

URGE

Unlearning Racism in Geoscience



URGE Resource Map – Multiple Institution Pod - Deliverable

This Resource Map for the Multiple Institution Pod was 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](#).

- **Community support & mental health resources**

DePaul University:

- Diversity resources for DePaul faculty:
 - [Diversity Advocates](#)
 - [Mentoring & Employee Resource Groups](#)
- Diversity resources for DePaul staff:
 - <https://offices.depaul.edu/diversity/resources/staff/Pages/default.aspx>
 - [DePaul University Black Leadership Coalition \(DPUBLIC\)](#)
 - [ELEVATE: DePaul's Asian/Asian American Professional Community](#)
 - [Latinos Empowered at DePaul \(LEAD\)](#)
- Diversity resources for DePaul students:
 - DePaul SACNAS chapter: <http://desacnas.weebly.com/>
- Diversity Centers on DePaul's campus:
 - [Latinx Cultural Center](#)
 - [APIDA Cultural Center](#)
 - [LGBTQIA Resource Center](#)
 - [Office of Multicultural Student Success \(OMSS\)](#)
 - [Women's Center](#)
 - [Center for Access and Attainment](#)
 - [Center for Black Diaspora](#)
 - [Center for Latino Research](#)
 - [Veteran and Adult Student Life](#)
 - University Counseling Services at DePaul:
<https://offices.depaul.edu/student-affairs/about/departments/Pages/ucs.aspx>

- o Dean of Students Office at DePaul:
<https://offices.depaul.edu/student-affairs/about/departments/Pages/dos.aspx>
- o Office of Multicultural Student Success at DePaul:
<https://offices.depaul.edu/student-affairs/about/departments/Pages/omss.aspx>

Loyola University Chicago

Diversity resources for Loyola faculty:

Chief Diversity and Inclusion Officer:

<https://www.luc.edu/diversityandinclusion/about/chiefdiversityandinclusionofficer/>

Diversity Coordinator, Office of the Provost

<https://www.luc.edu/academicaffairs/academicdiversity/about/diversitycoordinator/>

Executive Council On Diversity & Inclusion

<https://www.luc.edu/diversityandinclusion/executivecouncilondiversityinclusion/missionvisionexpectationsandresponsibilities/>

Diversity resources for Loyola staff:

Staff Diversity Resources

<https://www.luc.edu/diversityandinclusion/resources/staffadmin/>

Diversity resources for Loyola students:

Office of Student Diversity & Multicultural Affairs:

<https://www.luc.edu/diversity/>

Diversity Council

<https://www.luc.edu/diversity/resources/diversity-council/>

Undocumented Student Programs

<https://www.luc.edu/diversity/programs/undocumentedstudentprogramsusp/>

LGBTQIA Initiatives

<https://www.luc.edu/diversity/programs/lgbtqia/>

LGBTQ+ Student Groups

<https://www.luc.edu/diversity/programs/lgbtqia/lgbtqstudentgroups/>

Diversity Committee for Student Excellence

<https://www.luc.edu/cas/newsandevents/diversitycommitteeforstudentexcellence/>

University of Texas Marine Science Institute Student Support (these are specifically listed under “undergraduate students” but seem to serve graduate students as well)

Diversity staff, Office of the Executive VP and Provost

(<https://provost.utexas.edu/directory/>) - has several staff positions as DEI resources:

Vice Provost

Managing Director of Diversity

Assistant Director for Diversity

Director of Equity Outreach and Resources
Diversity Program Manager

College of Natural Sciences Dean's office
(<https://cns.utexas.edu/deans-office/college-leadership>) has a Special Advisor to the Dean for Diversity & Inclusion, as well as a Senior Assistant Dean for Strategy and Equity Initiatives

UNDERGRADUATE ACADEMIC AFFAIRS

Division of Diversity & Engagement (<https://diversity.utexas.edu/>) - umbrella resource for faculty, students & staff that has links to resources for:

First-gen Longhorns: <https://diversity.utexas.edu/firstgen/>

Gender & Sexuality Center (Women & LGBTQIA):

<https://diversity.utexas.edu/genderandsexuality/>

Multi-Cultural Engagement Center: <https://diversity.utexas.edu/multiculturalengagement/>

Services for Students with Disabilities: <https://diversity.utexas.edu/disability/>

UT-Austin UTMSI Support for Faculty - College of Natural Resources

<https://cns.utexas.edu/faculty-affairs/diversity-inclusion-resources>

This link includes resources for:

- Office of Inclusion and Equity Policies
 - Title IX (<https://titleix.utexas.edu/our-team>)
 - CNS Diversity, Equity and Inclusion Resources (<https://cns.utexas.edu/diversity>)
 - Grammar guide on Bias-free language (<https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/racial-ethnic-minorities>)

Training for Faculty (such as the Inclusive Classroom Leadership Seminar)

(<https://equity.utexas.edu/education/>)

Disability Accommodations

(<https://cns.utexas.edu/faculty-affairs/diversity-inclusion-resources#accommodations>)

Gender Equity

(<https://cns.utexas.edu/faculty-affairs/diversity-inclusion-resources#gender-equity>)

University of Texas at El Paso (UTEP):

