

# URGE

## Unlearning Racism in Geoscience



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### **URGE Resource Map for University of Oklahoma**

This is a draft Resource Map for OU Geosciences at the University of Oklahoma. This resource map should be part of a mentoring plan and available on unit webpages and student handbooks. It should be regularly revisited and links and resources updated.

#### **Mentor and Mentoring Resources**

Mentor Resources:

1. University of Massachusetts Amherst has two resources [\[visit website\]](#):
  - a. Faculty of Color Resource Guide
  - b. Mutual Mentoring Guide
2. [Faculty Mentoring Handbook](#) form ADVANCE at University of Rhode Island
3. Columbia University in the City of New York has a Guide to [Best Practices in Faculty Mentoring](#).
4. An article: "From Mentor to Mentoring Networks: Mentoring in the New Academy". [\[visit website\]](#)
5. "Introduction to Mentoring: A Guide for Mentors and Mentees". [\[visit website\]](#)

Mentee Resources:

1. [Making the Most of Mentors: A Guide for Mentees](#)
2. [Mentee Guide](#)
3. Successful Goal Setting: A 6-Step Guide for Mentees [\[visit website\]](#)

#### **University of Oklahoma Programs:**

First-Year Undergraduate Mentoring program

[https://www.ou.edu/univcoll/about/courses\\_for\\_freshmen/faculty\\_mentoring](https://www.ou.edu/univcoll/about/courses_for_freshmen/faculty_mentoring)

Faculty Mentoring:

<https://facultydevelopment.ou.edu/mentorship/>; New Faculty and Mid-career workshops and peer-mentoring communities through the Center for Faculty Excellence <https://ou.edu/cfe>

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Community Engagement at OU

<https://www.ou.edu/communityengagement>

<https://ou.edu/cfe/community-engagement> Mentoring and infrastructure to support responsible, sustainable community-engaged research and teaching.

### **National and International Organizations Mentoring Programs:**

Geological Society of America On To the Future (OTF)

Partial travel scholarship awards to those traditionally underrepresented in the geosciences, undergraduates and graduates. Provides mentoring and networking as students attend the GSA conference.

Mentoring365

<https://www.geosociety.org/GSA/OTF/Home.aspx>

Mentoring365 is a virtual mentoring program developed among Earth and space science organizations to facilitate an exchange of professional knowledge, expertise, skills, insights, and experiences through dialogue and collaborative learning. The program provides mentors and mentees with structured, relationship-building tools to develop and accomplish focused career goals.

American Geophysical Union (AGU) Mentoring Programs

AGU offers mentoring opportunities through virtual platforms as well as in-person mentoring at scientific conferences. Students and early career scientists connect with volunteer mentors, who provide support for students and early-career scientists during one-on-one mentoring as well as group mentoring sessions.

SACNAS Mentoring Programs

Society for Advancement of Chicanos/Hispanics and Native Americans in Science – is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM.

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### CUR Mentoring Programs

Visit the Council on Undergraduate Research home page. View information about membership, publications, conferences, projects, governance, advocacy and more.

### Cientifico Latino

Graduate Student Mentorship Initiative sets to help underrepresented graduate school applicants by pairing them with a STEM professional.

### MUSE Mentorship

M.U.S.E. was created to connect underrepresented students to STEM professionals--particularly those who also share underrepresented identities. STEM professionals can provide support, advice, encouragement and help students navigate applying to STEM programs at the undergraduate, post-bacc or graduate level.

### National Research Mentoring Network

To provide researchers across all career stages in the biomedical, behavioral, clinical and social sciences with the evidence-based mentorship and professional development programming that emphasizes the benefits and challenges of diversity, inclusivity and culture.

### Earth Science Mentor Match

Connecting students with mentorship support to apply for fellowships and graduate school in Earth Sciences (including ocean, atmospheric, and planetary sciences)  
<https://esmentormatch.github.io/>

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## Mental Health Resources

**University Counseling Clinic:** UCC provides services to students, faculty, and staff. Counselors help people resolve existing problems, prevent potential problems, and develop new skills that will enhance their lives. A broad range of services in a variety of formats is offered. UCC is staffed by professional psychologists and counselors, as well as advanced graduate students under supervision.

