

URGE Resource Map for the University of Pennsylvania

Penn Resources

The Graduate Division and Penn provide resources and support for our diverse community of students. We recognize that students come to graduate school with different backgrounds, experiences, identities, and needs, and thus will need different types of support. We aim to support all students in their academic journeys.

- [Penn Diversity Policies](#) - The University has established expectations for members of the University community to support the University's commitment to inclusive excellence.
- [Office for Social Equity and Community](#) - Something about Charles Howard and Campaign for Community.
- [Weingarten Learning Resources Center](#) - The University of Pennsylvania welcomes students with disabilities and is committed to providing the same exceptional opportunities to all Penn students. Policies and procedures have been developed to provide students with as much independence as possible and to promote self-advocacy.
- [Penn Global and Penn International Student & Scholar Services \(ISSS\)](#) - Penn Global is a resource for international students and can provide assistance on matters relating to visas, enrollment, travel, and more.
- [Policies on Graduate Education](#) - University-wide policies for Ph.D. and research master's programs.
- [EEO and Affirmative Action](#) - The University of Pennsylvania's special character is reflected in the diversity of the Penn community. Diversity is prized at Penn as a central component of its mission and helps create an educational and working environment that best supports the University's commitment to excellence in teaching, research, and scholarship. The University of Pennsylvania prohibits unlawful discrimination based on race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status, or any other legally protected class. The Office of Affirmative Action and Equal Opportunity Programs, in collaboration with the Division of Human Resources and the Office of the Provost, oversees the implementation and administration of the University's equal opportunity, affirmative action, and nondiscrimination policies and programs. Questions, complaints of alleged discrimination, or concerns regarding these policies or their implementation may be directed to the Executive

Director, Office of Affirmative Action and Equal Opportunity Programs, Franklin Building, Suite 421, 3451 Walnut Street, Philadelphia, PA 19104-6205, (215) 898-6993 (Voice) or (215) 746-7088 (Fax).

- [Policy against retaliation](#)

Fellowships

The Graduate Division encourages students to apply for fellowship support and will provide guidance whenever possible.

- [Benjamin Franklin Fellowship](#) - The Benjamin Franklin Fellowship—offered to all incoming Ph.D. students in our program—includes five years of support. Additionally, the fellowship pays your tuition, health insurance, and fees during those five years. Finally, the fellowship also offers three years of additional summer support payable in July and August for the first three years. For your remaining summers, there are numerous opportunities at Penn to compete for other fellowships, as well as employment opportunities that are both remunerative and educationally valuable.ⁱ
- [Fontaine Fellowships](#) - Fontaine Fellowships support the academic development of PhD students whose research and experiences will enhance the diversity of the professoriate. The Fontaine Society was established in 1970 in honor of William Fontaine, Professor of Philosophy, the first African-American appointed to the Standing Faculty at the University of Pennsylvania.
- [Penn Predoctoral Fellowships for Excellence Through Diversity](#) - These awards are designed to provide mentorship and access to Penn’s resources for doctoral students in the humanities or social sciences, enrolled in graduate or professional programs at universities other than Penn, as they complete their dissertations. The Fellowships are intended to support scholars from a wide range of backgrounds, who can contribute to the diversity of Penn and the higher education community.
- [Postdoctoral Fellowships for Academic Diversity](#) - These competitive programs are intended to increase the diversity of the academic research community at the University of Pennsylvania and The Children’s Hospital of Philadelphia (CHOP). Both organizations seek to attract promising researchers and educators from different backgrounds, races, ethnic groups, and other diverse populations whose life experiences, research experiences and employment backgrounds will contribute significantly to their academic missions.
- [Presidential Fellowship](#) - Beginning in the 2021-22 academic year, the Initiative creates and supports Presidential PhD Fellows drawn from among the most accomplished and diverse doctoral students at or newly recruited to Penn. The inaugural group of Fellows in the 2021-22 academic year will be selected entirely from PhD students at Penn. Each Presidential PhD Fellow will receive a three-year fellowship, including summer support and funds to support their research.

