

## **Deliverable 7 - Resource Map**

UCSB Marine Science URGE Sub-pod

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This is a draft Resource Map for the Marine Science pod at UCSB. 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](#). 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.

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.

The practice of creating asset maps of communities 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.

### **I. Mentoring plan**

This resource map is intended to connect People of Color in IGPMS with resources that can assist them in finding support for their personal well-being and professional development, and foster a sense of belonging in our community. When a new student, post-Doc, staff-member, or faculty member joins a lab affiliated with IGPMS they should be directed to this resource map and also be asked if they have any specific needs or interests that may require additional resources beyond those listed in this document. An introduction to this resource map should be facilitated by the program diversity officer (currently Nick Nidziko) on an individual basis (i.e. new post-doc joins a lab affiliated with the program), and also be included during the IGPMS new student orientation. We emphasize that every individual brings their own lived experiences, perspectives and strategies for coping with racism to our community, and as such may require varying levels and types of support. We also emphasize that while specific individuals (program diversity officer, student's advisor) may play a more direct role in this mentorship, it is

the responsibility of the entire IGPMS community to make sure that our Community Members of Color are cared for and equipped with tools for success.

For graduate Students of Color, we recognize that most mentoring is done directly within a student's lab, and primarily by their advisor. The student-advisor relationship is highly individualized; therefore, clear expectations for what this relationship looks like should be set upon the student's entry in the program (or reiterated if discussed prior to the student's entry, such as during the recruitment visit). We strongly recommend that advisors provide **written** documentation to all members of their lab detailing their expectations for their graduate students as well as their expectations for themselves as an advisor and mentor. This should include expectations for the frequency of group and individual meetings, timelines for manuscript review and submission, publication frequency, conference attendance, etc.

The importance of adequate opportunities for People of Color to socialize and network with other members of IGPMS should not be overlooked, as these experiences may play a crucial role in fostering a sense of belonging in our community. In non-pandemic times, opportunities for community-building and networking have included mingling before and after weekly guest seminars, a monthly happy hour event, social gatherings of individual labs, and an annual program camping trip/retreat.

Graduate students are encouraged to fill out an Individual Development Plan (IDP) each year and review/receive feedback from their mentor. The UCSB IDP form can be found [here](#), the [AAAS IDP](#) is another option.

## II. Core work resources

### Code of conduct

The UCSB codes of conduct for [students](#) and [faculty](#) are found on the UCSB Ethics and Compliance website. Currently, an IGPMS-specific code of conduct does not exist; however, plans to incorporate one include:

- Draft a broad IGPMS code of conduct based of our pod guidelines from session 1
  - Expectations for advisor/ student relationship
  - Find examples of mentorship expectations
- Summarize the things that are “socially learned”
  - Variability between work hours
  - Work hours and amount of time on campus can vary from person to person and also throughout the year for a given individual

- Normalizing the process of checking in with your advisers/mentors/supervisors about expectations
  - Vacation policy within the lab
- Establish a social media use policy

### **Communication plan**

Currently, communication plans and expectations are discussed within lab groups. No IGPMS-wide communication plan exists.

### **Reporting policy**

A resource document on the [Reporting Policy](#) for incidents of racism was developed as part of the URGE UCSB Marine Science Sub-pod Deliverable 2.

### **Equipment**

- Gear rentals through [UCSB Adventure Programs](#) via the [Adventure Rental Center](#)
- [UCSB Book Bank](#)
- [Play it Again Sports](#) has used gear for sale (wetsuits, camping gear, etc.)

## **III. Community support and mental health resources**

A list of campus resources for students can be found on the IGPMS website [here](#). If possible, IGPMS administrators coordinating new student orientation should invite representatives from various resource centers (CAPS, CARE, RCSGD, Office of Black Student Development, etc.) to attend the orientation.

Currently not listed on the IGPMS website, but another useful resource is the [Office of Equal Opportunity and Discrimination Prevention](#).

