

# URGEO

## Unlearning Racism in Geoscience



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### **Deliverable: Resource Map** **Harmful Algal Bloom Pod, WHOI**

For our deliverable, we generated a list of currently available resources and developed a plan to increase transparency in current lab policies, including documentation and structured opportunities for feedback. For each header, we describe current resources and highlighted areas where the lab lacks clearly defined plans.

#### **Mentoring plan**

- The lab currently lacks a clear mentoring plan. This must be implemented to set clear expectations, metrics for success, and resources for lab members
  - WHOI Technical Staff Department Mentoring Coordinators have initiated technical staff networking and peer mentoring activities; are in process of soliciting feedback from technical staff re: interests and priorities
  - WHOI mentoring program for scientific staff
  - There is a mentoring program for JP students by JP students
  - There is a institution-wide postdoc mentoring committee that meets every 6 months to make sure everyone is going ok
- Individual/Group meeting expectations
  - Lab meetings are sporadic but somewhat structured
  - Agendas always shared in advance
    - Lab members can expect to update the group on their progress
    - Senior scientists & staff may share information from recent talks, conferences, or workshops
  - Social get-togethers are optional, attendance is encouraged but not mandatory
- Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them
  - WHOI has a structured annual review process in the fall for staff and employees
  - Nothing for summer students or interns

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- Review WHOI evaluation criteria for University with students at program start
- Schedule regular check ins with interns and co-op students

### Core work resources

- Code-of-conduct:  
<https://docs.google.com/document/d/15-Z4FBZR0Wd1zmzjZZy8RfEGOD4-HHmN/>
- Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate
  - Need to be more **explicit** about regular availability (e.g. 9am–5pm Mon–Fri) and extenuating circumstances, such as field season and proposal writing.
  - This would depend on your role at WHOI
- Reporting Policy - <http://www.who.ethicspoint.com/>
- Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment
  - WHOI will cover costs of OSHA certified steel-toe boots up to \$120 per year and prescription safety glasses up to \$180 per year
    - <http://ehs.who.edu/ehs/DesktopDefault.aspx?tabindex=2&tabid=3&itemID=380>
  - Ergonomic chairs; does Bio or other dept cover? Needs clarification
  - Lab has existing library of safety gear including PFDs, waders, gloves, foul weather gear
- Conference and workshop participation (how often and who pays for it?)
  - Be more explicit about opportunities for this type of participation and at what point they will be expected to attend conferences
  - Students allowed to go to 1 conference/yr
  - Case to case to basis for technical staff; opportunities to attend in person events limited; but hybrid format promotes greater participation by staff at all levels
  - Typically are awards programs for students/postdocs
- Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
  - Would be good specifically reference this on our lab’s reference map, to make people aware of these opportunities and groups

### Community support and mental health resources

- Assistance finding accommodations, moving expenses/assistance
  - WHOI community housing: <https://www.who.edu/housing/housingListing.do>
  - Post on WHOI listservs for housing where people vouch for you



## Unlearning Racism in Geoscience

- No resources for moving expenses/assistance unless you are a new Scientist/Engineer hire
- Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
  - WHOI Wiki: <https://wiki.whoi.edu/wikis/>
  - WHOI Employee Assistance Program (EAP): <http://www.helloe4.com/>
  - Diversity, Equity, & Inclusion at WHOI: <https://www.whoi.edu/who-we-are/about-us/diversity-equity-and-inclusion/>
  - WHOI harassment policy: <https://mit.whoi.edu/wp-content/uploads/sites/24/2019/08/harassment-policy8-2019.pdf>
  - Therapy options for BIPOC people on the Cape that may be experienced dealing with racism
- Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
  - Higher visibility of affinity groups (e.g., GLOW, Black student union, etc etc). WHOI should provide funds/incentive for more of these groups to exist
  - WHOI maintains list of groups at WHOI, in Woods Hole, and across Cape Cod: <https://www.whoi.edu/who-we-are/about-us/diversity-equity-and-inclusion/>
- Calendar(s) of events or mailing lists to join: <https://www.whoi.edu/website/informationoffice/email-distribution-lists/>
- Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
  - On WHOI wiki add indicator of Black owned business
  - <https://www.whoi.edu/who-we-are/visit-whoi/local-information/?pid=9297>
- Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)

### Skillset support resources

- EH&S online training for chemical handling, lab safety, hoist training, etc.
- Small boat program: <https://www.whoi.edu/what-we-do/explore/ships/marine-facilities-operations/whoi-small-boat-program/>
- Employee education program: reimbursement for up to \$5250 per year for benefits-eligible employees for tuition, books, and fees <https://www.whoi.edu/website/institution-policy/index?ct=901&cid=681>
- Do they need to know how to code? If so, what languages? (e.g., R, Matlab, Python) If they do not have this skill, what resources/training are available?
  - Data Carpentry Workshops



## Unlearning Racism in Geoscience

- Stats office hours

### **BIPoC Asset Map Resources**

One essential step towards making the research institutions of Woods Hole more inclusive for BIPOC is ensuring that new hires are provided with resources during the onboarding process which point them towards supportive and like minded communities.

These will include institutional resources, like HR departments or a JEDI committee (such as the DIRE committee at Woodwell), or broader community run organizations, like Racial Justice Falmouth or GLOW (an LGBTQ+ community group in Woods Hole). Local libraries and community centers may also end up on the list.

The best way to compile these resources is to crowdsource them through members of the scientific community in Woods Hole that have already been through the hiring process.

What mentorship networking opportunities should new hires be aware of (both at your institution, in the broader Cape Cod region, or nationally)?

What are good resources that BIPOC people can feel safe using when settling into the area and/or for everyday life? (e.g. car mechanics, BIPOC-owned businesses, etc.)?

Curtis automotive

What spaces in Falmouth protect BIPOC people or make them feel a sense of security and belonging? Maybe this is a person or group? Maybe this is a public space or coffee shop? Etc. Relatedly, what are good affinity groups, either in the area or nationwide/internationally that might provide the same sense of safety and belonging?

What are good resources for mental health? (BIPOC therapists, affordable support, etc.)

What are good resources for intellectual help? Please feel free to specify if your institution has specific support for their employees.

What are good resources for assistance with housing and finance?

What advice would you give a new hire to help them avoid racially unwelcoming or hostile environments? (either at your scientific institution or in the broader Cape community)