.