**Inclusive Therapists:** Inclusive Therapists offers a safer, simpler way to find a culturally responsive, social justice-oriented therapist. We center the needs of Black, Indigenous, and People of Color (BIPOC) and the LGBTQIA2S+ community. We honor the full neurodiversity spectrum and advocate for mental health care accessibility for people with disabilities.

<https://www.inclusivetherapists.com/>

**Diversity Center of Oklahoma:** Mental health services for the Gender Diverse community and their families, and other disenfranchised and marginalized people of color

<https://diversitycenterofoklahoma.org/wp/>

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### **Sexual Harassment and Assault**

**BIPOC people disproportionately experience sexual harassment and assault - resources for survivors of sexual assault.** There are places on and off campus that can effectively provide you with the support you deserve, as well as additional resources to help you take the next steps in your healing process.

#### **On Campus:**

- **OU Advocates** is a free, 24/7, confidential helpline and support service for anyone in the OU community who experiences relationship violence or abuse, sexual assault, harassment, or stalking on campus.
  - Any OU student, staff, or faculty member may utilize OU Advocates' services. These services are also available to people beyond the victim, such as friends or bystanders.
  - OU Advocates offers crisis intervention and emotional support, safety planning, information about academic, legal, medical, emotional, and student conduct resources to survivors, and education and support to secondary survivors, such as intimate partners, friends, and family.
  - **To Get Help:**
    - **Norman Campus and OU Health Sciences Center:** Call or text the 24/7 helpline at (405) 615-0013; stop by the Gender + Equality Center in the Oklahoma Memorial Union, Suite 207; or email [GEC@ou.edu](mailto:GEC@ou.edu) for more information or to request a Zoom meeting.
    - **OU-Tulsa:** Call the OU-Tulsa Advocates crisis line at (918) 660-3163 (Monday - Friday, 8 a.m. - 5 p.m.) or (918) 743-5763 (after-hours and weekends).
- **Supportive Measures at OU:** OU offers a number of supportive measures for individuals impacted by sexual misconduct. Examples include assistance in filing a complaint with the university and appropriate law enforcement agencies, mutual no contact orders, change of class schedules, alternate housing arrangements, and counseling services.
- **SafeWalk:** This free service utilizes resident advisers or police officers to accompany members of the university community anywhere on campus.

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- **Norman Campus:** SafeWalk is available from 8 p.m. to 2 a.m. seven days a week. Call (405) 325-WALK.
- **OU Health Sciences Center:** SafeWalk is available 24/7. To request assistance, call OUHSC Police Dispatch at (405) 271-4300.
- **OU-Tulsa:** SafeWalk is available 24/7. To request assistance, contact OU-Tulsa Police Dispatch at (918) 660-3900.
- **SafeRide:** This program provides safe, free transportation to OU students within the Norman city limits – no questions asked. SafeRide operates every weekend (Thursday, Friday, and Saturday) from 10 p.m. to 3 a.m. For more information, visit [saferide.ou.edu](http://saferide.ou.edu).
- **Campus-Specific Resources**
- **OU Institutional Equity Office FAQs**

### Off Campus:

These organizations can provide additional advocacy services, safety planning, forensic medical exams, and emergency shelter.

- **Norman:** Women's Resource Center/Rape Crisis Center
  - 24-Hour Domestic Violence Crisis Line: (405) 701-5540
  - 24-Hour Sexual Violence Crisis Line: (405) 701-5660
- **Oklahoma City:** YWCA Oklahoma City
  - 24-Hour Domestic Violence Hotline: (405) 917-9922
  - 24-Hour Sexual Assault Hotline: (405) 943-7273
- **Tulsa:** DVIS/Call Rape
  - 24-Hour Crisis and Information Line: (918) 7HELP-ME (918-743-5763)
  - Texting Line: (833) 338-5763 (available daily from 8 p.m. - 1 a.m.)
- **Statewide:** 24-Hour Safeline: (800) 522-SAFE (7233)
- **Nationwide:** National Sexual Assault Hotline: (800) 656-4673

### Reporting Options

Making decisions and regaining control after an assault are important parts of the healing process. The choice of how to proceed belongs to you.

