

URGE

Unlearning Racism in Geoscience



URGE Resource Map for University of Alaska Fairbanks - Deliverable 7

This is a draft Resource Map for The UAF URGE Pod at University of Alaska Fairbanks. 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**

- The UAF Graduate School has a Graduate Advising Handbook that details mutual expectations and how to set them: https://uaf.edu/gradschool/forms/document_student_forms/Handbook_Advisor.pdf
- New faculty can expect to be set up by a mentor via their unit dean or director. Informal mentoring relationships as well as training opportunities (eg. on how to be a committee member/graduate advisor as well as pedagogy) are available via the Faculty Accelerator site <https://facdev.uaf.edu/>
- Evaluations: Students meet with their full graduate committee at least once a year, but meet with advisors more regularly (monthly to weekly).
- First year of graduate school involves making a graduate study plan, as well as a self-evaluation of progress and a timeline for degree completion.

- **Core work resources**

- **The Department of Equity and Compliance** (<https://www.uaf.edu/equity/>) groups together reporting functions (Title IX, racist harassment) as well as general equity resources. The strategic plan states the goal to [decolonize the institution](#).
- Counseling is available through the **Student Health Center** <https://uaf.edu/chc/> However there are currently no BIPOC counselors at UAF, which may make feeling comfortable with your counselor more difficult. BIPOC issues are also not called out directly / recognized in the list of issues potentially requiring counseling.

- **Disability Services** (key for accommodations) (students, faculty and staff) are here: <https://uaf.edu/disabilityservices/>
- **Student emergency funds** on the institution level at UAA: <https://www.uaa.alaska.edu/students/dean-of-students/emergency-fund.cshtml> and UAF – SSS Emergency Scholarship form link as well as other resources from Student Support Services are here: <https://uaf.edu/sss/resources/index.php>
- **Emergency/free equipment:**
 - Wood Center
 - Free Markets (FreeStore in Wood Center)
- Conference and workshop participation
 - Various travel grants at UAF (for example, the Geophysical Institute Graduate Student Association Travel Grant) are available to help pay for conference expenses, and sometimes money for these events are included in student contracts. Advisors may add travel costs to grants. If students are on Research Assistantships, there is often money included for at least one conference. Teaching Assistantships, on the other hand, do not cover research related expenses.
 - There are resources for travel support through various societies:
 - AGU: <https://www.agu.org/Learn-and-Develop/Learn/Travel-Research-Grants/Fall-Meeting-General-STG>
 - SSA: <https://www.seismosoc.org/awards/travel-grant-types/>
 - In Alaska:
 - AGS scholarships: <https://www.alaskageology.org/scholarships.html>
 - Geophysical Society of Alaska: <http://www.geophysicalsocietyofalaska.org/scholarships.html>
 - If students do not have travel funds included in their contracts, finding funding may require some searching around, but for the motivated student there is generally some sort of financial assistance available.
 - Academic advisors may be able to help their students find funds that are available, or help the student apply for scholarships, etc. (Additionally, learning skills to find money to support your work is an integral part of graduate school and necessary for any (not just academic!) future work).
- Code-of-conducts: all members must sign a code of conduct that addresses inclusivity and diversity, mental health, publications or outputs, social media use, working hours, and vacation.
 - Students: <https://uaf.edu/csrr/student-conduct/>
 - Alumni: <https://uaf.edu/alumni/about/governance/code-of-conduct.php>