Grants

GAPSA Initiatives

- President Gutmann Leadership Award - President Amy Gutmann has generously provided additional funding to GAPSA to augment GAPSA's funding for graduate and professional student travel. The award will be given to students presenting at either an international conference, or a conference within the United States that would normally be out of their budget even with an individual travel grant through the Research or Professional Student Councils.
- Provost Fellowship for Interdisciplinary Innovation - The GAPSA-Provost Fellowship for Interdisciplinary Innovation is a program jointly funded by GAPSA and the Office of the Provost for the expressed purpose of fostering an interdisciplinary graduate and professional environment at the University of Pennsylvania. This highly competitive fellowship strives to promote original, student-derived initiatives that integrate knowledge across diverse academic disciplines. The fellowship is also meant to help the project-leader(s) develop, pursue and complete their proposed interdisciplinary initiatives.
- Research Student Travel Grant

SASgov Initiatives

- SAS Dean's Travel Subvention - Travel funds for one trip per year will be made available to those PhD candidates who are invited to give papers or to serve as commentators at meetings of a professional organization. Only PhD candidates who are full-time School of Arts and Sciences graduate students in residence at the University are eligible to apply for these funds.
- SASgov Conference Reimbursement Grant - SASgov's "Travel" Grant is designed to help defray the cost of conference participation for doctoral and master's students presenting their work.
- SASgov Research Grant - SASgov will fund around six (6) Research Grants to support innovative, interdisciplinary research by Penn graduate students enrolled in the School of Arts and Sciences. These competitive grants are meant to supplement successful applicants' primary funding. All are encouraged to apply, but preference will be given to interdisciplinary projects examining the topics of diversity, inclusion, and anti-racism.
- SASgov Professional Society Membership Grant - SASgov will reimburse graduate students who wish to join their academic discipline's professional society. Applications will be reviewed on a rolling basis.

Community support and mental health resources

Student Groups

Student-run groups are intended to provide spaces of support for students from all backgrounds.

- **Black Graduate and Professional Student Assembly (BGAPSA)** - The Black Graduate and Professional Student Assembly is a student organization committed to enhancing the quality of life for Black graduate and professional students and facilitating dialogue across the different graduate and professional groups.
- **Black Graduate Women's Association (BGWA)**- The Black Graduate Women's Association was founded to promote black graduate women visibility on campus, and strengthen the relationships between black women graduate students from all disciplines. In addition, we are devoted to providing a space that fosters well-being, dialogue, scholarship, community, and leadership development in the lives of graduate women of the African Diaspora at the University of Pennsylvania and beyond. We are committed to celebrating the successes and addressing the needs, unique challenges, and lived experiences of Black women, as well as those salient to the Black experience.
- **Chinese Students and Scholars Association at Penn (CSSAP)** - Chinese Students and Scholars Association at Penn aims to improve the mutual understanding and friendship among all Chinese students and scholars at Penn, to protect members' legal rights, to provide members with necessary services, and to contribute to the cultural diversity of the Penn community.
- **Lambda Grads** - Lambda Grads is the university-wide LGBTQ student organization, representing all LGBTQ graduate and professional students at the University of Pennsylvania. We work to cultivate an active and welcoming community for LGBTQ students and their allies. Recognizing the importance of inter-departmental relations among students, Lambda Grads fosters collaboration between the diverse LGBTQ graduate groups at Penn. We organize academic, social, and professional events in order to broaden and enrich the Penn LGBTQ graduate community. Our bimonthly board meetings are held at the LGBTC, and they are open to all members.
- **The Latin American Graduate and Professional Student Assembly (LAGAPSA)** - The Latin American Graduate and Professional Student Assembly (LAGAPSA) shall enhance the quality of life for graduate and professional students of Latin American, Latino, and/or Hispanic descent at the University of Pennsylvania through a centralized, campus-wide organizational structure that addresses their academic, social, political, and cultural needs and concerns through programming, services, and advocacy.
- **Pan Asian American Graduate Student Association (PAAGSA)** - PAAGSA seeks to improve the academic and social lives of Asian and Asian-American graduate and professional students at UPenn, and increase their awareness about Asian/Asian-American issues. Through our various social, academic, health and wellness, and service-related activities, we seek to establish

connections between both international Asian and Asian-American students across the graduates and professional schools, thereby fostering a sense of community among the Pan-Asian population at Penn.

