

Resource Map

This is a map of resources for new and existing students, staff, and faculty on the Lamont Campus, including members of LDEO, IRI, CIESIN, and DEES. Many of these resources are common to all and some are intended to identify specific resources based on needs and interests.

We view this as a working document that we hope to make more complete, available, flexible, and accessible online in the future.

Community Support

- [Columbia Students of Color Alliance](#)
- [Black Grad Student Organizations at Columbia and NYU](#)
- National networks: [GeoLatinas](#), [AAPI in GeoSci](#), [National Association of Black Geoscientist](#) (NABG), etc.
- Professional associations: [SACNAS](#), [AGU](#), [AMS](#) (also this [link](#) for AMS) has hosted JEDI workshops
- Social media: #BlackInSTEM, #BlackInTheIvory, #AAPIGeosci and other hashtags
- Future plans for the [URGE Lamont Pod](#) and a monthly BIPOC coffee hours
- [Columbia Postdoc Workers Union](#) and [Columbia Grad Union](#)

Coping Resources

- Continuing race-oriented discussion groups beyond the end of URGE
- Psychological support that specifically support BIPOC needs
 - [A Virtual Support Space for Black Students](#)

Family Resources

Columbia University has an [Office of Work/Life](#) that provides resources and information on a wide variety of topics that include housing, childcare, eldercare, wellness, financial planning, schools, and lactation room locations on campuses. A few helpful links for commonly used programs are below.

- Childcare: [Dependent Care FSA account](#) (Up to \$5000/year with some restrictions); [Child Care benefit](#) (\$2000/yr for children up to 5 years old)
- Barnard College Babysitters
- [Bright Horizons backup care](#)

Physical and Mental Health Care Resources

There is a need for Healthcare information and tips (specific for the Rockland County Lamont area) that goes beyond the Human Resources packet

- CU vs. private (some postdocs and graduate students are on private insurance not through the university)
- CU has an [Employee Assistance Program](#) that you can use to find a therapist:
 - NYC: [Finding a therapist in NYC](#) | Columbia: [CopeColumbia](#)

Professional Development and Opportunities

We note that there are currently no BIPOC-specific networking opportunities on the Lamont campus and no clearly identifiable networking organizations for BIPOC scholars at Columbia University beyond the student level.

- Listservs: [ESWN Jobs Network](#) (and [google doc](#)), [IsoGeoChem](#), [PAGES](#), [Cryo List](#), [NABG](#)
- Proposal writing (CU: [Graduate Writing Center](#))
- Public speaking (CU: [WISC](#), Lamont divisional [seminars](#))
- Funding for workshop/conference attendance: [GSA Travel Grants](#), [GSAS Conference Matching Travel Fund](#), [Time Scavengers](#)
- Funding for pilot projects and workshop organizing: [Climate Center Awards](#)
- Fellowships ([CU GSAS list](#), [CU GSAS external fellowships](#))
- Teaching/pedagogy ([Columbia Center for Teaching and Learning](#))
- [OADI Research Collective](#) (for GSAS graduate students)

Outreach and JEDI Work

We urge more permanent faculty and staff to lead things in this space so that they do not come and go based on the students or postdocs that are often here for a short period of time.

Furthermore, additional funding is needed to sustain these efforts.

- [Academic Affairs and Diversity Office](#) at LDEO
- Earth Institute [DEI Resources and Links](#)
- LDEO [Seminar Diversity Initiative](#)
- [Columbia Resources for Anti-Racism](#)

Mentoring

Everyone can benefit from intentional mentoring (as noted in URGE [readings](#)).

- Along with a supervisor or advisor, peer mentoring, and mentoring committees should be implemented to provide more than one point of support/guidance
- Individual/Group meeting [expectations](#) for new lab members (interval/frequency, presentations, time management, reviewing manuscripts)
- Additional tips for supervisors to make safe spaces for BIPOC students/staff/etc... (e.g., understanding the difference between [tokenism/allyship/exploitation](#), how to [build an antiracist lab](#))
- AGU resources for [additional mentoring and professional development](#)