

# URGE

## Unlearning Racism in Geoscience

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### URGE Resource Map for University/Organization - Example Deliverable

This is a draft Resource Map for NIU GEOL at Northern Illinois University. This 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](https://creativecommons.org/licenses/by-nc-sa/4.0/). Some of these will be resources common to all and some will be questions for identifying specific resources based on needs/interests identified during initial meetings while implementing the mentoring plan.

- Mentoring plan
  - Summary of the intent of the resource map as well as the plan for working with new hires/students for connecting them with resources that will be of most use to them, e.g. schedule for initial call(s) and/or meeting(s) to identify needs/interests
    - A list of students and contact information for individual lab groups.
    - Graduate students from other lab groups that have cleared with the department they are okay with being contacted. To discuss what it is like to live in DeKalb, places to live in DeKalb, and activities for weekend or off days available in the area.
  - Individual/Group meeting expectations will be discussed at the initial meeting with your advisor. Should you have an interest in something that might span multiple lab groups it would be good to have a discussion with the PIs of each group (interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests)
  - Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them
- Core work resources
  - Code-of-conduct – The university has its own code of conduct [link](#), however, if on reading you have any suggestions for how to improve this code of conduct or would like to discuss a department specific code of conduct please reach out to the Department Chair or the Student Advisory Committee. Communication plan and expectations: This is lab group specific, this year Teams and Slack made up a large component of lab group communications. Though maybe drafting some rules for how, what, when, and why students communicate to each other might be appropriate?, e.g. how do members communicate with each other and what times are appropriate
  - Reporting Policy: for issues related to exclusion, harassment, insensitivity, and consequences associated (e.g. not everyone drinks alcohol; "locker room" talk),

or other issues you might not be comfortable sharing with your advisor or the department please utilize these services. Note confidential services will not report interactions unless you are comfortable pursuing further action, while non-confidential services such as police officers and Title IX are required to report instances discussed.

- Confidential:
  - Contact the [university ombudsperson](#) if you need **Confidential** and informal resolution for university-related concerns. The ombudsperson is not part of the university's administration and will remain neutral after considering all sides of an issue.
  - [Safe Passage](#) is a Domestic Violence and Sexual Assault Crisis Center in DeKalb County.
  - [Substance Abuse and Mental Health Services Administration](#) has many resources available to reduce the impact of substance abuse and mental illness in America. If you are struggling from substance abuse or in need of mental health services use the resources to find the help you may need.
- Non-confidential:
  - [Northern Illinois University Police contact](#)
  - DeKalb Police Department: Call 911
  - [Title IX at NIU](#)
- Equipment – The NIU Geology and Environmental Geosciences student club Sigma Gamma Epsilon (eta phi chapter) is in discussions with the department to establish a lending “library” for hiking/field gear for students to access material necessary for field work in our courses. Additionally, gear rental and sale of older gear from this program can be found at the [NIU Recreation and Wellness Center](#) part of the Outdoor Adventure Program.
- Conference and workshop participation (how often and who pays for it?)
  - At the M.S. level students are expected to present their research at least once at a professional conferences. Not only is this good for expanding your personal network, but it gives you invaluable practice for communicating your science to the broader research community.
  - Ph.D. students should attend multiple professional conferences throughout their research tenure at the local, national, or international level to build an extensive network of peers.
  - The point at which M.S. or Ph.D. students should be presenting their research and what medium they choose to present their project should be discussed in the first semester of their program. This gives the student an idea of what tasks they should complete or hope to complete to stay on task for this long-term goal. While a talk may carry a little more implied prestige the best medium for getting feedback on a student's project is during poster presentations. Either medium is favorable and should be celebrated.

- Our department has its own plotter and can be used to print poster's with the assistance of Josh Schwartz or the Department Chair.
- Participation at conferences and workshops can often be covered by internal department travel grants (see Carla Montgomery Travel Grant and Goldich Fund information below), the College of Liberal Arts and Sciences (CLAS) and the Northern Illinois University Graduate School (Information on how to apply also located below).
  - Depending on the conference there are conference specific travel grants available for students to apply to.
  - Additionally, at events like the National Geological Society of America conferences, students can volunteer their time checking attendees in or setting up the conference to cover costs associated with travel and registration for the event. This often provides the opportunity for students to network.
- Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
- Community support and mental health resources
  - Contact information for other graduate students in the department is available to assist you in finding accommodations in the area. Unfortunately at this time there are no funds available for moving associated costs.
- ☞ Services and Organizations at NIU:
  - Chief Diversity Officer: Vernese Edghill-Walden: Contact (phone: 815-753-2638; email: [vedghillwalden@niu.edu](mailto:vedghillwalden@niu.edu)).
  - International Student Scholar Services: Contact (phone:815-753-1346; email: [isfo@niu.edu](mailto:isfo@niu.edu))
  - Counseling Consultation Services: (Website: [www.niu.edu/counseling](http://www.niu.edu/counseling) ; Phone: 815-753-1206)
  - Community Counselor Training Center: (Website: [www.cedu.niu.edu/cctc/](http://www.cedu.niu.edu/cctc/) ; phone: 815-753-9312)
  - Office of the Ombudsperson: Contact (phone: 815-753-1414; email: [ombuds@niu.edu](mailto:ombuds@niu.edu))
  - Other Key points of Contact:
    - Coordinator for Undocumented Student Support: Sandy Lopez: Contact (phone: 815-753-2391; email: [slopez1@niu.edu](mailto:slopez1@niu.edu))
    - Asian American Resource Center: F. Michele Bringas: Contact(phone: 815-752-1167; [mbringas@niu.edu](mailto:mbringas@niu.edu))
    - Center for Black Studies: Anne Marie Edwards: Contact (phone: 8115-753-1423; email: [aedwards8@niu.edu](mailto:aedwards8@niu.edu))
    - Gender and Sexuality Resource Center: Molly Holmes: Contact (phone: 815-753-4772; email: [mbholmes@niu.edu](mailto:mbholmes@niu.edu))
    - Latino Resource Center: Luis Santos-Rivas: Contact (phone: 815-753-1986).
    - For more information and more points of contact go [here](#)

- Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
  - Calendar(s) of events or mailing lists to join
  - What activities/institutions will help them feel at home? Are there local clubs, religious or spiritual organizations, organizations, hobbies they were previously involved with that they can get connected with in the area?
    - Find your community on campus [here](#)
    - Information about campus religious organizations can be found [here](#)
    - [Common Grounds DeKalb](#), is a local coffee shop that strives to build community and support local art. [Surfs up DeKalb](#), is another local area black owned business with goals of creating a community in which everyone feels welcome, while serving great food.
    - Outdoor Afro has links to many hiking and outdoors related groups that can be accessed via meetup. There are [3 different groups in Illinois](#), which offer a variety of activities, such as, hiking, backpacking, and backcountry navigation.
  - Connecting with cohorts, organizations, social clubs with common identities and/or interests can be found by searching the NIU [HuskieLink](#)
  - Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
    - Barber shop: [University Barber Shop](#); Gyms: [NIU Rec and Wellness Center](#) (included in student fees).
  - Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others
  - Professional organizations with conferences to consider attending to present your research and build your network: [American Indian Science and Engineering Society](#) (AISES), [Society for Advancement of Chicanos \(SACNAS\)](#), [National Association of Black Geosciences](#) (NABG)
    - Funding to attend meetings: The [Paleontological society](#) has two grants to help with travel to conferences that will be available as of 2021: One grant is for travel to the annual Geological Society of America or North American Paleontological Society Meetings. Conference Grant 2 is available for students to attend meetings such as SACNAS, NABG, and AISES.
    - Northern Illinois University Geology and Environmental Geosciences has the Montgomery Travel Grant and [Goldich fund](#) to support student research, professional organization fees, lab supplies, and travel to conferences and workshops.
    - The Graduate School and the College of Liberal Arts and Sciences have a travel grant for conferences. Information on material to prepare this application is [here](#) and the application form is [here](#).
  - 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

- ∅ We can discuss any skills or tools you might want to be trained in at the initial meeting. Different lab groups have different tools, which can be found [here](#)
  - ∅ While a dedicated coding course is not available in the Geology and Environmental Geosciences Department there are courses in python and R in the Geography and Psychology Department. Interested in [learning R](#) and [graphics in R](#) yourself (Resources linked)? Interested in learning [python on your own](#)? We can discuss more specific examples but these links are a good place to start.
- Professional development resources
  - ∅ Outline available resources for training/development or best practices in:
    - Teaching/pedagogy: [SERC](#) and at [NIU](#)
    - [Online teaching resources](#)
    - Proposal writing: Covered in our GEOL 501 course.
    - Public speaking: Most GEOL courses require a presentation. Guidance is usually provided in these courses. More opportunities outside of the department exist so watch the calendar for these opportunities.
    - Networking: Pal(a)[eoPERCS](#)
    - Design/drafting of figures using Adobe Suite/Python/ArcGIS
      - Depending on department/student funding resources such as [InkScape](#), [GIMP](#), [QGIS](#), [Python](#), and [R](#) are free to use and resources to learn these programs are available online and at NIU.
    - Getting involved in professional societies
    - Additional coursework is available and can count towards your graduate degree. A majority of courses must be taken in the GEOL department.
  - ∅ List fellowships, internships, summer experiences, field course opportunities
    - Programs at NIU:
      - [BELONG in STEM program](#)
      - [Research Rookies information here](#)
      - [NIU Student Engagement Fund](#): funds research and conference travel.
      - [Research, Engagement and Academic Diversity Grant \(READ\)](#): This funding opportunity available to those considering social justice and diversity projects and also increasing diversity in research, artistry, and experiential learning.
      - [Huskie Service Scholars program](#): Provides opportunities for 1<sup>st</sup> year transfer students and freshman to 1) make a difference on campus, 2) Attend professional development activities, 3) Present work at Undergraduate Research and Artistry Day and Community Engagement Showcase, and 4) get a partial tuition waiver of \$1,200.
    - Programs outside of NIU:

- The [Bo Koster Grant For Nature Study](#) of the Webster Groves Nature Society: This scholarship is for graduate and undergraduate students at accredited universities in Missouri and Illinois. The award is up to \$3,000 for on year.
  - Funding and research opportunities from the [United States Environmental Protection Agency](#)
  - Travel and Research grants available from the [International Association of Sedimentologists](#).
  - Grants in aid of scientific research from [Sigma Xi](#)
  - The [Evolving Earth Foundation Research Grant opportunity](#)
  - [American Association of Petroleum Geologists \(AAPG\) grants in aid of research](#)
  - Association of Women Geoscientists has many awards to apply for. See examples [here](#)
  - [Tilley Edinger Travel Grant](#)- Time Scavengers grant to increase participation. No presentation is required, though upon receiving this grant you will be required to write 2 blog posts. One of the posts will be about your conference experience and the other will be a post about the science you do.
    - For individuals considering Graduate School
      - National Science Foundation: [Graduate Research Fellowship Program](#).
- ∅ Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
- Outreach resources
  - Outline opportunities, expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to engaged in belonging, accessibility, justice, equity, diversity, and inclusion (Be A JEDI) efforts
  - Explicitly acknowledge, discuss, and suggest policies to limit the “time tax” put on people of color for participation in Be A JEDI activities and support clear path for opting out
  - Information on honoraria and establishing/charging speaker fees