### **Affinity groups for finding community & broadening support networks:**

These groups are NOT already listed on the IGPMS website:

- [Black in Marine Science](#)
- [Black in Geoscience](#)
- [National Association of Black Geoscientists](#)
- [BWEEMS](#) (Black Women in Ecology, Evolution, and Marine Science)
- [UCSB's Black Resource Committee](#)
- [LatinX in the Marine Sciences](#)
- [GeoLatinas](#)
- [Asian Americans and Pacific Islanders in Geosciences](#)

- [Association of Filipino Scientists in America](#)
- [The International Association for Geoscience Diversity](#): nonprofit improving access & inclusion for geoscientists with disabilities
- [American Indian Science and Engineering Society](#)
- [Out in STEM \(oSTEM\)](#) at UCSB
- [500 Queer Scientists](#)
- [Queer & Trans Student Union](#) at UCSB
- [500 Women Scientists](#)
- [Society for Women in Marine Science](#)
- [Earth Science Women's Network](#)
- [Mentoring Physical Oceanography Women to Increase Retention \(MPOWIR\)](#)
- [Womxn in Science and Engineering \(WiSE\)](#) at UCSB
- [Environmental Justice Alliance at UCSB](#)
- [Making Adventures Possible for All Students \(MAPAS\)](#)

### **Mailing lists to join**

Internal mailing lists:

- bionews
- igpms-grads, igpms-all, 555-users, mgpstaff-pdoc@lifesci.ucsb.edu
- To be added to IGPMs mailing lists, contact the Graduate Program Advisor (Brittney Dinelli) at [bdinelli@ucsb.edu](mailto:bdinelli@ucsb.edu)

External mailing lists:

- This [document](#) from the EEMB GSAC website contains a list of potentially relevant external listservs to subscribe to

### **Local organizations and groups**

- City of Goleta's [Community](#) page with information about moving to Goleta, parks & recreation spaces, things to do in Goleta
- [City of Santa Barbara's](#) webpage with additional resources and information about living in Santa Barbara
  - [Recreational adult sports leagues](#)
- Santa Barbara City College (SBCC) also offers a variety of art & music classes designed for older adults & for free to community members through the [School for Extended Learning](#).
- Religious & spiritual organizations in Santa Barbara:
  - UCSB's [Religious Life](#) resource page includes a list of places of worship & religious organizations in the surrounding area
  - [Interfaith Initiative of SB County](#)
  - [Islamic Society of Santa Barbara](#)

- [Jewish Federation of Santa Barbara](#)
- [Casa de la Raza](#): local nonprofit organization dedicated to empowering the Latino community in Santa Barbara
- [West Wind drive-in movie theater](#)
- List of popular [hikes](#) in the Santa Barbara area
- [Santa Ynez Band of Chumash Indians](#)
- [Healing Justice Santa Barbara](#): a Black-led and Black-centered organizing collective that aspires to uplift all Black/African-Americans to affirm that they are deserving of safety, love, equity, respect, and joy.

#### **Local business and other needs:**

- List of some [Black-owned businesses](#) in the Santa Barbara area that include resources for food, haircare, beauty, etc.
- Community [resources](#) listed on the Office of Black Student Development website
- Hair:
  - [LunaBella](#) (Santa Barbara)
- Food:
  - [AfroFusions](#) Catering
  - [Indo-China Market](#)
  - [Oriental Market](#)
  - [Santa Cruz Markets](#)

#### **IV. Wellness resources:**

- [Map of Health & Wellness Resources at UCSB](#)
  - Shows locations around campus for resources such as all-gender restrooms, pad/tampon/condom distribution, lactation stations, massage chairs, hydration stations
- The Ecology, Evolution, and Marine Biology department DEIW group has compiled a document of [graduate student-recommended counseling centers and therapists](#) on-campus as well as in the Goleta and Santa Barbara area
- [CAPS | Counseling & Psychological Services](#)  
CAPS provides culturally responsive mental health services and a safe, inclusive, and affirming environment to ensure that all students remain psychologically healthy in pursuit of their goals.
- [Disabled Students Program](#)  
DSP's mission is to ensure full participation and equal access to all educational activities and classes at UCSB, and to facilitate student success for students with disabilities.

