



Unlearning Racism in Geoscience



UNIVERSITY OF CALIFORNIA
SANTA CRUZ

**URGE Resource Map for University of California Santa Cruz
Earth and Planetary and Ocean Sciences Departments**

Resource Map Summary and Intent

This is a draft Resource Map for the Earth and Planetary Sciences and Ocean Sciences departments at University of California Santa Cruz. This document is a compilation of departmental (both Ocean Sciences and Earth and Planetary Sciences), campus and Santa Cruz resources. It is intended as a starting point for students, staff and faculty to navigate and access support services through reporting, community building, professional development etc.

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/).

● **Core Work Resources:**

- Organizational code-of-conduct - all members must agree to a code of conduct that addresses inclusivity and diversity, and labor details such as working hours and vacation. Individual research groups should consider conversing about publications or outputs.
 - [UCSC Principles of Community](#)
 - [EPS Principles of Community](#)
 - Link to OS Principles of Community/Code of Conduct
- Reporting Policy
 - The OS diversity committee is working on flowcharts to report sexual harassments, interpersonal conflicts, and microaggressions including resources within and outside the department. It will be posted on the new department website soon.
- Equipment:
 - [Recreation Rentals](#)
- Conference and workshop participation:
 - [GSA travel grant application](#) (currently not available)
 - [Travel Advance Request or Post Travel Expense](#) (requires advisor or other to pay you from their account)
- Information on how to navigate your taxes:
 - The UCSC Graduate Student Association puts on a workshop every year during tax filing season ([current link](#), unsure if it changes)

URGE Resource Map for University of California Santa Cruz Earth and Planetary and Ocean Sciences Departments

year-to-year).

- OS internal wiki page has links to many resources, such as tax information, establishing CA residency, graduate student handbook. Accessible only to current affiliates or admitted students.

- **Community Support and Mental Health Resources:**

- Assistance finding accommodations, moving expenses/assistance:
 - [UCSC Community Rentals Portal](#)
 - [Search for off-campus community rentals](#)
 - [Renters Workshop \(online\)](#) - learn rights and responsibilities as a CA tenant
 - [Checklist for off-campus housing search](#)
 - [Places to stay while looking for housing](#)
 - [FAQs for renters](#)
 - [Tenant-Landlord Advising \(including legal resources\)](#)
 - [Emergency Financial and Housing Assistance - Slug Support](#)
 - [Trans Inclusive Housing](#)
 - We encourage graduate students moving to Santa Cruz to ask current graduate students (in their research group, mentorship program, or otherwise) to help in-person vetting of potential housing situations.
- Services at UCSC: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc. Note: some information shared (such as sexual assault, child or elder abuse, danger to yourself or another) may require mandatory reporting to the Title IX office. If what you want to share is personal and you do not want it to be reported/shared, be sure to clarify whether your confidant is a mandated reporter.
 - [UCSC CAPS](#) (Counseling and Psychological Services)
 - [UCSC CARE](#) (Campus Advocacy Resources and Education)
 - Specifically for those “impacted by sexual violence, dating/domestic violence and stalking”
 - [UCSC Conflict Resolution](#)
 - [UCSC Title IX Office](#)
 - [UCSC ABC Student Success Initiatives](#)
 - [UCSC Office for Diversity, Equity, and Inclusion](#)
 - [UCSC DRC](#) (Disability Resource Center)
- Resources to encourage and assist making connections to someone who may understand their experience:
 - OS Mentor-Mentee program: This program was established by the DEI committee for OS incoming graduate students, to match them with a current graduate student who has more knowledge about the Santa Cruz area and the Department, and might be able to relate to their experience. It is optional.
- Calendar(s) of events or mailing lists to join
 - [Graduate Student Commons](#)- community and professional development events
 - [WiSE](#) (Women in Science and Engineering)- STEM educational outreach and professional development opportunities
 - [MARINE](#) (Monterey Area Research Institutions Network for Education)
- Resources for connecting with cohorts, organizations, social clubs with common identities and/or interests:

URGE Resource Map for University of California Santa Cruz Earth and Planetary and Ocean Sciences Departments

- African, Black, Caribbean (ABC) Resources
 - [African American Resource Center](#) (on campus)
 - [Beauty, Love and Care for the Culture \(BLACK\)](#) - find products and services off campus that fit ABC specific needs
 - [Asian American/Pacific Islander Resource Center](#) - “Ultimately, AA/PIRC offers education and dialogue on issues affecting Asian American/Pacific Islanders toward addressing students’ multiple and diverse academic, social, cultural, and other co-curricular needs.”
 - [American Indian Resource Center](#) - “The AIRC is dedicated to supporting the needs of American Indian students and increasing Native visibility on campus by hosting student-centered programs, cultural events and providing tools for academic success and personal well-being.”
 - [Chicanx Latinx Resource Center](#) - “a hub of organized activity and resources that support student transition, retention, graduation and academic advancement.”
 - [People of Color Sustainability Collective](#) (PoCSC) - The mission of PoCSC is to make UCSC a leader in environmental justice in recognition of our changing demographics. PoCSC aims to highlight the contributions that people of color; past, present, and future have made to environmental sustainability and works to redefine the definition and values of sustainability to be inclusive of all underrepresented populations.
 - [Lionel Cantú Queer Center](#) (on campus) - “...the nexus of support and advocacy for the LGBTQIA+ community”
 - [Event calendar](#)
 - [All gender restrooms on campus](#)
 - [LGBTQIA+ counseling services](#)
 - [Trans Inclusive Housing](#)
 - [Women’s Center](#) - “The center continues and challenges feminist traditions by creating community space for all women and their allies to achieve individual and social change.”
 - [Muslim Student Association](#) - “a safe and supportive environment for Muslims on campus”
 - [Santa Cruz Hillel](#) - “Santa Cruz Hillel aims to empower students creatively and ethically through an integrated Jewish experiential education program.”
 - [Religious and Spiritual Student Organizations](#)
 - [Student Organizations](#) - includes academic, cultural and identity, professional, and general interest groups (among many others)
- **Skillset Support Resources:**
 - Field-safety skill building
 - [NOLS Wilderness First Aid course](#) free for graduate students who need it for their work
 - [In-house scientific diving and boating safety](#)
 - Coding resources
 - Course offerings:
 - Coding classes that are available to students through the Baskin School of Engineering:

