

URGEO

Unlearning Racism in Geoscience

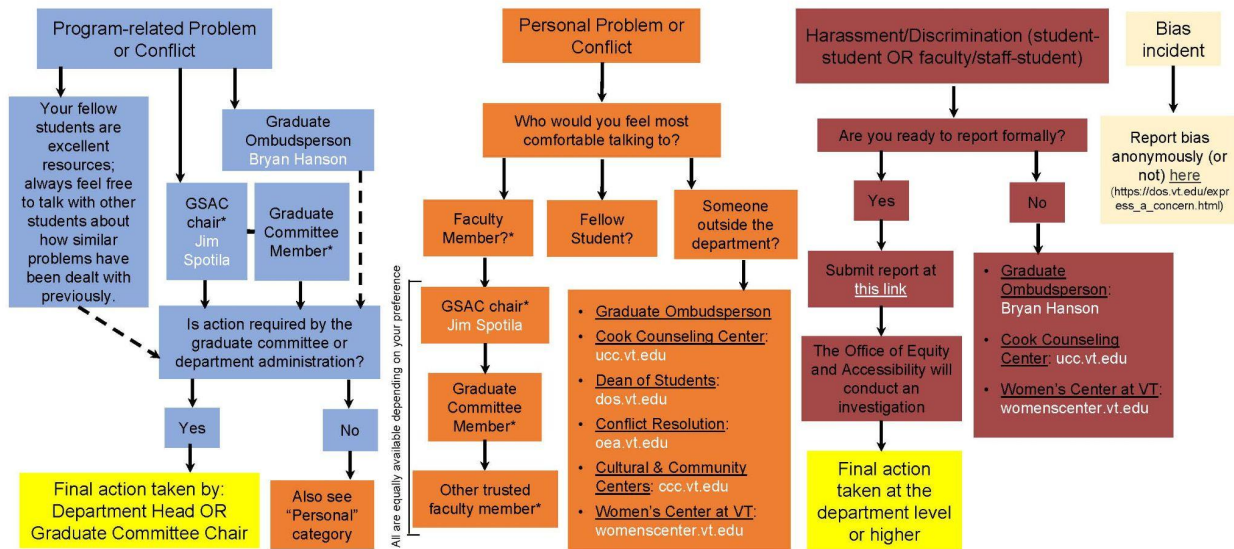


Virginia Tech Geosciences Pod Deliverable #7 Resource Map

For this deliverable, our pod chose to create a resource map to help graduate students navigate conflict, discrimination and/or harassment at Virginia Tech. Modeled after a resource created by the Department of Earth, Atmospheric, and Planetary Sciences at Purdue University, we created a flow chart (Fig. 1) to specifically aid graduate students in navigating program-related or personal challenges they may experience while at Virginia Tech. In our discussion as a pod, it became clear that graduate students didn't know that they could reach out, for example, to the chair of the Graduate Student Affairs Committee in the event that they had a conflict with their advisor or another committee member. Our goal in creating this flow chart was to explicitly map out the various different avenues through which graduate students can seek assistance and to highlight the fact that our Department is committed to helping students navigate both personal and professional challenges. We plan to post this flow chart online as well as in several places around the department where students are likely to see it.

VT Geosciences – Graduate Student Resources for Navigating Conflict and Reporting Discrimination

If you are ever unsure who to talk to, the Graduate Ombudsperson can always provide a safe place for you to be heard and engage in a confidential and informal conversation aimed to bring clarity to your situation and plan a path forward. Note that the Ombudsperson is **not** a mandatory reporter*. Email gradstudentombud@vt.edu or call 540-231-9573 to set up an appointment.



*VT Faculty, Staff, and persons who are employed to teach are mandatory reporters; they are obligated by law to report any incident that might be reasonably construed as constituting discrimination/harassment to the Office for Equity and Accessibility. This obligation exists regardless of the desires of the complainant. Please see [University Policy 1025](#).

Fig. 1. Flow chart to aid graduate students in the Geoscience Department in navigating conflict and bias in their personal and professional lives at Virginia Tech.

In the future, we plan to create similar flow charts targeted toward undergraduate students, faculty and staff. We will be passing along the responsibility of finishing this task to the departmental Diversity, Equity, and Inclusion Committee.

There are of course numerous additional resources falling under other headings (e.g. core work resources, community support and mental health resources, skillset support resources, professional development resources, and outreach resources) available to all students and specifically available to minority students at Virginia Tech and future work to collate those resources into one place would also be beneficial. Some of those resources, particularly those related to classroom support, equipment and professional development have already been compiled in an "Internal Resources" website hosted on our department page. With the help of the departmental Diversity, Equity, and Inclusion Committee, we also plan to continue further developing that page to include a broader range of resources.