You have the right to report a sexual assault to law enforcement to provide a statement and/or file criminal charges.

- **Crimes occurring on campus may be reported to OUPD.**

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- Norman Campus: Call 911 or (405) 325-1911
- Health Sciences Center: Call 911 or (405) 271-4911
- OU-Tulsa: Call 911 or (918) 660-3900
- **Crimes occurring off campus within the city limits of Norman, Oklahoma City, or Tulsa may be reported to that city's police department.**
  - Norman Police Department: (405) 321-1600
  - Oklahoma City Police Department: (405) 231-2121
  - Tulsa Police Department: (918) 596-9222
- **Crimes occurring outside the city limits of OU's campuses may be reported to the law enforcement agency with jurisdiction.**

You have the right to report a sexual assault to the University's Title IX/Sexual Misconduct Office to provide a statement and/or request a formal investigation.

- To report a complaint of sexual misconduct, you may complete the online reporting form or contact your campus Title IX Office:
  - Norman Campus: (405) 325-2215
  - Health Sciences Center: (405) 271-2110
  - OU-Tulsa: (918) 660-3107

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### Community Support

#### University of Oklahoma Community Resources

OU's Accessibility and Disability Resource Center <https://www.ou.edu/drc>. We have partnered with the National Weather Center to provide a satellite testing space for our students. More information: <https://www.ou.edu/ags/resources/student>.

OU Office of Diversity, Equity, and Inclusion: Its mission is to enhance OU's commitment to diversity, equity and inclusion, to recognize and respect the essential worth of each individual and to value differences amongst groups. We commit to building a welcoming and supportive campus environment where each individual feels welcomed, valued, and supported for success. <https://www.ou.edu/diversity>

The College of Atmospheric and Geographic Sciences Diversity and Inclusivity Council: The mission of DEI council is to foster cultural competence and proficiency among all students, staff, and faculty in A&GS, and an environment where all feel fully accepted, supported, and valued. <https://www.ou.edu/ags/diversity>

The OU Tribal Liaison is housed in the Office of Diversity, Equity, and Inclusion (<https://www.ou.edu/diversity/programs/tribal-liaison-1/TLO>).

OU Gender and Equality Center: The mission of the Gender + Equality Center is to cultivate an affirming, educational, and diverse community by focusing on LGBTQ+ inclusion, interpersonal violence prevention, and advocacy for victims of gender-based violence. <https://www.ou.edu/gec>.

Multicultural Programs and Services at OU (MCPS). MCPS offers several programs a year - cultural and intercultural celebrations, heritage and awareness events, dialogues, workshops, student leadership and cohort meetings, prejudice-reduction trainings, wellness initiatives and Social Justice Engagement opportunities - all focused on teaching students personal and interpersonal skills necessary to be most effective in a diverse world. MCPS welcomes ALL students, faculty, staff and community members to our events while at the same time supporting and celebrating specific constituency groups (including African American, Asian American,



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American Indian/Indigenous, and Hispanic/Latino communities).

[https://www.ou.edu/studentlife/diverse\\_communities](https://www.ou.edu/studentlife/diverse_communities)

- [African American Programs & Services](#)
- [American Indian Programs & Services](#)
- [Asian American Programs & Services](#)
- [Latino Programs & Services](#)

These websites list many many resources, from student organizations, to awards, special graduation ceremonies, scholarships, cultural events and more

International Student Services: The University of Oklahoma International Student Services (OU ISS) has been providing services to international students for over fifty years. We assist more than 2,000 international students and their dependents from over 100 countries, providing expert advice and support to every international student. We work with international students, faculty and staff, community members, US federal officials, and a variety of government agencies. <https://www.ou.edu/cis/iss>

OU Cousins: Welcome to the University of Oklahoma's premiere International and American friendship program. As part of OU Cousins, you will have the opportunity to connect with students from across the globe without having to even leave the OU Campus. The OU Cousins program invites you to be a part of this great tradition and to experience the rich culture, great events, and amazing people we have on campus. Please explore our site to [learn more about this incredible program](#).