URGE Resource Map for University of California Santa Cruz Earth and Planetary and Ocean Sciences Departments

- <https://courses.soe.ucsc.edu/courses/cmpps>
 - OS Data Analysis Class (offered in winter, usually): OCEA 260
 - [EART 125/225 “Data and Statistics in the Geosciences”](#) - teaches how to perform some statistical analyses using R
 - Online tutorials (e.g. from CodeAcademy or Coursera)
 - Coursera often will waive tuition for graduate students if you submit a short application for a “scholarship”
 - Online university course materials for data visualization in R (posted by UT Austin faculty Claus Wilke):
<https://wilkelab.org/SDS375/>
 - UCSC students have free access to all courses on the LinkedIn Learning platform (includes programming languages and much more):
<https://its.ucsc.edu/linkedin/index.html>
 - [Free Software for UCSC Students](#) including Adobe Creative Suite, ArcGIS, MATLAB, Microsoft Office, and more
- **Professional development resources:**
 - [UCSC CITL sample individual development plan](#)
 - Graduate division [workshops](#) to empower graduate students with skills for greater resilience, focus, and success in academia
 - Available resources for training/development or best practices in:
 - Teaching/pedagogy
 - [UCSC CITL Teaching resources](#)
 - [Keep Teaching UCSC](#)
 - [Faculty teaching resources](#)
 - [CITL Graduate Certificate Programs](#)
 - Project management/budgeting
 - ITS has a [project management training](#) currently only open to ITS staff, but will open to others in the future
 - Media training
 - [UCSC media training](#)
 - Proposal writing
 - [UCSC Academic Senate research and grant writing](#)
 - Public speaking
 - [Quarterly workshop by grad division](#)
 - Networking
 - UCSC Career Center: [how to network successfully](#)
 - UCSC Staff Human Resources- [Networking resources with](#)
 - How to be an Ally/Agent of Change
 - [DICP](#) (Diversity and Inclusion Certificate Program)
 - [UCSC Employee Professional Development courses and certifications](#)

URGE Resource Map for University of California Santa Cruz Earth and Planetary and Ocean Sciences Departments

- [Graduate Student Leadership Certificate Program](#)
- [OS CORE](#)
- EPS has biennial offering of 'hidden curriculum' professional development class to address topics like developing networks, managing rejection, etc.
- Departmental and regional seminars
 - [UCSC EPS IGPP seminars](#)
 - [UCSC EPS Whole Earth seminars](#)
 - [UCSC OS seminars](#)

Off-campus Resources:

- Motion Pacific hosts a queer dance party every other month: This is a good place to find queer community, often highlight dancers of color <https://motionpacific.com/>
- [Santa Cruz Diversity Center](#)
- [Santa Cruz County Diversity Partnership Fund](#): Social justice grantmaking and leadership program for LGBTQ+ people, with a permanently endowed fund
- Black owned business directory for Santa Cruz, CA: <https://www.blackownedsantacruz.org/directory/>
- Inclusive synagogue in the Santa Cruz Area: <https://www.cysantacruz.com/>
- Queer Youth Task Force of Santa Cruz County: <https://qytf.org/>
- [NAACP Santa Cruz County](#)
- Insight Santa Cruz, a buddhist meditation community has meetings [once a week](#) for people of color
- <https://tanneryworlddance.com/black-health-matters/>
 - “Although this initiative is just beginning, establishing an ongoing arts and health driven platform of services and resources for Black SC families to access throughout the pandemic is our priority. We know that the work that we do to support families and individuals who are most vulnerable strengthens all of us and ensures our whole community is not just surviving, but thriving.”
- Resource Center for Non-Violence: <https://rcnv.org/about/>

Proposed resources we would like to see at UCSC/in the OS and EPS departments:

- A list of conference resources such as travel grants to apply to, as well as a list of other small grants that students specifically can apply for.
- Emergency Fund for students who need to switch advisors/remove themselves from a funded project
 - [Example at MIT](#)
- Within departments, students could have a formal research advisor and also a formal “mentor” — someone who you don’t need to meet with all the time, but you feel some sense of “entitlement” to their time if you need/want it
 - Maybe committee members play role of mentors also
- Exit interview with dean, faculty graduate representative, and/or admin where graduates can give honest feedback about department/program without concern of consequences
 - Perhaps outsource to graduate division to avoid conflicts of interest?
 - Or have this as part of the department review process?
- Departmental reporting links:
 - On campus example: [EEB Inclusion, Diversity, Equity, and Action committee](#) reporting link

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- Develop resources that explicitly address information on honoraria and speaking fees.
- 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
- 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