- Division of Student Affairs (community engagement, child care, financial aid, mental health support, safety and support, writing center)
- Inclusion and Advocacy
<https://www.utep.edu/student-affairs/selc/inclusion-and-advocacy/>
- Diversity, Equity, and Inclusion
<https://www.utep.edu/provost/diversity-equity-and-inclusion/index.html>

- Affinity Groups: Black Affinity Group, LATINX Faculty Affinity Group, Mama PhD Group <https://www.utep.edu/provost/diversity-equity-and-inclusion/index.html>
- Center for Accommodations and Support Services <https://www.utep.edu/student-affairs/cass/>
- Office of International Programs <https://www.utep.edu/student-affairs/oipsa/office-of-international-programs/home/index.html>
- UTEP Student Organisations <https://rsohub.utep.edu>

Non-UTEP:

- SACNAS, NABG, GeoLatinas, AISES
- AGU Diversity page: <https://www.agu.org/Learn-About-AGU/About-AGU/Diversity-and-Inclusion>
- ESA SEEDS <https://www.esa.org/seeds/>
- ESA resource list for diversity <https://www.esa.org/about/diversity-in-ecology/deij-resources/>

- **Skillset support resources**

DePaul University: (Some of these would be under professional development, and it would be good to promote particular courses and opportunities that would build skills)

Loyola University Chicago

For Loyola Students

Student Diversity & Multicultural Affairs Workshops

<https://www.luc.edu/diversity/resources/sdmaworkshops/>

SDMA Mentorship Experiences

<https://www.luc.edu/diversity/programs/sdmamentorshipexperiences/>

Student Diversity & Multicultural Affairs Student Trainings

<https://www.luc.edu/diversity/archive/trainings/>

Loyola University Chicago Empowering Sisterhood

<https://www.luc.edu/diversity/programs/loyolauniversitychicagoempoweringsisterhoodluc/>

Brothers for Excellence (B4E) Mentor Program

<https://www.luc.edu/diversity/programs/b4e/>

Queer Undergraduates of Empowerment, Support, and Triumph Mentorship Program

<https://www.luc.edu/diversity/programs/lgbtqia/questmentorshipprogram/>

UTEP

- *Field Skills:* Driving, hiking, outdoor awareness, carrying, GPS navigation/map navigation, power tools, first aid
- *Computer/Analytical Skills:* R coding (Python or Matlab), GIS, remote sensing, Google Earth
- *Writing Skills*
- Resources available:

- UTEP Technology Support <https://www.utep.edu/technologysupport/>
- UTEP Software licenses
https://www.utep.edu/technologysupport/ServiceCatalog/SOFT_AllSoftware.html
- University Writing Center <https://www.utep.edu/uwc/about/index.html>
- For coding skills I would point to Carpentry and R cookbook resources & I have a list of helpful R resources that I'd share

- **Professional development resources**

DePaul University:

- Faculty Professional Development at DePaul
 - [NCFDD Faculty Success Program](#)
 - Faculty [Research](#), [Teaching](#) and [Service](#) Support
- For DePaul students:
 - [Scholarships for Immigrant and Refugee Students](#)
 - [Internships, Scholarships, Fellowships, and Special Programs for Diverse Students](#)
 - LSAMP:
<https://www.pathwaystoscience.org/programhub.aspx?sort=LSA-ChicagoState-IllinoisLSAMP>
 - Midwest Ecology and Evolution Conference: Loyola
<https://sites.google.com/view/meec2021/home?authuser=0>

Loyola University Chicago

Faculty Professional Development

Faculty Diversity, Equity, and Inclusion Liaison Program

<https://www.luc.edu/academicaffairs/facultyaffairs/diversity/facultydiversityequityandinclusionliaisondeilprogram/>

Faculty Diversity Hiring Toolkit

<https://www.luc.edu/academicaffairs/facultyaffairs/facultyhiring/facultydiversityhiringtoolkit/>

UTEP:

Center for Faculty Leadership and Development

- Short advice videos for Mentoring, Community Engagement, Diversity, Anti-Racism and Inclusion

<https://www.utep.edu/faculty-development/sol/grabngo.html>

Student Scholarship Opportunities (UTEP)

- Opportunities listed on Biological Sciences Resources Page
<https://www.utep.edu/science/biology/resources/student-opportunities.html>
- EEB useful links for students
<https://www.utep.edu/science/eeb/resources/resources.html>
- RISE Program for students at MSI:
<https://www.utep.edu/science/biology/resources/rise-program.html>

- Bridge to the Doctorate Program
<https://www.utep.edu/engineering/lsamp/Bridge%20to%20Doctorate/index.html>
 - Chihuahuan Desert Biodiversity REU Program (or other REU programs elsewhere) <https://www.utep.edu/couri/programs/cdb-reu/>
 - Campus Office of Undergraduate Research Initiatives <https://www.utep.edu/couri/>
Student Scholarship Opportunities (*Regional*)
 - Jornada LTER REU <https://lter.jornada.nmsu.edu/outreach/reu-program/>
- **Outreach resources**
 - DePaul University:** (I don't think that this is formalized at present)
 - UTEP:** not sure how to find this
- This is not a UTEP resource however it addresses the honoraria and speaker fees aspect & contains some guidance: <https://500womenscientists.org/fix-the-gap>