



Deliverable: Resource Map

The information in this document will be integrated into NCEAS' [Welcome to Town website](#) and other onboarding materials. For now, we have copied many of these materials into this deliverable so that we can review them with an eye towards making them anti-racist. As currently presented, not all of the resources "mapped" here are specifically for BIPOC (as they come from our general welcome website), but we hope to build these resources out with more research, and have identified areas of particular need (highlighted in yellow).

See also [UCSB Marine Science URGE pod deliverable](#), with many relevant resources.

Our community is committed to diversity and inclusion. We strive to create spaces that feel welcoming to everyone and to nurture a culture of belonging. This document lists resources available for support, self care, connection, and enrichment to help support new staff and students' transition to NCEAS and to help foster a healthy, inclusive and supportive community. We recognize that on our path to creating a welcoming and anti-racist environment, we will get some things wrong. Our assumptions about what constitutes a useful resource may be misinformed. But we commit to continuously updating this resource map, adding critical resources that do not yet exist, and working to make it as useful and supportive to our community as we can. We welcome edits and suggestions to help make it better.

Welcome process

Before new staff or students join the NCEAS community, their supervisor or mentor will share a link to the welcome website and connect them to particular resources based on their needs and interests. NCEAS will provide a checklist for those conversations and a reminder of the resources available. See sections below on housing, health insurance, health and wellbeing, work-life balance, getting connected via Slack and listservs, etc.

We will invite all new staff or students to introduce themselves at Coffee Klatch and on Slack and encourage them to share both their professional and personal interests to foster connections. New members will also have the chance to have one-on-one conversations with interested community members in the first couple weeks after their arrival. The Deputy Director will advertise and set up a calendar to arrange those connections.

NCEAS will work to connect new members with supportive mentors and to match people of color with mentors with a shared lived experience. The [UCSB staff mentorship program](#) is one resource. In the future, we will explore further options for formalized mentorship.

Before you arrive

Assistance finding accommodations, moving expenses/assistance

- When & how to look
 - The housing & rental market in Santa Barbara is small and competitive. Importantly, look for a house near NCEAS (downtown Santa Barbara), not near the University (in Goleta, which is about 10 miles away from NCEAS).
 - Most housing is advertised less than 1 month (sometimes only 1-2 weeks) in advance of availability. Good places are often snapped up within a few days of posting so act fast if you see something you like!
 - For renting or buying, subletting the first few months may be the best option to give you time to find a more permanent and/or budget friendly place to live. The best place to look for a sublet is [Craigslist](#), but beware of scams on Craigslist. Anything that looks too good (too cheap) to be true usually is.
 - Also try the NCEAS social@nceas.ucsb.edu listserv and the #santa-barbara channel on NCEAS' Slack (*see below*)
- Cost of living
 - Expect to pay \$800-1500 USD per month for a room in a shared house, \$1100-1750 for a studio apt (beware these often lack a full kitchen), \$1300-2000 for a 1-bedroom apt, \$2,000-\$3,000 for a 2-bedroom apt.
 - The most desirable and accessible areas to live include Downtown, Eastside, Westside, Upper-state, and San Roque.
 - To learn more about patterns of segregation and racial make-up of different areas, you can check out the Santa Barbara area on this [NY Times map](#) (note that these data are now 6 years old)
 - You can also look for housing options through the [University](#) and the BIONews list serv (*see 'UCSB Campus' tab*)
 - Some rentals include utilities, others don't. Surprisingly, there's not a lot of choice (actually no choice) in utility companies in Santa Barbara. While this means rates are less competitive than elsewhere, the upside is you don't need to spend time comparing options! <http://www.santabarbaraca.gov/services/utilities>
 - Water: City of Santa Barbara
 - Electricity: Southern California Edison (SCE)
 - Gas: Southern California Gas (SoCal Gas)
 - Internet: Cox, Frontier, HughesNet, Verizon (availability varies with location)
 - [Craigslist](#) and the Goodwill store at Bath & Carrillo are your best bets for finding used furniture and kitchenwares on the cheap.
- Asking for help / sharing resources
 - Use the #santa-barbara Slack channel to ask questions and for help with things like housing, moving, etc.
 - E.g. finding housing remotely: Having someone local to help (lab mate, etc.)

