

URGE



Unlearning Racism in Geoscience



URGE Resource Map for UW ESS Grad Student and Postdoc URGE Pod

This is a draft Resource Map for the ESS Grad Student and Postdoc URGE Pod at University of Washington. 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.

ESS specific resources with asterisk (**)

Recommendations for institutional improvement in *italics*

Organizational Resources:

- Diversity Officer/Offices -
 - **ESS Diversity Resources (run by ESS DEI Committee):
https://www.ess.washington.edu/about/diversity_resources.php (comments box, programming, improving department climate)
 - CENV Diversity Resources:
<https://environment.uw.edu/students/student-resources/diversity-resources/> (support funds, links to UW resources)
 - UW Office of Race and Equity: <https://www.washington.edu/raceequity/> (link to resources at UW for training and information)
- Counseling and Psychological Services -
 - List of UW resources from Counseling Center:
<https://www.washington.edu/counseling/resources/> (short term care and referrals)
 - Hall Health Center Mental Health Clinic:
<http://depts.washington.edu/hhpcweb/project/mental-health-clinic/>
 - UW Faculty and Staff Guidebook to Health and Wellness Resources for Students:
<https://drive.google.com/file/d/0BxmqqtvovVFgocldvOGt4VURKX28/view> (google drive with resources particularly to share with your students)
- Reporting and Navigating Conflict -
 - Ombudsperson - <https://www.washington.edu/ombud/> (preventing, managing, navigating, and resolving conflict at the UW)

- Please see URGE Session 2 deliverable for a longer list of resources to report bias incidents
- Affinity Groups -
 - Office of Minority Affairs & Diversity (OMA&D) <https://www.washington.edu/omad/> (outreach, events, advising, etc.)
 - Samuel E Kelley Ethnic Cultural Center (ECC) <http://depts.washington.edu/ecc/> (student advising, organizational development, personal growth, and referrals to different departments and programs)
 - Graduate Opportunities & Minority Achievement Program (GO-MAP): <https://grad.uw.edu/diversity/go-map/> (hosts events, awards funding, etc.)
 - Q Center: <http://depts.washington.edu/qcenter/wordpress/> (hosts and supports student groups and events for students, faculty, staff, and alumni of all sexual and gender orientation, identities, and expressions)
 - Women's Center: <https://www.washington.edu/womenscenter/> (leadership, advocacy, education, and resources for girls and womxn)
 - UW Advance: <https://advance.washington.edu/> (resources, trainings, and funding to increase and support women faculty at UW)
 - American Indian & Alaska Native Intellectual House (wələbʔaltx^w): <https://www.washington.edu/diversity/tribal-relations/intellectual-house/> (learning and gathering space for American Indian and Alaska Native students, faculty, and staff, as well as others from various cultures and communities to come together in a welcoming environment to share knowledge)
- Funding - This list is not comprehensive, but gives some examples of funding resources particularly targeted and underrepresented minorities, first generation college students, and other groups.
 - GO-MAP (see above)
 - UW Louis Stokes Alliance for Minority Participation (LSAMP): <http://depts.washington.edu/lsamp/>
 - Early Identification Program (EIP): <http://depts.washington.edu/eip/>
 - Ronald E. McNair Program: <http://depts.washington.edu/uwmcnair/>
- Student Organizations - <https://huskylink.washington.edu/>
 - Search for organizations to support and uplift you and your identity (i.e. African Student Association, Asian Student Commission, ASUW Latinx Student Commission, etc.)
- Resources for International Students -
 - UW Office of Global Affairs and International Student Services (ISS): https://iss.washington.edu/ISS_message (provides travel recommendations, support for international or visiting scholars)
 - International Scholars Operations: <https://ap.washington.edu/ahr/visas/> (resources for visiting UW faculty and academic personnel)
 - Leadership without Borders: <http://depts.washington.edu/ecc/lwb/> (resources for undocumented students)
- Mind/Body Activities -

