

URGE

Unlearning Racism in Geoscience

Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) is a community-wide journal-reading and policy-design curriculum to help Geoscientists unlearn racism and improve accessibility, justice, equity, and inclusion (AJEDI) in our discipline. URGE's primary objectives are to (1) deepen the community's knowledge of the effects of racism on the participation and retention of Black, Brown, Indigenous, and people of color in Geoscience¹, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}, and (3) share, discuss and modify anti-racist policies and strategies within a dynamic community network and on a national stage. By meeting these objectives, we hope that Geoscience departments and societies will be able to implement a well-researched crowdsourced group of anti-racist policies.

Deliverable - Resource Map

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is a map of resources for People of Color.

A sense of belonging is important to the health and success of individuals, so finding a community is a safety and career consideration. Introducing a new Person of Color colleague (e.g., faculty, staff, students) to all staff and students is a proactive way to be inclusive, and can also reduce racial profiling and microaggressions. Establishing a supportive network may also require introducing new People of Color colleagues to various resources within the organization and broader community since these can sometimes be challenging to find.

Organizations to promote diversity in TAMU and diversity in STEM:

1. Texas A&M chapter of National Association of Black Geoscientists (<https://geonews.tamu.edu/news/2021/04/nabg-black-voices-in-geoscience>, <https://stuactonline.tamu.edu/app/organization/profile/public/id/2205>)
2. Women in Geosciences- Texas A&M University (<https://www.tamuwig.com/>)
3. Geology and Geophysics Graduate Student Council (<https://sites.google.com/view/tamugggsc/home>)
4. Student Geosciences' Council (<https://stuactonline.tamu.edu/app/organization/profile/public/id/1454>)
5. Society of Women in Space Exploration (<https://stuactonline.tamu.edu/app/organization/profile/public/id/2103> , <https://swisetamu.wixsite.com/swise>)
6. Oceanography Graduate Council (<https://stuactonline.tamu.edu/app/organization/profile/public/id/619>)
7. African Students Association (<http://tamuasa.com> , <https://stuactonline.tamu.edu/app/organization/profile/public/id/851>)
8. Southwestern Black Student Leadership Conference (<https://sbslc.tamu.edu/> , <https://stuactonline.tamu.edu/app/organization/profile/public/id/706>)
9. Black Student Alliance Council (<https://stuactonline.tamu.edu/app/organization/profile/public/id/643>)
10. Black Graduate Student Association (<https://bgsa-tamu.weebly.com/> , <https://stuactonline.tamu.edu/app/organization/profile/public/id/620>)
11. Asian American Mental Health Organization (<https://stuactonline.tamu.edu/app/organization/profile/public/id/2211>)
12. Society of Asian Scientists and Engineers (<http://sasetamu.org>, <https://stuactonline.tamu.edu/app/organization/profile/public/id/1429>)
13. South Asian Connection (<https://stuactonline.tamu.edu/app/organization/profile/public/id/268>)
14. Latinx Community and Advocacy Association (<https://stuactonline.tamu.edu/app/organization/profile/public/id/1892>)
15. Latinx Graduate Student Association

