        - University of Maryland Disability & Accessibility Policy and Procedures
        - Report Sexual Misconduct Online
        - Report Discrimination Online
        - Office of Civil Rights and & Sexual Misconduct additional resources
    - Conference and workshop participation (how often and who pays for it?)
        - Information regarding conference funds is on the Departmental Intranet
        - Internal travel grants for Graduate Students
    - Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
        - Society fees can be paid through A21 (discretionary funds)
    - Be open to paying for job postings to diversity/social justice boards
        - Fees can be paid through A21 (discretionary funds)
    - Items to consider formalizing:
        - 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
        - Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate
        - Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment

- **Community support and mental health resources**
    - Assistance finding accommodations, moving expenses/assistance
        - New Faculty Orientation
        - New Hire Information
        - Incoming graduate students are provided a PhD Orientation Guide with information regarding housing and moving to the area.
            - Graduate Hills and Gardens
            - Off-campus housing service
    - Services at UMD: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
        - Office of Graduate Diversity and Inclusion
        - Diversity officers
        - Counseling services
        - Ombudsperson
        - Undergraduate ombudsperson
            - Graduate student ombudsperson
            - Faculty ombudsperson

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            - Graduate School Red Folder Project
        - Affinity groups
            - Graduate Student Mental Health Resources
        - CARE - Campus Advocates Respond and Educate to Stop Violence
        - UMD-wide Wellness and Advocacy resources
            - Meditation
            - Behavioral Health Services
            - Stress management
            - Sexual Health
            - LGBTQ+ health and wellness
    - Calendar(s) of events or mailing lists to join
        - Free stuff at UMD
        - Listservs for the department and populations (undergraduate, graduate, research faculty, the whole department)
        - Geography Grad Student Organization
            - Information is distributed via the graduate student listserv
        - Geography club (undergraduate)
            - Information is distributed vis the undergraduate student listserv
    - Local clubs, religious or spiritual organizations, organizations, hobbies they were previously involved with that they can get connected with in the area?
        - List of UMD multicultural student organizations
    - Connecting with cohorts, organizations, social clubs with common identities and/or interests
        - GSO activities (for grads) announced via geog-grad listserv
    - Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
        - New Faculty Start-Up Resources
        - Cool events in College Park
    - Campus tour
        - Typically done during PhD orientation can be modified to include
            - Organization offices
            - Religious facilities
            - Health and mental health services
    - Items to consider formalizing:
        - Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others
        - Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk)

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- **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.
        - Steps to getting a MD drivers license
        - First aid courses available through Recreation
            - $110 for adult first aid/CPR
    - Skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?
        - Courses available on Lynda

- **Professional development resources**
    - Outline available resources for training/development or best practices in:
        - Teaching/pedagogy
            - Teaching and Learning Transformation Center has workshops and certificate programs for teaching training
        - Project management/budgeting
            - Beginner and Advanced Certificate Programs offered by the Office of Research
        - Media training
            - Office of Strategic Communications
        - Proposal writing
            - Research proposal templates
            - Graduate School Writing Center
        - Public speaking
            - Three-Minute Thesis Competition
        - Networking
            - Career Center workshops and events
        - Design/drafting of figures using Adobe Suite/Python/ArcGIS
            - GIS and Spatial Data Center offers instructions and tutorials
            - Courses available on Lynda
        - Getting involved in professional societies
        - Additional coursework
            - Courses available on Lynda
        - Fellowships, internships, summer experiences, field course opportunities
            - Maryland Center for Undergraduate Research
            - Graduate School Summer Fellowships and Internships

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            - National Science Foundation Research Experiences for Undergraduates
            - Department opportunities are communicated via the department listservs
    - Departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
        - Departmental seminars
        - American Association of Geographers - National and Mid-Atlantic
        - American Geophysical Union Fall Meeting
        - Sigma Xi
        - US-International Association for Landscape Ecology
        - University of Maryland Center for Environmental Science
        - GeoDC - super active professional group normally and you can present GIS/RS work for free

- **Outreach resources**
    - Items to consider formalizing:
        - 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
        - Information on honoraria and establishing/charging speaker fees

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