

URGE

Unlearning Racism in Geoscience



Resource Map for McGill University

This is a draft Resource Map for the McGill Earth and Planetary Sciences Pod at McGill University. The intention is to outline resources that support People of Color, though many will be relevant to other incoming students. These include local resources at McGill and within Montreal, and broader community resources and support groups. This document also includes a list of resources that we will continue to build on in the coming months.

Document adapted from the "Sample Ph.D. Mentoring Plan" developed by Vashan Wright (Woods Hole Oceanographic Institution) and Karin Block (City College of New York and CUNY Graduate Center), License: [CC BY-NC-SA 4.0](https://creativecommons.org/licenses/by-nc-sa/4.0/).

McGill University core support and mental health resources:

- A comprehensive list of **Student Resources** including University Services and Peer Resources can be found here: <https://www.mcgill.ca/how-to-report/additional-support/students>
- All graduate students and supervisors must sign a **Code of Conduct** that addresses inclusivity and diversity, mental health, publications or outputs, social media use, working hours, and vacation: https://www.mcgill.ca/expmed/files/expmed/letter_of_understanding_fillable_october_2019_0.pdf
- McGill's **Equity Office** publishes a charter of student rights, codes of conduct, and an EDI strategic plan: <https://www.mcgill.ca/equity/resources/policies-reports>
- The **Office of the Dean of Students** oversees academic integrity, the student Code of Conduct, and student disciplinary procedures: <https://www.mcgill.ca/deanofstudents/students/student-rights-responsibilities>
- The **Office of the Ombudsperson for Students** offers confidential, informal, independent, and impartial dispute resolution services to all members of the student community by providing information, advice, intervention and referrals: <https://www.mcgill.ca/ombudsperson/>
- Information on **Reporting Harassment, Discrimination and Sexual Violence** can be found here: <https://www.mcgill.ca/how-to-report/>
- The **Student Wellness Hub** offers drop-in counselling to crisis support, group sessions, workshops, and resources for family & friends: <http://mcgill.ca/wellness-hub>

- The **Office for Sexual Violence Response, Support and Education (OSVRSE)** provides confidential, non-judgmental and non-directional support and education for students, faculty and staff of all genders who have been impacted by sexual violence: <https://www.mcgill.ca/osvrse/>
- The **Office for Students with Disabilities (OSD)** support students with documented disabilities, mental health issues, chronic health conditions, or other impairments: <https://www.mcgill.ca/osd/>
- The **Legal information Clinic at McGill** provides free and confidential information, advice and representation in cases where McGill students are going through disciplinary, grievance or appeals processes: www.licm.mcgill.ca
- McGill's **Student Housing** website: <https://www.mcgill.ca/students/housing/> (more info on housing is given under "other local resources")
- McGill's **Off-Campus & Commuter Student Support** offers housing listings and resources and access to Reduced-Fare Public Transit Cards: <https://www.mcgill.ca/occss/resources/find-campus-housing>
- A list of **gender-neutral washrooms** can be found here: <https://www.mcgill.ca/equity/resources/gender-sexuality/gender-inclusive-washrooms>

Support offered by McGill student societies:

- **Nightline** is a confidential, anonymous and non-judgmental listening service, run by McGill students. Services include active listening, resource referrals, and crisis management: <https://nightline.ssmu.ca/>
- The **Peer Support Centre** provides free, confidential drop-in space offering non-judgmental peer support, information, and referrals to the McGill community: <https://psc.ssmu.ca/>
- Keep.meSAFE is a **mental health counselling** service that specializes in student mental health support and provides access to in-person counselling appointments with hundreds of licensed counsellors in the City of Montreal: <https://pgss.mcgill.ca/en/keep.mesafe>
- The Post Graduate Students' Society **Committee for Member Support** is a confidential peer-support service that provides assistance to graduate students and post-docs who feel that their rights have been violated or that they have been unjustly treated: <https://pgss.mcgill.ca/en/student-support>
- The **Sexual Assault Centre (SACOMSS)** supports survivors of sexual assault and their allies <http://www.sacomss.org/wp/>
- The **Walksafe** program that provides free night-time accompaniment for those who feel uncomfortable, or who are unable to walk home alone: www.walksafe.ca
- Some **field equipment** can be rented from the **McGill Outdoors club**, including almost everything you would need for day trips, camping, and snow sports: <https://www.mcgilloutdoorsclub.ca/>

Resources for living in Montreal

- McGill's **Good Neighbor Guide** offers lots of advice about renting in Montreal: https://www.mcgill.ca/students/housing/files/students.housing/good_neighbor_guide.pdf