- (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/101> ,
<https://maroonlink.tamu.edu/organization/hlgsa>)
16. Indian Graduate Students Association
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/530> , <https://igsatamu.com/>)
 17. Philippine Student Association
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/877> , <https://www.philsa.org/>)
 18. Native American and Indigenous Student Organization
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/1558>)
 19. Native American & Indigenous Student Organization- NAISO at Texas A&M
 (<https://www.facebook.com/NAISOTAMU/> ,
<https://stuaactonline.tamu.edu/app/organization/profile/public/id/1558>)
 20. Atmospheric Sciences Graduate Council (<https://maroonlink.tamu.edu/organization/asgc> ,
<https://stuaactonline.tamu.edu/app/organization/profile/public/id/267>)
 21. Oceanography Graduate Council
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/619> ,
<https://maroonlink.tamu.edu/organization/ogc>)
 22. Muslim Students' Association (<http://www.tamumsa.org/> ,
<https://stuaactonline.tamu.edu/app/organization/profile/public/id/1038>)
 23. Arab Student Association (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/482> ,
<https://www.facebook.com/ArabStudentAssociationTAMU/?fref=ts>)
 24. The Model Arab League Student Organization at Texas A&M University
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/2128>)
 25. Arabic Club (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/889> ,
<https://www.facebook.com/tamuarabicclub/>)
 26. Pakistani Students Association
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/702>)
 27. Bangladesh Student Association
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/205> ,
<https://maroonlink.tamu.edu/organization/4>)
 28. Council for Minority Student Affairs
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/376> ,
<https://www.cmsadreams.com/>)
 29. Texas A&M University SACNAS Chapter
 (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/416>)
 30. Maggies (<https://stuaactonline.tamu.edu/app/organization/profile/public/id/1139> ,
<https://www.maggiestamu.com/>)
 31. General link to look into student orgs: <https://stuaactonline.tamu.edu/app/>

Counseling and Psychological Services (CAPS) Services at TAMU:

- Main CAPS website:
 - website: <https://caps.tamu.edu/>
 - phone: 979-845-4427
 - email: caps@caps.tamu.edu
 - address: Student Services Building, 4th Floor 471 Houston St. | 1263 TAMU College Station, TX 77843-1263
- Helpline: HelpLine is the after-hours mental health service for Texas A&M University founded in January of 1995. It provides telephone, peer support, information, crisis intervention, and referrals to students, as well as those concerned about students. The HelpLine is available from 4 p.m. to 8 a.m. weekdays and 24 hours a day on weekends when classes are in session.
 - **Helpline phone number: 979-845-2700**
- Aggies Reaching Aggies: Aggies Reaching Aggies is a brand new peer educator initiative with the primary mission to raise awareness and prevent suicide at Texas A&M. Being on a team with other students, you will have the unique opportunity to be a part of something that really matters. To be a volunteer, you need to be a currently enrolled student in any major and educational background. All current undergraduate and graduate students are encouraged to apply!
 - <https://caps.tamu.edu/aggies-reaching-aggies/>
- Suicide Awareness & Prevention Trainings:
 - <https://caps.tamu.edu/suicide-awareness-prevention-training/>

Diversity and Inclusion at TAMU points of contact/Resources:

- Ishara Casellas Connors: Assistant Dean for Diversity and Climate for the TAMU college of Geosciences
 - website:
<https://geosciences.tamu.edu/people/profiles/leadership/connorsisharacasellas.html#>
 - phone: (979)-845-3651
 - email: icc@tamu.edu
 - address: Eller O&M 202
- TAMU Office for Diversity Toolkits and Syllabi:
 - <https://diversity.tamu.edu/Resources#toolkits>
- Ombudsperson
 - Undergraduate student information page:
<https://us.tamu.edu/Students/Undergraduate-Ombuds>
 - Graduate student information page:
<https://grad.tamu.edu/New-Current-Students/Ombudsperson#>
 - Faculty information page: <https://faculty-ombuds.tamu.edu>

Reporting Resources:

- The Campus Community Incident Report (CCIR) form: an opportunity for any individual in the Texas A&M University community (students, faculty or staff) to provide information concerning an alleged violation of University policies.
 - Online form: https://cm.maxient.com/reportingform.php?TexasAMUniv&layout_id=1
- Stop Hate, Hate/Bias Report Form:
 - Website: <https://stophate.tamu.edu/fileareport/>
- Tell Somebody reporting:
 - Website: <https://tellsomebody.tamu.edu>

Black Owned Businesses in Bryan:

1. The Remnant from Nawlins (Restaurant): Local New Orleans style cooking
 - Location: 1416 Groesbeck St Bryan, TX 77803
 - Phone: (979) 218-3362
 - Website: <https://www.theremnantofnawlins.com/>
2. Toya's Kitchen (Restaurant): Southern cooking and late night food
 - Location: 4353 Wellborn Rd The Island Boujee Bryan, TX 77801
 - Phone: (979) 599-2488
 - Website:
https://www.facebook.com/latoyawoods979?comment_id=Y29tbWVudDo0MDU2MTUzNzAyNjQxODZfNDA1Njc0NzI0TI0OTE3
3. Divaz Couture (women's clothing boutique):
 - Location: 212 N Bryan Ave Ste 101 Bryan, TX 77803
 - Phone: n/a but this is their contact section on their website to reach out
<https://www.divazcouture.com/pages/contact-1>
 - Website: <https://www.divazcouture.com/>
4. Viable Purpose (Coaching & Consulting services with a Holistic Business Approach):
 - Location: 2121 E William J Bryan Pkwy Ste 5122 Bryan, TX 77805
 - Phone: (817) 381-5199
 - Website:
<https://www.yelp.com/biz/viable-purpose-bryan-2?osq=Black+Owned+Businesses>

Asian Owned businesses/ Asian businesses:

1. Nam Cafe (Vietnamese Restaurant):
 - Location:
 - Nam Cafe Northgate: 110 Nagel St College Station, TX 77840
 - Nam Cafe Towerpoint: 910 William D. Fitch Pkwy #900, College Station, TX 77845
 - Phone:
 - Northgate number: 979-703-8020
 - Towerpoint number: 979-704-5496

- Website: <https://www.namcafetx.com/>
2. BCS Asian Market:
 - Location: 2704 Texas Ave S # 4, College Station, TX 77840
 - Phone: (979) 695-6888
 - Website: <https://www.facebook.com/BCSAsianmarket/>
 3. Khairallah Halal Meat:
 - Location: 3525 S Texas Ave Bryan, TX 77802
 - Phone: (979) 676-5358
 - Website: <https://www.yelp.com/biz/khairallah-halal-meat-bryan-2>
 4. Ohana Korean Grill:
 - Location: 2501 Texas Ave, College Station, TX 77840
 - Phone: (979) 680-9911
 - Website: <https://www.yelp.com/biz/ohana-korean-grill-college-station>
 5. Choi's Restaurant (Korean food):
 - Location: 311 Dominik Dr College Station, TX 77840
 - Phone: (979) 703-7911
 - Website:
 - <https://m.facebook.com/pages/category/Korean-Restaurant/Chois-Restaurant-131793606883299/>
 - <https://www.yelp.com/biz/chois-restaurant-college-station-3>
 6. Taz (Indian Restaurant):
 - Location: 2416A, Texas Ave. South, College Station, TX 77840
 - Phone: 979-696-6560
 - Website: <http://www.tazcuisine.com/index.html>
 7. Northgate Shell And Indian Grocery Store:
 - Location: 609 University Dr, College Station, TX 77840
 - Phone: (979) 846-6368
 - Website: <https://www.facebook.com/Northgate-Shell-ZIP-N-174201415950155/>

The practice of creating asset maps of communities⁴ recognizes social capital and engages the public as people and not clients. This deliverable broadens the concept of an asset map into a resource map, which outlines existing resources that organizations, communities, and broader scientific communities have to support People of Color. The resource map should list resources you have at your organization (e.g., diversity officer, counseling and psychological services, ombudsperson, affinity groups, and recurring events) and locally (e.g., meet-up/social/hobby groups, religious or spiritual communities, businesses like barbershops). Include resources outside of your community as well; introduction to groups like SACNAS, NAGB, AISES, and GeoLatinas can help foster meaningful connections to a broader network.

Pods should upload their resource map to the URGE website by 4/30/21. We also encourage pods to post on their organization's website and share over social media (#Urgeoscience & tag @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability. Please see the deliverable example on the session page for further guidance.

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

² <https://notimeforsilence.org/>

³ <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

⁴ J. Kretzmann, J. P. McKnight, Assets-based community development, <https://doi.org/10.1002/ncr.4100850405> (1993).