- **Penn Graduate Women in Science and Engineering (PGWISE)** - PGWISE is a career development and outreach organization that works to correct the gender disparities in science by increasing the recruitment and retention of women into STEM fields. We use our passion for research to help foster an interest in science among girls early in their educational careers, while cultivating a community at Penn dedicated to facilitating the advancement of female graduate and post-doctoral trainees.
- **Rangoli - The Indian Association at Penn** - Established in 2000, Rangoli is a University of Pennsylvania organization that was formed to prolong Indian culture and rekindle the spirit of various Indian traditions and festivals with verve and vigor. Rangoli is proud to embark upon its sixteenth year as it continues to be one of Penn's completely incorporated organizations. We are open to every member of Penn's community as we try to reach out to the various other cultural groups. Rangoli receives its funds from the Graduate and Professional Student Assembly, GAPSA.
- **Students Confronting Racism and White Privilege (SCRWP)** - SCRWP exists to enhance the quality of life and provide a community for students wishing to promote racial diversity and advocate against racial injustice at the University of Pennsylvania. Through events such as screenings, comedy nights, symposia, and lectures, we provide a space to discuss race-related issues in ourselves, our school and our society. The only requirement is a desire to take an anti-racist stance in learning about race and whiteness, and a willingness to face discomfort, uncertainty, or anger in the process.
- **Natives at Penn** - Natives at Penn, formerly known as Six Directions, is an organization for students interested in Native issues. The organization works with faculty and staff to increase the presence of Indigenous students at Penn.

CAPS

- **Student Disabilities Services:** The University of Pennsylvania welcomes students with disabilities and is committed to providing the same exceptional opportunities to all Penn students. Policies and procedures have been developed to provide students with as much independence as possible and to promote self-advocacy. At Student Disabilities Services (SDS) we work closely with students who self-identify in order to ensure equal access to all University programs, activities and services. We encourage you to learn more about our services on our website. You will find information about the accommodations we provide as well as procedures for requesting accommodations and services. We also invite you to meet with our staff to address your specific needs as part of our collaborative process. <https://wlrc.vpul.upenn.edu/sds/> Counseling: Flourishing: Conversations on Disability: This workshop series seeks to name the unique challenges students with disabilities face and recognize each student's strengths and resilience. We aim to promote mental health and

wellness of students living with disabilities through conversations.

<https://caps.wellness.upenn.edu/conversationsondisability>

- Group Therapy
 - Let's Talk - personalized counseling sessions
 - COVID-19 Support Group
 - Flourishing: Conversations on Disability
 - Graduate Women's Support Group
 - International Student Empowerment Group
 - Mandarin Community Support Group
 - Support & Empowerment For Racial Trauma Among Black Students
 - Waiting To Exhale: A BIPOC Support Group

Other

- Makuu: Makuu is the Black Cultural Center at the University of Pennsylvania. Makuu provides student resource advising, program support, and help navigating the challenges as students maximize their Penn experience. Location: 3601 Locust Walk; Main: 215-573-0823
- African American Resource Center: Resource center dedicated to enhancing the quality of life of faculty, staff, and students at the University of Pennsylvania with a particular focus on those of African descent. Services include advocacy, counseling, information & referral, workshops and informational sessions, and many advertised events throughout the year. <https://aarc.upenn.edu/>
- La Casa Latina: La Casa Latina promotes greater awareness of Latino/a issues, culture, and identity at Penn. Includes programs to support and connect students such as UNIDOS Mentorship, Freshman Fuerza, and community service opportunities.
- [Penn Clubs](#)

Professional development resources

- **CTL** - University of Pennsylvania's Center for Teaching and Learning (CTL) works to help instructors at Penn excel in their teaching, to enhance the culture of teaching at the university, and, in turn, to increase the quality of education at Penn.
- **Career Services**
- **Graduate Center**
- **Weingarten Learning Resources Center** - The University of Pennsylvania welcomes students with disabilities and is committed to providing the same exceptional opportunities to all Penn students. Policies and procedures have been developed to provide students with as much independence as possible and to promote self-advocacy.
- **Gender, Sexuality, & Women's Studies Program at Penn**

Professional memberships resources

- Unlearning Racism in Geoscience Pod (URGE)
 - Graduate Women in Science (GWIS)
 - Association for Women in Science (AWIS)
 - GeoLatinas
 - Asian Americans & Pacific Islanders in Geosciences(AAPiG)
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