- Places4Students provides **accommodation listings** and offers a tool for matching up with McGill students as roommates: <https://www.places4students.com/Places/School?SchoolID=vl6PUH8EBtg%3d>
- **Tips for survival** for Montreal (from experiences of Dr. Carly Faber, Inga Boianju, and Meghomita Das) provides advice for incoming students on accommodation, immigration, winter survival, finance, and other life hacks: <https://docs.google.com/document/d/17xqR8-OOvZiq2fZiuvxhPK4lss87qCZzpBWGrPDEahY/edit>
- A **linguistic map** of Montreal can be found here:
- <https://www.cbc.ca/news/canada/montreal/multimedia/maps-tell-story-of-montreal-s-changing-linguistic-landscape-1.4244255>
- McGill's "**Cheap Sheet**" is a guide for thrifty living: <https://www.mcgill.ca/studentaid/files/studentaid/cheap-sheet.pdf>
- This is a McGill guide for **eating out on the cheap**: https://www.mcgill.ca/foodservices/files/foodservices/aug_2020_shhs_map.pdf
- <https://montreal.eater.com/maps/best-restaurants-cafes-mcgill-university-ghetto-milton-parc>
- The **Green Guide Montreal** lists BIPOC-owned restaurants in Montreal: <https://www.greenguidemtl.com/>
- The Black Union provides a list of **Black-owned businesses** in Montreal including health and fitness providers, hair salons and barber shops, legal and financial services, and shops and restaurants: <http://www.blackunion.ca/montreal/>

Cohorts, organizations, and social clubs with common identities and interests:

- *At McGill:*
 - The **Students Society of McGill University** offer several clubs and societies affiliated with national, cultural or religious identities: <https://ssmu.ca/clubs/religion-culture-clubs/>
 - The **Post Graduate Students' Society** is an association of all graduate students and postdoctoral fellows at McGill, who support you throughout your academic work at McGill and serve as a resource if you ever need help dealing with the University or life in Montreal: <https://pgss.mcgill.ca/en/about>
 - The **Adams Club** is a society of graduate students registered in the Department of Earth and Planetary Sciences at McGill University: <https://adamsclubeps.wordpress.com/about/>
- *Outside McGill:*
 - **500 Queer Scientists**: <https://500queerscientists.com/>
 - The **American Indian Science and Engineering Society** (<https://www.aises.org/>) is a nonprofit focused on increasing representation of Indigenous peoples of North America and the Pacific Islands in STEM. McGill has a chapter: <https://www.aises.org/directory/mcgill-university>
 - The **Association for Women Geoscientists** is an international organization devoted to enhancing the quality and level of participation of women in geosciences and to introduce girls and young women to geoscience careers: — <https://www.awg.org/>

- **Black in Geoscience** is a group of Black scientists and allies from around the world who aim to acknowledge, amplify, and support the work of Black earth and planetary scientists: <https://blackingeoscience.org/>
- The **Canadian Black Scientist Network** seeks to elevate, make visible, celebrate and connect Black Canadians in STEM: <https://www.blackscientists.ca/>
- **Diverse Geologists** features minority geoscientists and their work <https://www.diversegeologists.org/>
- **Equality Labs** is a South Asian technology organization dedicated to ending caste apartheid, gender-based violence, Islamophobia, white supremacy and religious intolerance: <https://www.equalitylabs.org/>
- **GeoLatinas** embrace, empower, and inspire Latinas to pursue and thrive in careers in Earth and Planetary Sciences: <https://geolatinas.weebly.com/>
- The **National Association of Black Geoscientists** aims to enhance participation of ethnic minorities in geosciences through scholarship program and engagement with schools and professional meetings: <http://www.nabg-us.org/>
- The **Sci Comm Collective** promotes and trains researchers to communicate effectively to the public, including to diverse groups: <https://www.scicommcollective.com/resources/links>
- The **Society for Advancement of Chicanos/Hispanics and Native Americans in Science** (SACNAS): <https://www.sacnas.org/>
- **Women Geoscientists in Canada** promote and advocate for gender diversity within the geosciences: <https://www.wgcanada.org/>
- **AdvanceGeo partnership** — <https://serc.carleton.edu/advancegeo/index.html> — program to address problems of sexual harassment and other exclusionary behaviors that lead to hostile working and learning climates in the earth, space, and environmental sciences.