- Faculty: (page 7 of handbook) - <https://www.uaf.edu/som/assets/files/about/faculty-staff-resources/2019-20-SOM-Faculty-Handbook-2019-02-14.pdf>
 - Staff: <https://news.uaf.edu/review-proposed-employee-code-of-conduct/>
 - **Rural Student Services:** “Rural Student Services is committed to responding to student needs by providing quality services to Native and rural students who expend positive effort in the pursuit of higher education and its opportunities. Our comprehensive approach is unique in recognizing students' efforts to develop and maintain academic and personal balance as they contribute to the cultural richness of the University of Alaska Fairbanks and beyond.” <https://uaf.edu/rurals>
 - **Nanook Diversity & Action Center:** “The student-led Nanook Diversity & Action Center (NDAC) promotes a community of inclusion, social justice, and cultural pluralism by providing educational activities in collaboration with student organizations, that honor and support areas of age, gender, religion, ability, socioeconomic status, race, ethnicity, culture, and sexual orientation.” <https://uaf.edu/ndac/>
 - **UAF Gender & Sexuality Alliance:** <https://www.facebook.com/gsa.uaf>. Here is a list of LGBT+ Organizations in Fairbanks and Nationwide: <https://www.uaf.edu/equity/files/LGBT-Organizations-in-Fairbanks-Nationwide.pdf>
 - **UAF Women’s Center:** “The UAF Women's Center provides support, advocacy and the opportunity to transform concerns into action. We advocate for gender equity throughout the university and encourage inquiry into gender issues by all. Men are welcome to participate and become involved in the center — our programs are relevant to everyone.” <https://www.uaf.edu/women/>
 - **Title IX office:** fighting against sexual discrimination and harassment <https://uaf.edu/titleix/>
- **UAF-Based Community Support Resources**
 - **"The Well"** – centered on mindfulness and wellbeing <https://sites.google.com/alaska.edu/thewell/home>
 - **Mindfulness Lessons** <https://news.uaf.edu/mindfulness-lessons-from-alaska-native-elder-and-uaf-faculty-member/>
 - The **UAF Community Garden** offers connection. Sign-up early in the year for one or two plots on campus <https://www.facebook.com/uafcommunitygarden/>
 - **The Resource and Advocacy Center** is a program of the Alaska Center for Non-Violent Living and can provide resources to deal with domestic violence situations: <https://uaf.edu/rac/>
 - **First-Generation Student resources** (UAF is a First-gen Forward center) <https://uaf.edu/ndac/events-programs/first-gen-ak.php>

- **Center for Student Engagement** hosts activities/clubs/recreational options at the Wood Center. Events calendar: <https://uaf.edu/woodcenter/>
- **UAF Outdoor Recreation** organizes low-cost trips into the surrounding outdoors (skiing, rafting, fishing...) for all skill levels. They also rent out equipment. <https://uaf.edu/recreation/outdoor-adventures/> . This page also links to further athletic options (Student Rec Center, climbing wall...)

Resources for Black, Indigenous, and People of Color

- **University of Alaska Fairbanks Resources for BIPOC**
 - **Student clubs**
 - American Indian Science & Engineering Society
 - Black Student Union
 - [Nanook Brotherhood Project](#)
 - chapter of Student African American Brotherhood (SAAB) – connects black male students: Nanook Brotherhood Project
 - People of Color Collective (Discord Group)
 - Rural Student Services
 - Informal BIPOC in Geoscience biweekly mixers (kitreatg@gmail.com)
 - **The Alaska Native Knowledge Network** provides resources for indigenous students – cultural, educational and social: <https://www.uaf.edu/ankn/alaska-native-cultural-re/>
 - **UAF Alaska Native Science and Engineering Program** is focused on creating new professionals in science, technology, engineering and math (STEM) among indigenous students: <https://www.uaf.edu/ansep/>
- **NATIONAL/INTERNATIONAL Organizations for BIPOC**
Some of these organizations require a yearly membership fee. Ask your advisor if they will/ can cover this fee.
 - See large database here: <https://www.diversegeologists.org/resources>
 - [Additional nat'l resources click here](#)
 - [SACNAS](#) – Society for Advancement of Chicanos/Hispanics and Native Americans in Science
 - National Diversity in STEM conference (across all STEM disciplines)
 - [AISES](#) – American Indian Science and Engineering Society
 - [GeoLatinas](#) – Latinas in Earth and Planetary Science
 - [Black in Geoscience](#)
 - [Geoscience Alliance](#) – Native Americans in Geoscience
 - [BIMS](#) - Black in Marine Science
 - [AAPIIG](#) – Asian Americans and Pacific Islanders in Geoscience (launching soon)

- [Polar Impact](#) – Minorities in Polar Science
- [ASLO Multicultural Program](#)

Additional networks for women/non-binary geoscientists

- [ESWN](#) – Earth Science Women’s Network
- [MPOWIR](#) – Mentoring Physical Oceanography Women to Increase Retention
- [500 Women Scientists](#) – [Find a Scientist](#) directory
- [AWG](#) - Association for Women Geoscientists

- ***Recurring Fellowship/Internship/Job/Program Opportunities for BIPOC geoscientists***

- [Internship/Job Opportunities Hub](#)
- [PEP](#) - Woodshole Partnership Education Program
- [Geo-Futures](#)
 - Mentorship network for undergrad BIPOC geoscientists attending SACNAS
- [Pathways to Science](#)
- [List of Opportunities for POC in STEAM](#) compiled by Lavontria Miché Aaron
- [ANSEP](#) - Alaska Native Science and Engineering Program
- AGU attendance grants for Indigenous students