Student Organizations: You can search all organizations here to find community with other students: <https://ou.campuslabs.com/engage/organizations>

OU has a National Center for Faculty Development and Diversity membership and the resources therein are available to all (including grad students, faculty, and postdocs) - <https://www.ou.edu/cfe/NCFDD>

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## **Norman and Oklahoma City Community Resources**

City of Norman Chief Diversity and Equity Officer (Cinthia Allen) Contact form

<https://www.normanok.gov/diversity-and-equity-questions-or-comments>

Inclusive communities: <https://www.normanok.gov/about-norman/inclusive-community>

City of Norman Human Rights Commission: <http://164.58.87.100/city/human-rights-commission>

Greater Oklahoma City Hispanic Chamber of Commerce:

<https://www.okchispanicchamber.org/pages/Home>

Oklahoma City Black Chamber of Commerce:

<https://okcblackchamber.org/>

OKC Black Eats <https://www.okcblackeats.com/>

Urban League of Greater Oklahoma City: <https://urbanleagueok.org/about/>

Oklahoma Black History: <https://www.okhistory.org/blackhistory>

Oklahoma Black Business Directory: <https://shopblackok.com/>

Non-comprehensive list of local black-owned businesses:

<https://www.keepitlocalok.com/blog/support-oklahomas-black-owned-businesses>

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## **National and International Organizations**

Earth Science Women's Network

GeoLatinas

American Indian Science and Engineering Society (AISES)

National Association of Black Geoscientists (NABG)

Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)

American Meteorological Society Board on Representation, Accessibility, Inclusivity, and Diversity (BRAID) → Latinx Committee, Women in the Atmospheric Sciences, Coriolis

Society of Mexican American Engineers and Scientists (MAES)

Black in Geoscience <https://blackingeoscience.org/>

Black Geographers Specialty Group <https://blackgeographies.org/>

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## **Fellowships, Internships, Summer Experiences, and Other Programs**

***Listed below are programs that are specifically designed for under-represented groups. For each program, we indicate which group(s) (undergraduate, graduate, postdoc) are eligible.***

OU's McNair Scholar program provides encouragement, guidance, and mentorship to underrepresented juniors and seniors in preparation for graduate school. It is designed to encourage students from groups often underrepresented in graduate programs to pursue doctoral degrees. Undergraduate.

OK-LSAMP STEM: The Oklahoma Louis Stokes Alliance for Minority Participation in Science, Technology, Engineering, and Mathematics (OK-LSAMP STEM) is funded by the National Science Foundation. This grant program is an opportunity for qualifying meteorology majors to participate in research with a faculty member in their area of interest during the school year. Oklahoma State University in Stillwater, OK is the lead institution for the program and currently houses the OK-LSAMP office. <https://diversity.okstate.edu/departments/ok-lsamp/index.html>. Undergraduate.

SOARS: Significant Opportunities in Atmospheric Research and Science. An undergraduate-to-graduate bridge program designed to broaden participation of historically underrepresented communities in the atmospheric and related sciences. The program is designed to promote and support research, mentoring, and community. SOARS participants, called protégés, spend up to four summers doing research in atmospheric and related sciences. SOARS offers comprehensive financial support for summer research, as well as undergraduate and graduate school funding. Learn more at <https://soars.ucar.edu/>. Undergraduate-graduate.

The Gates Millennium Scholars (GMS) Program, funded by a grant from the Bill & Melinda Gates Foundation, was established in 1999 to provide outstanding African American, American Indian/Alaska Native, Asian Pacific Islander American, and Hispanic American students with an opportunity to complete an undergraduate college education in any discipline area of interest. Continuing Gates Millennium Scholars may request funding for a graduate degree program in one of the following discipline areas: computer science, education, engineering, library science, mathematics, public health or science. Undergraduate-graduate

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American Meteorological Society minority scholarships: The AMS Minority Scholarships will award funding to minority students who have been traditionally underrepresented in the sciences, especially Hispanic, Native American, and Black/African American students.