Community

(Some topics will be built out further as they are integrated into the Welcome to Town website)

- General resources
 - [Code of conduct](#) and ways to report violations via NCEAS or UCSB
 - [UCSB HR](#)
 - Description of DEIJ committee, Strategic Plan, and how to get involved
 - Recurring events
 - Roundtable, Coffee Klatch, etc.
 - Calendar(s) of events or mailing lists to join (or confirm that you are added to)
 - How to use the calendar (looking at other people's calendar, adding meetings)
 - Vacation and reasonable work hour expectations
 - Academic service expectations (e.g. service on committees, reviewing)
- Inclusivity and community building
 - Family friendly policies
 - Social activities
- Engaging in DEIJ activities
 - Opportunities, expectations, benefits, and/or compensation for engaging in diversity equity and inclusion work
 - Explicitly acknowledge, discuss, and suggest policies to limit the "time tax" put on people of color for participation in DEIJ activities and support clear path for opting out
 - Opportunities for white allies and accomplices to share the load of DEIJ work and to build their own cultural competency
 - Information on honoraria and establishing/charging speaker fees
- Mentorship
 - Matching BIPOC staff and students with mentors through existing UCSB resources and personal networks
 - E.g. [UCSB staff mentorship program](#)
 - [UCSB's GradPost](#)
 - Advising / supervising from a perspective that centers on intersectionality
- Affinity groups on campus
 - [Staff Initiatives and Resources](#)
 - [Asian/Pacific Islander Community](#) (APIA)
 - [Latinx UCSB Network Association](#)
 - ucsbBlack - requires UCSB log-in
 - [UCSB American Indian and Indifenuous Garden Alliance](#)
 - Facebook group <https://www.facebook.com/ucsbaiiga/>

Life in SB

- Opportunities to connect with cohorts, organizations, affinity groups, social clubs with common identities and/or interests (see initial list in [Deliverable 6](#))
 - [Meetup Santa Barbara](#)

- Juneteenth Santa Barbara: <https://twitter.com/JuneteenthSB>
- [Pacific Pride Foundation](#)
- [Casa de la Raza](#): local nonprofit organization dedicated to empowering the Latino community in Santa Barbara
- [Santa Ynez Band of Chumash Indians](#)
- [Healing Justice Santa Barbara](#): a Black-led and Black-centered organizing collective that aspires to uplift all Black/African-Americans to affirm that they are deserving of safety, love, equity, respect, and joy.
- [Showing up for Racial Justice SB](#): Santa Barbara Chapter of a national organization committed to drawing white people into the multiracial movement for racial justice in ways that are effective and accountable.
- Events on campus and beyond
 - [Arts and Lectures](#) - includes lectures, films, and other events, including many that center diversity and justice (e.g., recent “Race to Justice” series)
 - [Carsey Wolf Center](#) supports research, teaching, and public programming about media and has great events/screenings.
 - [Coffee with a Black Guy](#) - “a time to share stories, have conversations, impart perspective or just listen and learn from fellow citizens of the world”
 - [UCSB Multicultural Center](#) normally holds many community-building events, but has gone 100% virtual under COVID
- Transportation
 - While cars are certainly the fastest way to get around town, biking and the Santa Barbara MTD (bus) are both popular alternative modes of transportation
 - [Santa Barbara County Bike Map](#)
 - [Santa Barbara MTD Maps/BusTracker](#)
- [Black-owned businesses](#) in Santa Barbara
- Self care resources in the Santa Barbara area [to investigate additional resources that are tailored to people of color]
 - Hair and skin care
 - [to investigate local shops that specialize in different hair textures and styles]
 - [Luna Bella](#)
 - [Puraluna Apothecary](#) - black-owned women’s self care apothecary
 - Exercise (gyms, classes, walking / running / hiking routes)
 - Fitness classes
 - [Zumba with Josette Tkacik](#) (the biggest Zumba class in the country!!) -- classes held every day
 - [Parks and Recreation](#) offers lots of low-cost classes
 - [UCSB Department of Recreation](#) offers classes and exercise facilities for staff and students
 - [Santa Barbara City College School of Extended Learning](#) offers low-cost fitness classes
 - Check out santabarbarahikes.com and alltrails.com for tons of great local hikes, walks, and biking routes. Just a few suggested trails/spaces for

those new to the area:

- Paved walking/biking routes:
 - [Obern Bike Trail](#): a paved trail that runs from Modoc Rd. (Santa Barbara) to Goleta Beach; used largely by bike commuters but also a beautiful place to ride/run/walk for fun
- Open spaces: [San Marcos Foothill Preserve](#), [More Mesa](#), [Elings Park](#) (parking fee on weekends; dogs must have a membership), [Arroyo Burro Beach](#) (aka Hendry's), [Douglas Family Preserve](#) (aka Wilcox), [Santa Barbara Botanic Garden](#) (requires entry fee)
- Popular front country hiking (many of which allow mountain bikes as well) in Santa Barbara: [Inspiration Point](#), [Spyglass Ridge Rd. & Tunnel Trail](#), [Seven Falls](#), [Rattlesnake Canyon Trail](#), [Jesusita](#) and Montecito: [Cold Spring](#), [Hot Springs](#), [Saddle Rock](#), [San Ysidro](#), [McMenemy](#), [Romero Canyon](#)
- Exercise / outdoor equipment
 - Gear rentals through [UCSB Adventure Programs](#) via the [Adventure Rental Center](#)
 - [Play it Again Sports](#) for used gear purchase

