
URGE Resource Map

This is a draft Resource Map for QueensU pod at Queen's 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/), as part of the Unlearning Racism in Geoscience (URGE) program.

- Plan for this Resource Map
 - The goal of this resource map is to provide an outline of the resources available to all members of the Queen's Department of Geological Sciences and Geological Engineering community (i.e., students, faculty, staff, alumni, prospective students, etc.) that are available to help those who are experiencing harassment, discrimination, or otherwise not feeling included in the Queen's community.
 - Included in this goal is the URGE pod's push to update our department's prospective graduate student page - <https://www.queensu.ca/geol/prospective-students/graduate>. The resources compiled here will be utilized in communication with the department on that goal.

 - Core work resources
 - The Queen's Department of Geological Sciences and Geological Engineering EDI committee pledged to develop a code of conduct for the department (<https://www.queensu.ca/geol/inclusive-geo>). Lessons from the URGE program will be transferred to the committee to help develop a code of conduct that will be provided to all department members.
- A number of resources are available at Queen's for those students who are experiencing racism or discrimination:
- For International students, International Student Advisors at QUIC (Queen's University International Center) - <https://quic.queensu.ca> or isa@queensu.ca
 - For Indigenous students, the Indigenous Advisor at Four Directions - <https://www.queensu.ca/fourdirections/> or 4direct@queensu.ca
 - For support and information in general, the Human Rights office - <https://www.queensu.ca/hreo/ourservices> or hrights@queensu.ca
 - For support in general, the Ombudsperson at Queens - <https://www.queensu.ca/ombuds/home> or ombuds@queensu.ca

- For International graduate students, the Queen's Society of Graduate & Professional Students - <https://sgps.ca> or international@sgps.ca
 - For BIPOC students in the Sociology Department - <https://www.queensu.ca/sociology/bipoc-student-resources> or socygrad@queensu.ca
 - Resources for BIPOC from the Queen's International Affairs Association (QIAA) - <http://www.qiaa.org/resources-for-bipoc>
 - For support in general, the Student Rector at Queen's - <https://www.queensu.ca/rector/home> or rector@queensu.ca
- Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient "library" of hiking/camping/outdoor equipment
 - The Queen's Outdoors Club (QUOC) has a gear rental service, however you can only rent a max of 6 items/week, and rentals were suspended for the 20/21 academic year due to COVID-19 <https://www.qoutdoors.org/rentals>
 - Trailhead also has a gear rental service however it is more expensive than QUOC and they do not have hiking boots available <https://trailheadkingston.ca/pages/winter-rentals>
- Community support and mental health resources
 - Assistance finding accommodations, moving expenses/assistance
 - Queen's community Housing service - <https://community.housing.queensu.ca/>
 - Housing run by the university or landlords that have contracts with Queen's to ensure that housing is maintained to municipal standards
 - Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
 - University and departmental EDI committees - <https://www.queensu.ca/universityrelations/equity>
 - <https://www.queensu.ca/geol/inclusive-geo>
 - Resources within Kingston for a sense of community
 - Kingston African Caribbean Collective (their website is down but they have a FB page: <https://www.facebook.com/kacc1/>)
 - List of resources and support for BIPOC in Kingston, put together by the Sociology Department at Queen's
 - https://docs.google.com/spreadsheets/d/1IGLfhLBMVDKkW8wcDI724vf_PxuAkxr1YfPTFAMzOV4/edit#gid=0
 - Student clubs
 - African & Caribbean Students Association of Queen's (<https://www.facebook.com/ACSAQueensU/>)
 - Skillset support resources
 - What skills or experiences are required for their work/coursework? e.g., driving, hiking/outdoors activities, compass/GPS navigation, swimming/SCUBA, operating power tools, first aid, etc.

- WHMIS training is mandatory for science and engineering students, however it is provided by the university
- GPS/compass navigation is taught in introductory field courses
- Professional development resources
 - Outline available resources for training/development or best practices in:
 - EDI related professional development courses - Human Rights and Equity Office (HREO) - <https://www.queensu.ca/hreo/education?fbclid=IwAR3zHtpUfaEnHb0UEOEHGr68HUtPI9CsZ7lh3CheLVtYHg-VP1zXN8CYzo>
 - Teaching/pedagogy - Centre for Teaching and Learning (CTL) - <https://www.queensu.ca/ctl/programs/courses-and-certificates>
 - Academic skills including project management/budgeting, presentation skills, online learning, etc. - Student Academic Success Services - <https://sass.queensu.ca/onlineresource/topics/#LS>
 - Media training
 - Media Relations at Queen's U
 - <https://www.queensu.ca/universityrelations/communications/mediatraining>
 - Media Training workshop through Expanding Horizons
 - <https://www.queensu.ca/postdoc/media-training>
 - Proposal and other writing resources and training - Student Academic Success Services - <https://sass.queensu.ca/onlineresource/topics/#WC>
 - Public speaking
 - Toastmasters at Queen's, which is open to students, staff, and the community
 - <https://myams.org/portfolio-items/toastmasters/>
 - Networking
 - Networking Resources provided by Expanding Horizons
 - <https://www.queensu.ca/exp/career-development/networking>
 - Design/drafting of figures using Adobe Suite/Python/ArcGIS
 - ArcGIS, MatLab, and many other programs are free for Queen's Students to download, and there are training resource links on the pages of each program
 - <https://www.queensu.ca/its/software/available-software>
 - Getting involved in professional societies
 - The Queen's Society of Economic Geology (QSEG) is run (mainly) by graduate students, Joliffe Club is a graduate club in the department
- Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
 - GSGE has organized a weekly Distinguished Speaker Program where professors and lecturers from other universities across the globe are invited to talk about their research

- There is an opportunity after the presentation to ask the speaker questions
- Graduate GSGE students and other members of the GSGE community are asked to sign up for weekly GeoColloquium presentations
 - Graduate students present their research projects and professors or other members of the GSGE community present ongoing research opportunities or other projects they have worked on

Other useful resources for graduate students

- Queen's University Graduate Supervision Policy:
https://www.queensu.ca/sqs/sites/webpublish.queensu.ca.sqswww/files/files/Students/SGS%20Draft%20Graduate%20Supervision%20Policy_For%20Consultation.pdf
 - This policy is actually in draft form and they are accepting feedback until April 30, 2021. <https://www.queensu.ca/sqs/current-students/graduate-supervision>
- Queen's Vacation Policy -
<http://www.queensu.ca/humanresources/policies/time-away/vacation-time>
 - Typically employees start with 15 days, and accrue an additional day each year of employment to a maximum of 30 days