Undergraduate

<https://www.ametsoc.org/index.cfm/ams/information-for/students/ams-scholarships-and-fellowships/ams-minority-scholarships/>.

National Weather Association David Sankey Minority Scholarship in Meteorology: The fund was established in 2002 to aid minority students in their sophomore year or higher of undergraduate study, or in graduate study, enrolled in a program of meteorology or atmospheric science (or related field). Undergraduate & Graduate <https://nwafoundation.org/scholarships-grants/>

American Indian Graduate Center Fellowship The AIGC Fellowship program provides fellowships to undergraduate American Indian and Alaska Native students each year.

Undergraduate & Graduate <https://www.aigcs.org/scholarships-fellowships>

American Indian Science and Engineering Society (AISES) Scholarships AISES offers several fellowships to students in STEM fields. Undergraduate & Graduate

National Hispanic Scholarship Fund Grants for Hispanic undergraduate students.

Undergraduate & Graduate

Geological Society of America On To the Future (OTF)

Partial travel scholarship awards to those traditionally underrepresented in the geosciences.

Undergraduate & Graduate

Geological Society of America Expanding Representation in the Geosciences Scholarships.

Undergraduates.

Ford Foundation fellowship: The Ford Foundation seeks to increase the diversity of the nation's college and university faculties by increasing their ethnic and racial diversity, maximize the educational benefits of diversity, and increase the number of professors who can and will use diversity as a resource for enriching the education of all students. Predoctoral, Dissertation, and Postdoctoral fellowships will be awarded in a national competition. Undergraduate & Graduate & Postdoctoral <https://sites.nationalacademies.org/PGA/FordFellowships/index.htm>

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The AGU Bridge Program increases opportunities for students from underrepresented populations to obtain graduate degrees and create a network of peers, mentors and advisers to support and serve them before, during and after grad school. The program is open to those who have not applied to graduate school or those who applied and were not accepted. Undergraduate. <https://www.agu.org/bridge-program>

Cooperative Institute for Mesoscale Meteorological Studies (CIMMS) Minority Serving Graduate Research Fellowship: fellowships provides funding for a graduate student in field related to the CIMMS mission for underrepresented groups. Graduate.

***The list below contains a list of opportunities that are open to all (i.e. not specifically designed for underrepresented groups).***

Research Experiences for Undergraduates: summer research opportunities for undergraduate students at REU Site at various national institutions. Undergraduate.

- REU at University of Oklahoma

NOAA Hollings Undergraduate Scholarship: two years of academic assistance and summer internship at NOAA facility. Undergraduate

AMS Senior Named Scholarships: scholarship for students who are in the final year of undergraduate study. Undergraduate

AMS Freshmen Undergraduate Scholarships: scholarship for students who will be entering their first year of college to pursue a degree in atmospheric sciences or related oceanic or hydrologic sciences. Undergraduate

National Weather Association Scholarships: scholarships and awards to undergraduate and, in some cases, graduate students majoring in meteorology or related fields. Undergraduate & Graduate

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Summer Internship at Joint Institute for the Study of the Atmosphere and Ocean (JISAO): summer research opportunities within one of JISAO's seven research themes and work with a JISAO, NOAA, or University of Washington scientist at either the UW campus or the NOAA Northwest Regional Center in Seattle. Undergraduate

NASA Internships: NASA internships and fellowships leverage NASA's unique missions and programs to enhance and increase the capability, diversity and size of the nation's future science, technology, engineering and mathematics (STEM) workforce. Internships are available from high school to graduate level. Internships provide students with the opportunity to participate in either research or other experiential learning, under the guidance of a mentor at NASA. Undergraduate & Graduate

NASA Student Airborne Research Program: an eight-week summer internship program for rising senior undergraduate students to acquire hands-on research experience in all aspects of a scientific campaign using one or more NASA Airborne Science Program flying science laboratories. Undergraduate.