- ***Alaska Resources for BIPOC***

- [Native People’s Action \(hosts events such as a monthly Indigenous women’s gatherings\)](#)
- [Alaska Black Caucus \(hosts community conversation meetings in partnership with UAA\)](#)

- ***Fairbanks Resources for BIPOC***

- [Faith and Worship Groups \(Fairbanks and UAF\)](#)
- [Black Businesses in Alaska Directory](#) (includes Fairbanks businesses - religious dwellings, beauty/hair, restaurants, etc.)
- Latin dance nights (every 2ish weeks) - hosted by [DJ ATM](#)
- [Fairbanks NAACP](#)

- ***Other Resources***

- [Call to Action for an Anti-Racist Science Community from Geoscientists of Color: Listen, Act, Lead](#)
- [Center for Diverse Leadership in Science](#)
- [List of national mental health resources for BIPOC](#) (includes funds to help BIPOC pay for mental health services, directories of local and telehealth BIPOC mental health providers, etc.)
- Twitter & Instagram Communities and Hashtags
 - [#BlackandSTEM](#)

- [#BlackAFinSTEM](#)
 - [#blackinstem](#)
 - [#BlackInNature](#)
 - #BlackinGeoscience
 - #Urgeoscience
 - [@decentertheteacher](#)

- Skillset support resources
 - What skills or experiences are required for work/coursework? e.g., driving, hiking/outdoors activities, compass/GPS navigation, swimming/SCUBA, operating power tools, first aid, etc.
 - Scientific Diving class:
<https://uaf.edu/cfos/research/scientific-diving/index.php>
 - Hiking, snowmachine driving, firearm safety (bear protection), first Aid, helicopter/plane egress (courses can be taken for training- see below).
 - What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?
 - UAF offers a variety of trainings:
<https://www.uaf.edu/recreation/outdoor-adventures/classes-and-safety.php>
 - Do they need to know how to code? If so, what languages? (e.g., R, Matlab, Python) If they do not have this skill, what resources/training are available?
 - Programming and Automation for Geoscientists :
<https://catalog.uaf.edu/search/?P=GEOS%20F636>
 - UAF Stats department statistical consulting service (spring) Students in the M.S. in Statistics program and affiliated faculty offer statistical consulting services at no charge to campus students, faculty, staff, and members of the community. The seminar course STAT 454/654 exists as a forum for local researchers to engage with statisticians while giving the program's students consulting experience and an opportunity to serve the research community. Contact Margaret Short mshort18@alaska.edu

- Professional development resources
 - Alaska geology resources
 - Alaska Division of Geological & Geophysical Surveys (DGGS) maps, datasets, summer internships, geological materials (so much core...), your potential future employer <https://dggs.alaska.gov/>
 - GI map office has all the maps (temp closed because of COVID)
<https://www.gi.alaska.edu/services/map-office>

- Outline available resources for training/development or best practices in:
 - Broad resource collections:
 - UAF faculty accelerator is not just for faculty! This is a huge resource. They have online writing groups, and teaching resources, and grant resources, and... <https://facdev.uaf.edu/>
 - UAF BlaST - frequently have a broad selection of professional development seminars so keep your eyes peeled for those, as well as a great collection of resources especially for mentoring/being a mentee. <https://blastak.com/>
 - Teaching/pedagogy
 - UAF offers a graduate certificate in Science Teaching and Outreach (STO prefix in the catalog) Courses cover scientific teaching and the certificate can be earned concurrent with your degree. Or you can just take the classes!
<https://catalog.uaf.edu/graduate/graduate-degree-programs/science-teaching-and-outreach/graduate-certificate/>
 - UAF eCampus maintains a resource for all things digital and/or instructional, teaching tips, blackboard training, drop in hours, course design, equipment loans, etc. <https://iteachu.uaf.edu/services/>
 - Proposal writing
 - UAF Vice Chancellor for Research offers proposal workshops ~ annually and provides resources on proposal writing here: <https://www.uaf.edu/research/researcher-support/index.php>
 - Public speaking
 - GEOS F675- Presentation Techniques in the Geosciences covers presentations in a variety of formats (seminars/demos), scientific writing (proposals/manuscripts), posters and figure making using a peer feedback model.
 - UAF Science communication club meets ~ 2x month with the goal of improving everyone's effective scicomm skills
<https://www.facebook.com/UAFSciCommClub/>
 - There are several local toastmasters groups that can help you gain experience speaking in public. Tundra Talkers chapter meets at the Harper Building (currently meeting via zoom)
<https://tundratalkers.toastmastersclubs.org/>
 - The Fairbanks Summer Arts festival offers a week-long workshop in comedy improv. This is an excellent way to gain experience in public speaking and thinking on your feet (good for Q&As) in a supportive and often hilarious environment. <https://www.fsaf.org/> If you have public speaking anxiety, this is for you!