Professional Development (to be added to website)

- Training opportunities are regularly advertised on NCEAS' slack channel
- Professional development and skill building resources
 - Workshops, courses and mentorship opportunities to develop core skills
 - Coding & Data science
 - [Software Carpentries](#)
 - [Santa Barbara R Users Group Meetup](#)
 - [RLadies - Santa Barbara Meetup](#)
 - [EcoDataScience](#)
 - [Learning Hub workshops and resources](#)
 - Science communication / media training
 - [COMPASS](#)
 - Collaboration and facilitation
 - [Intersectional Justice Facilitator](#) Certificate - UCSB Extension
 - [Science of Team Science](#) annual meeting
 - [Integration and Implementation Insights](#) community blog
 - Teaching/pedagogy
 - Project management/budgeting
 - Proposal writing
 - Public speaking
 - [Toastmasters UCSB](#)
 - [Toastmasters Santa Barbara](#)
 - Networking

- [Santa Barbara Women in STEM](#) - a great community (open to all gender identities) for networking, skill building, job hunting, etc.
 - Data visualization / design
- Additional professional development resources available through campus
 - Workshops, courses and mentorship opportunities to develop core skills
 - [National Center for Faculty Development & Diversity](#)
- Fellowships, internships, summer experiences, field course opportunities
- Grants and other funding sources
 - [UC Davis compilation of resources](#)
 - [UCSB resources](#) - conference funding
 - [UCSB DEI training, grant and award funding](#)
- Professional societies for people of color - SACNAS, NABG, and AISES, GeoLatinas, and others -
 - *[Could NCEAS cover membership fees for BIPOC staff / students?]*
 - *[^ Does UC have funds/bursaries that we can source from?]*
- Conference and workshop participation (how often and who pays for it?)
 - *[Could NCEAS create a fund to pay registration fees?]*
 - List of conferences that offer support
 - Example sample travel grant application
- Presentation opportunities (within UCSB and beyond)
 - NCEAS Roundtables are a great place to practice talks and get supportive feedback
 - Example talks
- Opportunities to meet with speakers for building a professional network
- Twitter communities - both within and beyond SB *[list to be developed]*

Health and wellness [to be added to website]

- Medical benefits
 - How to sign up for healthcare and other UCSB benefits
 - New employee trainings through UCSB - <https://www.learningcenter.ucsb.edu/training-topics/orientation-benefits-retirement>
 - How to access your mental health benefits
- Healthcare facilities
 - Hospitals:
 - [Santa Barbara Cottage Hospital](#) (400 W. Pueblo St. Santa Barbara, CA 93105)
 - [Goleta Valley Cottage Hospital](#) (351 S. Patterson Ave. Santa Barbara, CA 93111)
 - Urgent Care:
 - [Sansum Clinic Pesetas Urgent Care](#) (215 Pesetas Ln. Santa Barbara, CA 93110)
 - [Cottage Urgent Care - Goleta - Calle Real](#) (5652 Calle Real Goleta, CA

93117)

- Health and wellness resources through UCSB
 - Overview of [health and well being resources](#)
 - [Faculty and Staff wellness and fitness classes](#), UCSB Recreation Department
 - [WorkLife resources for staff compiled by UCSB HR](#)
 - [TAO Therapy Assistance Online](#)
 - [Mindfulness program](#)
- Healthy food
 - [The Santa Barbara Farmers Market](#) -- accepts cash, EBT, and CalFresh
 - 119 E. Cota St. Santa Barbara, CA -- Saturday | 8:00am - 1:00pm
 - 7004 Marketplace Dr. Goleta, CA -- Sunday | 10:00am - 2:00pm
 - 600-800 blocks of State St. Santa Barbara, CA -- Tuesday | 3:00pm - 7:00pm
 - Santa Cruz Market - downtown Latino grocery with a wide selection of produce, meats, and grocery items, 324 W Montecito St, Santa Barbara, CA 93101
 - Chapala Market - Eastside Latino grocery, 605 N Milpas St, Santa Barbara, CA 93103
 - Nikka Japanese Market - Japanese grocery, 5721 Calle Real, Goleta, CA 93117
 - Choi's Oriental Market - Korean grocery, 185 S Patterson Ave D, Santa Barbara, CA 93111
 - Pennywise Market - Indian grocery, 1121 E Montecito St, Santa Barbara, CA 93103
 - Tri-County Produce - small, local grocery with great selection, 335 S Milpas St, Santa Barbara, CA 93103
 - Mesa Produce - local, organic produce, 2036 Cliff Dr, Santa Barbara, CA 93109

Agreement by pod members

We, the members of the NCEAS URGE Pod, support this deliverable and agree to hold each other accountable to enacting it:

- Carrie Kappel
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