- [UCSB Student Health](#)  
SHS provides inclusive, compassionate, comprehensive, and integrated healthcare services.
- [UCSB Women Gender Sexual Equity Department](#)  
WGSE uses a feminist approach to provide support, advocacy, resources and education to the UCSB community.
  - [Women's Center Programs](#)  
The Women's Center is the primary organization on campus dedicated to providing education on women's issues, feminism, healthy masculinities, and gender and social equity.
  - [Campus Advocacy, Resources & Education \(CARE\)](#)  
CARE's mission is to provide professionally designed services for the prevention and intervention of sexual assault, relationship violence, stalking and harassment.
  - [Non-Traditional Student Resource Center](#)  
The Non-Traditional Student Resource Center provides a community space for students whose life experiences may differ from traditional students.
- [Shoreline](#)  
Shoreline is the Division of Student Affairs official community engagement tool, connecting students, staff, and faculty to more than 500 registered student groups at UCSB of which 15 have [membership that is restricted to graduate students only](#), including the American Indian Graduate Student Alliance, Asian Pacific Islander Graduate Student Alliance, Black Graduate Student Association, Iranian Graduate Student Association, and Society for Advancement of Chicanos/Hispanics and Native Americans in Science Graduate Chapter.
- UCSB [Department of Recreation](#)
  - Offers a variety of fitness & wellness programs such as art, dance, kickboxing classes, and also runs intramural sports
  - Graduate students have free access to the Rec Cen facilities (gym, pool, climbing wall, etc.).
- IGPMS will establish community building/group-building events - including different types of events (hikes, alcohol-free events, etc) to be as inclusive as possible
- Office set up: ergonomic solution for chair/desk/keyboard (university offers this as a [service](#) and provides a \$500 matching fund per employee)
  - Work with advisor for consultation from the Ergonomics program and then subsequent solutions

## V. Skillset support resources

IGPMS core [coursework](#)

Research/work-specific skills or experiences may include:

- Driving, access to a vehicle
- Construction of materials, operation of power tools/machinery
  - The [UCSB's Physics Machine Shop](#) provides training and use of machinery to students, employees (faculty, staff, postdocs) for a fee
- Coding
  - Free workshops are available through the [UCSB library's Data Carpentry](#) and software workshops/ group. Past workshops have included R, python, R markdown, github, and bash from introductory levels to more experienced levels of coding.
  - Santa Barbara chapter of [R Ladies](#): a non-profit, civil society community that is designed to develop members' R skills & knowledge through social, collaborative learning & sharing. Supports minority identity access to STEM skills & careers, the Free Software Movement, and contributing to the global R community
  - UCSB [Data Analysis and Coding Club \(DANC\)](#): Establishes an inclusive community of beginning coders to develop professional skills for data science, computer modeling, & beyond!
  - UCSB/NCEAS [EcoDataScience](#) group has (usually R based) workshops a few times a quarter as well as a fairly active slack that members used for troubleshooting code and post job information
- Field Skills
  - [SCUBA/Scientific Diving certification](#)
    - [Funding for undergraduate dive course costs through Coastal Fund](#)
  - Adult swim lessons through UCSB [recreation center](#) - these cost \$\$, could there be IGPMS resources for supporting those lessons? [also true for learning to drive]
    - You can also learn to swim by taking for-credit swim classes through [Exercise & Sports Studies](#) (these are included in tuition for grads/undergrads)
      - **ES 1- 34A. Elementary Swimming (0.5 credits)**
        - A course designed to provide students with the opportunity to improve their basic physical condition, secure useful neuromuscular development, and gain recreational skills.
      - **ES 1- 34B. Intermediate Swimming (0.5 credits)**
        - A course designed to provide students with the opportunity to improve their basic physical condition, secure useful neuromuscular development, and gain recreational skills.
  - CPR, First Aid, Wilderness first response [Certification Classes | Department of Recreation](#) - these also cost \$\$
  - Practical short course in power tools / electrical engineering for lab and field work (maybe Stuart Halewood could teach this?!)