- Mindfulness, Yoga, and Meditation - <https://www.washington.edu/ima/classes/mindfulness/> (UW classes to help with stress management and wellness)
- Intramural activities at the IMA
- Bike Months (November Ride in the Rain; May Bike Everywhere)
- ESS teams (softball, ultimate frisbee)
- Peer Mentoring -
 - **ESS Peer Mentoring (pair with another graduate student mentor/mentee at a later stage in the program and outside of your research group)
 - College of the Environment Undergraduate Mentoring Program - <https://sefs.uw.edu/students/student-blog-post/new-college-of-the-environment-mentorship-program/> (run by Student Advisory Council, connect undergraduates with graduate student mentors who may not be in their school)
- Union - <https://www.uaw4121.org/> (note: No ESS Union rep right now)
 - UAW 4121 is the union for ASEs at UW
 - Union website has resources for students, active working groups, and other information for graduate students at UW
- **GAIN (Geoscience Access and Inclusivity Network) - funding for fieldwork experiences
 - New program, more information to come
- Outreach -
 - **Rockin Out: <https://rockinoutuw.wixsite.com/home> (outreach from UW ESS on earth science education)
 - Seattle MESA: <https://seattlemesa.org/opportunities/volunteer/> (work with underrepresented students pursuing a STEM career, can volunteer at events)
 - UW Academic Support Programs: <http://www.academicssupport.washington.edu/>
 - Can volunteer or seek support on academic subjects
 - NASA Space Grant: <https://waspacegrant.org/> (enhance education opportunities for students seeking to pursue careers in STEM, to enrich education, and to provide public outreach)
 - Riverways Education Partnerships: <https://expd.uw.edu/riverways/> (K-12 outreach program which connects undergraduates from UW with educational and service opportunities in local and regional schools and community organizations; connect with students, schools, and communities towards tribal sovereignty and racial justice)
 - Brotherhood Initiative: <https://brotherhoodinitiative.org/> (cohort-based program that provides academic growth and leadership, exploration of intersecting identities, and support to underrepresented men of color at UW; can volunteer with organization)
 - Burke Museum: <https://www.burkemuseum.org/> (natural history and culture museum on campus; can attend or volunteer at outreach events)
 - Girls In Science: <https://www.burkemuseum.org/education/families-and-youth/girls-in-science> (HS and MS program for students led by faculty and researchers at UW)

- ****ESS Welcome Guide [here](#) largely geared towards helping new students settle into the department and get to know the region. Our recommendations for improvement:**
 - *Institutionalize and maintain this document*
 - *Re-send this document yearly*
 - *Incorporate housing survey (also institutionalize this)*
 - *Overall we suggest that the department make resources for graduate students, post docs, and new faculty (guides, documentation, as well as things like this resource map) more available for students. Email them out once per year, link them more easily on the website!*

Local Resources:

- Meet-up/Support Groups
 - Amazing list of local and remote resources put together by Seattle Schools including blogs, therapists matched by given criteria (race, ethnicity, religion, etc.), podcasts, mental health counseling, and community connection : https://www.seattleschools.org/departments/coordinated_school_health/mental_health_services/bipoc_support
- Religious or Spiritual Communities
 - Goodwill Missionary Baptist Church
 - First African Methodist Episcopal Church <https://www.fameseattle.org/>
 - Mount Zion Baptist Church <https://mountzion.net/>
 - Chinese Southern Baptist Church <https://csbcseattle.org/english/>
 - Vietnamese Christian Community Church of Seattle <https://www.vcccseattle.org/>
 - Sakya Monastery <https://www.sakya.org/>
 - Hillel UW <https://www.hilleluw.org/>
- BIPOC-owned businesses in Seattle
 - Food & beverage, accessories, apparel, skincare, services & more. Also opportunities to get involved with black community food initiatives and local food/farm groups: <https://seattlegood.org/support-black-communities/>
 - Everything from finance and childcare to education and marketing resources: <https://urbanleague.org/black-business-directory/>

Broader Resources (Networking):

- Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) (<https://www.sacnas.org/>) Annual National Diversity in STEM Conference
- National Association of Black Geoscientists (NABG) (<http://www.nabg-us.org/>)
- American Indian Science and Engineering Society (AISES) (<https://conference.aises.org/>)
- GeoLatinas, supporting Latina women in Geosciences and Planetary Science (<https://geolatinas.weebly.com/about-us.html>)
- Association for Women Geoscientists (<https://www.awg.org/>) mission of increasing and diversity in geosciences broadly-- PNW Student Sub-Chapter faculty advisor Juliet Crider

- Cooperative Institute for Research in Environmental Sciences (CIRES), CU Boulder & NOAA partner; Society of Latinxs/Hispanics in Earth and Space Science (SOLESS) (<https://ciresdiversity.colorado.edu/soless>)
- Additional professional societies and organizations (Engineering, Chemistry, Physical Oceanography, Mathematics, Physics, Meteorology, etc): <https://www.ametsoc.org/boardpges/bwm/professresources.html>