- Fellowships/grants
 - UAF Geological Sciences department scholarships/fellowships
<https://www.uaf.edu/geosciences/current-students/funding.php>
 - UA Musuem of the North - research fellowship and Geist fund fellowship
<https://www.uaf.edu/museum/education/uaf-professors-students/university-instruction/fellowships/>
 - AQC Hopkins fellowship <https://uaf.edu/aqc/index.php>
 - Alaska Geological Society fellowships
<https://www.alaskageology.org/scholarships.html>
 - UAF URSA has several grants that grad students are eligible to apply for <https://www.uaf.edu/ursa/>
 - GSA Grad student research grants (55% success rate!!!)
<https://www.geosociety.org/GSA/grants/gradgrants.aspx>
 - Most professional societies have travel grants for students to attend conferences. Pay particular attention to any divisions of the society that may also have student travel grants, these can be less competitive.
 - Field course opportunities:
 - New geosciences grad student fall field trip, typically takes place in late August. Contact dept chair for more information.
 - International Volcanology Field School
<https://www.uaf.edu/geosciences/academics/international-volcanology/index.php>
 - ARCTIC ALASKA VEGETATION, PERMAFROST, & ECOSYSTEMS
<https://www.geobotany.uaf.edu/teaching/biol495/>
 - Alaska soil geography field trip NRM689
- Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
 - Geology department seminar held weekly on Fridays
<https://www.uaf.edu/geosciences/seminars/friday-seminars/index.php>
 - Chapman Chair seminars - thematic collection of speakers over a several week period <https://www.uaf.edu/geosciences/seminars/>
 - The Water and Environmental Research Center on campus has a seminar series that frequently has earth science speakers, and welcomes grad student speakers <https://ine.uaf.edu/werc/seminars/>
 - UAA Geology seminars
<https://www.uaa.alaska.edu/academics/college-of-arts-and-sciences/departments/geology/seminar.cshtml>

- Alaska Geological Society monthly seminars
<https://www.alaskageology.org/events.html>
 - Alaska Quaternary Center frequently hosts speakers throughout the year
<https://uaf.edu/aqc/index.php>
 - Isn't there a brownbag lunch series in the GI? (that's really poorly advertised, and has cool speakers I never hear about until after...)
 - GI Science for Alaska - lectures series featuring GI scientists for the general public
<https://www.gi.alaska.edu/events/science-alaska-lecture-series>
 - Ore deposits hub - connecting international academic and industry economic geologists with a weekly zoom seminar series
<https://oredepositshub.com/>
 - Alaska Miners Association - fairbanks monthly meeting featuring talks on all things Alaska mining. They also have an annual convention with science presentations.
<http://www.alaskaminers.org/ama-member-branches>
 - Pay attention to discipline specific mailing lists (google them). Since COVID many seminar series have moved online, these are generally advertised through such lists. This allows you to participate in many seminars previously inaccessible
- Outreach resources
 - UA Museum of the North has loans of science kits for outreach
<https://www.uaf.edu/museum/education/educators/kits-hands-on-objects/>

URGE Pod Recommendations

- A "The Well" set up just for BIPOC to use if they want to (AKA a Safe Space) as well as them being welcome to use the original Well.
- Create a fund that lets BIPOC students participate in outdoor adventure events for free/covers their costs.
- Create a separate BIPOC-only emergency student fund.
- UAF should make it a top priority to hire BIPOC mental health counselors. BIPOC issues should be called out directly / recognized in the list of issues potentially requiring counseling. .
- 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
- Develop a plan to connect new BIPOC students/staff with pre-existing BIPOC faculty, acknowledging the time tax of such service for existing BIPOC faculty.
- 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
- Support DEI conference participation: normalize and encourage participation in transdisciplinary workshops/ groups/ meetings (i.e., IAGD, SACNAS, NABG, AISES, GeoLatinas, etc.). Share meeting details and deadline reminders, similar to how GSA/ AGU are approached.