The William M. Lapenta NOAA Student Internship Program: NOAA is offering paid summer internships targeted towards current 2nd and 3rd-year undergraduate and enrolled graduate students to work in areas that will provide robust research and/or operational experience that will prepare the student for further study in NOAA fields, for application to fellowships or for the NOAA-mission workforce. Undergraduate & Graduate.

Department of Energy Science Undergraduate Laboratory Internships (SULI): encourages undergraduate students and recent graduates to pursue science, technology, engineering, and mathematics (STEM) careers by providing research experiences at the Department of Energy (DOE) laboratories. Undergraduate & Graduate

The Science, Mathematics And Research for Transformation (SMART) Scholarship for Service Program: scholarship to support undergraduate and graduate students pursuing degrees in Science, Technology, Engineering and Mathematics (STEM) disciplines by the Department of Defense (DoD). Undergraduate & Graduate

AMS Graduate Fellowship: fellowship for students who are entering their first year of graduate school to pursue a degree in atmospheric sciences or related sciences. Graduate.

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AMS Graduate Fellowship in the History of Science: fellowship for a student in the process of completing a dissertation on the history of the atmospheric, or related oceanic or hydrologic sciences. Graduate.

NSF Graduate Fellowship: fellowship for graduate students in NSF-supported science, technology, engineering, and mathematics disciplines who are pursuing research-based Master's and doctoral degrees at accredited United States institutions. Graduate.

NASA Graduate Fellowship: fellowship for student authored and independently conceived graduate research proposals responding to a NASA Research Opportunity listed in the solicitation. Graduate.

NASA FINESST: FUTURE INVESTIGATORS IN NASA EARTH AND SPACE SCIENCE AND TECHNOLOGY. Through FINESST, the Science Mission Directorate (SMD) solicits proposals from accredited U.S. universities and other eligible organizations for graduate student-designed and performed research projects that contribute to SMD's science, technology, and exploration goals. Graduate.

NCAR Advanced Study Program (ASP) Graduate Student Fellowship: fellowship for graduate students in the atmospheric and related sciences, engineering and scientific computing to spend a few months to a year at NCAR to work on parts of your thesis, or final project equivalent, with guidance from NCAR scientists and engineers. Graduate.

Department of Defense National Defense Science and Engineering Graduate Fellowship: fellowship for graduate students in sciences or engineering disciplines who pursue a doctoral degree at a U.S. institution. Graduate.

Department of Energy (DOE) Computational Science Graduate Fellowship: fellowship for graduates students pursuing doctoral degrees in fields that use high-performance computing to solve complex science and engineering problems. Graduate.

Department of Energy (DOE) Office of Science Graduate Student Research (SCGSR) Program: provides funding support for graduate students to conduct part of their thesis research at a host DOE laboratory/facility in collaboration with a DOE laboratory scientist within a defined award period. Graduate.



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Department of Energy Science Graduate Fellowship: fellowship for graduate students in areas of physics, biology (non-medical), chemistry, mathematics, engineering, computational and computer sciences, and environmental sciences relevant to the DOE Office of Science mission areas. Graduate.

AGU: general internship opportunities <https://www.agu.org/Learn-and-Develop/Learn> . Undergraduate & Graduate.

AGI policy internships and fellowships: Undergraduate & Graduate.  
<https://www.americangeosciences.org/workforce/internships>

UCAR Next Generation Fellowships: These fellowships provide support for two years of graduate school and the opportunity to spend two summers interning with NCAR and UCAR in either Earth system science, diversity and inclusion, or public policy. Applications from underrepresented groups are strongly encouraged. Graduate.

NCAR Advanced Study Program Summer Colloquia: Every year, the Advanced Study Program hosts a summer colloquium designed for graduate students on subjects that represent new or rapidly developing areas of research for which good course material may not yet be available. The colloquium brings together lecturers and graduate students to NCAR and generally includes about 25 student participants, and several lecturers from NCAR and the community at large. Graduate.

AMS Summer Policy Colloquium: Early to midcareer earth and atmospheric scientists from academia, government, and the private sector are given the opportunity to speak with policy-level officials in the federal agencies and Executive Office of the President, Congressional members and staffers from both parties, and other leaders engaged in the policy process. Graduate & Postdoctoral.