## VI. Professional development resources

### Training and development resources:

- Proposal writing
  - [Writing consultations](#) available at UCSB with Robby Nadler and/or students trained by him
- [The Academic Secret Menu](#) - a document with a variety of resources about navigating life as a graduate student, academic culture, also includes resources for applying to graduate school

### Campus fellowships:

- Information on UCSB fellowships for [new and continuing graduate students](#) can be found here. Fellowships are only specifically listed for [continuing graduate students](#) on the Graduate Division website. These fellowships require nomination by the advisor to the department and then a selection and nomination by the department to a central faculty fellowship committee.
  - The **UCSB Graduate Opportunity Fellowship/Graduate Research Mentorship Program** and **UC President's Pre-Professoriate Fellowship** highlight applications from People of Color
- [GSA travel grants](#) to present research at a conference
- [Individual professional skills development](#) grants provide funding for a variety of things except presenting your research at a conference

### Department fellowships:

- EEMB Department Fellowships: Schmidt Fellowships (announced via email annually)
- Earth Science list of [Graduate Student Awards](#)

### Other fellowships:

- [Ford Foundation Fellowship](#)
- [NSF Graduate Research Fellowship Program](#)
- [NASA Future Investigators in NASA Earth and Space Science and Technology \(FINESST\)](#)
- [National Defense Science and Engineering Graduate \(NDSEG\) Fellowship Program](#)
- The Fulbright U.S. [Student](#) and [Scholar](#) Programs

### Public speaking opportunities:



### [Toastmasters UCSB](#)

UC-wide [Grad Slam](#) competition

Annual [EEMB Graduate Student Symposium](#)

### **Regional conferences:**

[SoCal Geobiology Symposium](#)

Western Society of Bacterial Physiologists

[EPOC conference](#)

### **Networking:**

See section III. for a list of affinity groups. We will look into obtaining funding to sponsor BIPOC-only wellness & community building activities such as quarterly lunches or an annual conference/meeting hosted at UCSB. The goal being to create a space for People of Color in our program and affiliated departments of all career stages to spend time with each other (could be research-focused, or just opportunities to socialize and find community with other POC marine scientists). This will be funded and planned in such a way that the people doing most of the heavy-lifting to organize this are non-POC to avoid putting additional responsibilities on our POC community members.

### **Summer courses (some have fellowships available):**

[Microbial Diversity at MBL](#)

[Ocean Optics Course](#) at U. Maine

Geobiology Course (Agouron/USC)

STAMPS Course at MBL (molecular microbiology)

Physical Oceanography Course (FHL)

Chief Scientist Training (UNOLS)

[Geophysical Fluid Dynamics](#)

[IsoCamp at U. New Mexico](#)

For undergraduate students, NSF Research Experience for Undergraduates (REU)

### **Pedagogy Resources:**

[CITRAL](#)

Additional Coursework: [Santa Barbara Community College](#)

## **VII. Outreach resources**

We recognize that Academics of Color are often disproportionately expected to participate in DEI efforts at their university on top of their already existing workload as compared to their White counterparts. While the goal of the DEI work being done by our program is to center the voices and needs of People of Color, we respect and fully

support the choice of any Person of Color in our community to opt-out of participation in the IGPMS DEI working group or any other DEI-related work at any time, for any length of time, or outright.

**Opportunities to participate in Justice, Equity, Diversity, and Inclusion (JEDI), mentorship & outreach efforts:**

- Participate in the [IGPMS DEI working group](#), initially formed in 2020, and/or serve on our program DEI Committee.
- [Faculty Research Assistance Program \(FRAP\)](#) - offers \$350/quarter for research mentoring
- [McNair Scholars](#) - prepares qualified undergraduates for entrance to a PhD program in all fields of study. The goals of the program are to increase the number of first-generation, low-income and/or underrepresented students in Ph.D. programs, and ultimately, to diversify the faculty in colleges and universities across the country.
- [Gorman Scholars](#) - provides UCSB undergraduates across all STEM majors with an opportunity to receive invaluable mentoring from faculty, postdoctoral researchers and graduate students mentors while pursuing innovative interdisciplinary research projects
- Multiple outreach programs through the [Center for Science and Engineering Partnerships \(CSEP\)](#)
- [Funding from Student Initiated Recruitment and Retention Committee \(SIRRC\) for activities supporting first gen & underrepresented students](#)

**Policies to limit or offset the [time tax](#) on POC:**

- EEMB is piloting a new GSR position in Summer 2021 and Winter 2022 to design and implement graduate student recruitment events with the goal of increasing diversity, equity and inclusivity
- Look into obtaining funding via block-grant scholarships for People of Color who sit on the IGPMS DEI Committee
- Previous UC policy on honoraria was [rescinded](#), the current policy is unclear as current links provided by the UC Office of the President only lead to the rescinded policy. No IGPMS-specific policy for honoraria exists to our knowledge.