Documents in development

Miscellaneous

- How to navigate the time tax?
- Better recognition, compensation for EDI efforts
- Spread EDI workload more equitably
- Maternity/parental resources? Policies about parental leave.
- Immigration advice?
- Information on life in Canada/Montreal, what to expect

For undergraduates seeking graduate positions

- Graduate School Application Station — <https://geogradapp.com/> — tips and tricks for applying to graduate school in the Geosciences in the US.
- Students' Society of McGill University list of clubs and societies — <https://ssmu.ca/student-life/clubs-services-isg/>.
- University of Texas Geoscience Empowerment Network — https://genatjsg.org/entering_grad_school — advice on how to get into graduate school (lots of other resources on this site, too).

- Consider inclusion of “How to Apply to the EPS Department” on EPS website; draw from resources above

For graduate students

- Tailored mentoring plans for incoming students? (and post-docs) (and faculty!)
- Add to or build on Graduate Handbook
- Ensure equal access to resources/onboarding, e.g. for students starting not in September

For postdocs

- Faculty of Science resources at McGill — <https://www.mcgill.ca/secc/>
- Equivalent of Graduate Handbook needed? Post online.
- Cheat-sheet for applying for and starting post-doc positions.

For faculty/mentors/teachers

- How to navigate transitions — e.g. post-doc to faculty, PhD to post-doc, etc.
- NAGT Early Career faculty workshop. Link to course material?: <https://serc.carleton.edu/NAGTWorkshops/earlycareer2020/index.html>
- New mentoring program for faculty at McGill, organized by the Equity Office: <https://www.mcgill.ca/equity/mentorship> Note: needs to be accessible to faculty starting outside of September
- University of Auckland mentorship guide — <https://cdn.auckland.ac.nz/assets/auckland/business/current-students/PDFs/mentoring-guide-final.pdf> — overarching view of mentoring with accompanying resources and templates.

Additional resources for EDI initiatives and decolonizing the curriculum

- The URGE supplementary readings!
- The Fieldwork Initiative — <http://fieldworkinitiative.org/> — hold institutional conversations, provide support, teach strategies, and awaken university faculty advisors to the realities that may await students in the field.
- GeoContext — <https://geo-context.github.io/> — resources to assist educators in integrating topics on racism, colonialism, imperialism, environmental damage, and exploitation of natural resources into subjects commonly taught within geoscience departments.
- University of Oxford Earth Sciences Recommendations for improving racial equality, diversity, and inclusion — <https://www.earth.ox.ac.uk/wp-content/uploads/2020/06/BAME-EDI-Report.pdf> — student-led diversity audit with lots of suggestions for improving EDI at all levels of a geoscience department.
- Claremont Research Guides: Decolonizing the Geosciences — <https://libguides.libraries.claremont.edu/c.php?g=712173&p=7624724> — topical reading list.
- EOS articles on EDI — <https://eos.org/topics/diversity-equity-inclusion> — long list of topical articles published by AGU’s EOS magazine.

- Geoscience Empowerment Network at UT Austin <https://genatjsg.org/> big list of resources including literature on many EDI issues and advice for how to apply to graduate school.
- Hazards Equity Working Group — <https://sites.google.com/view/agu-nh-endm/home> — AGU Natural Hazards section working group that seeks to tackle elevated vulnerability faced by low income and minority groups.
- Implicit Bias Test — <https://implicit.harvard.edu/implicit/> — examine your implicit associations about race, gender, sexual orientation.
- Kinswomen podcast — <https://www.kinwomenpodcast.com/> — podcast that normalizes conversations about race and racism and provides tools for advocacy and action.
- Bryn Mawr Geology and Colonialism reading list- <http://mineralogy.digital.brynmawr.edu/blog/geology-colonialism-reading-list/#land-ack>

Scholarship and funding opportunities for People of Color

- China Scholarship Council — <https://www.mcgill.ca/gps/funding/international-student-postdoctoral-funding-opportunities/international/csc-chinese-students> — offers scholarships to outstanding Chinese students who will pursue doctoral or postdoctoral studies at McGill.
- Mastercard Foundation Scholars Program — <https://mastercardfdn.org/all/scholars/> — provides financial, social, and academic support to scholars from Africa. Note that McGill is a partner institution for Masters-level scholarships.
- Schlumberger Foundation Faculty for the Future Program — <https://www.fff.slb.com/Login.aspx> — offers PhD and postdoc fellowships for women from developing countries or emerging economies where women are underrepresented in STEM.
- Scholarships for Development — <https://www.scholars4dev.com/> — updated listing of scholarships for international students, specifically for people from developing countries.
- SN Bose Scholarship for Indian students to pursue a summer internship in the United States (<https://www.winstepforward.org/sn-bose-scholars/>)