



Resource Map for POC at UW

This is what was found by the Wetland Soils and Greenhouse Gas Exchange Lab (WSGGEL) on resources available to students of color at the University of Waterloo.

This is a draft Resource Map for WSGGEL at the University of Waterloo. 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.

Mentoring Plan

- A sense of belonging is important to the health and success of members of WSGGE Lab, so finding a community is a safety and career consideration.
- The intent of the resource map is to connect new hires/students with resources that will be of most use to them, e.g. schedule for initial call(s) and/or meeting(s) to identify needs/interests.
- Group meeting expectations: lab meetings take place on a weekly basis, times/dates subject to change by term

Core Work Resources

All lab members are expected to agree to and sign the lab [Code of Conduct](#).

This plan outlines the expectations for:

- Individual professionalism (incl. on- and off-campus)
- Support of a safe working environment (free from harassment, racism, sexism, ableism, etc.)
- Completion of UW Training Modules
- Safety in the field

The [Code of Conduct](#) has procedures for addressing concerns or violations of the Code through lab leader Maria Strack. Secondary contacts for concerns can go to the Department Chair, Richard Kelly (rejkelly@uwaterloo.ca), Associate Chair Graduate Studies Chris Fletcher (gemgrad@uwaterloo.ca) or Associate Dean Grad Studies Peter Deadman. Though resolution through Maria or other Department contacts are preferable, everyone has the right to file a [complaint](#) if UW Policy 33 (Ethical Behavior) has been violated.

Equipment -waders, rubber boots, and lab coats are located in the WSGGE Lab and are available for lab member use. If you require equipment not available in the lab please contact Maria. The [ecology lab](#) also provides equipment to students and is a great resource for field work.

- Conference and workshop participation
 - Lab members are encouraged to attend and participate in conferences/workshops that are relevant or beneficial to them and/or their research
 - While this participation is encouraged, it is not required and individuals can determine the amount of participation that is feasible and realistic for them



Student Supports

Note: GSA is the Graduate Student Association at UW. WUSA is the Waterloo Undergraduate Student Association.

Housing

Whether arriving in Waterloo Region for the first time or seeking new housing, finding shelter can be a stressful and confusing experience. Fortunately, there are numerous resources that can help students find housing and assess costs.

Emergency Shelter

If you are in need of safe emergency housing, there are resources available from the [Region of Waterloo](#) and [The Working Centre](#).

Legal Aid

The Graduate Student Association UW offers a [Legal Protection Program](#), facilitated by [StudentCare](#), and covers all graduate students through a fee (opt-outs possible). A recent [survey](#) by the GSA found that “International students are less knowledgeable about the legality of different [lease] clauses, and [are] less aware of local housing resources that they can turn to for support.” This program gives students access to a toll-free legal assistance helpline (+1-833-202-4571), which can assist with housing disputes such as “legal expenses arising from a dispute over a housing lease, such as a disputed rent increase, an illegal eviction, or a breach of a condition in the lease.”

Housing Cost Estimates

The Canada Mortgage and Housing Corporation (CMHC) provides [reports](#) on the average costs of rental properties, including for the Kitchener-Cambridge-Waterloo market. There are financial supports from UW and the GSA for students experiencing [extenuating circumstances](#), with [increased support added](#) due to the COVID-19 pandemic.

Finding Housing

The [UW Off-Campus Housing Support](#) page includes listings for apartments, sublets, temporary accommodations, and classifieds.

Finding Community

Finding community is critical to the student experience while pursuing academic degrees. Both the University and surrounding environment can be stressful or unsafe spaces at times for students of color. While those characterizations are true of Waterloo Region, there are also certainly strong and connected Black, Indigenous, and new-comer (and more!) communities.

Student Communities

Students on the UW campus have recently launched the [BIPOC Graduate Student Collective](#), which aims to:

- Center the academic and social experience and needs of Black, Indigenous, People of Colour Graduate Students, To be a safe space for BIPOC LGBTQ2+ students, Foster intergenerational support and mentorship between faculty and students, Peer-to-peer support between graduate students and undergraduate student-led equity seeking groups, Provide Professional and academic development

The GSA also facilitates community for [international students](#).

Other student groups:

- [Racial Advocacy for Inclusion, Solidarity and Equity \(RAISE\)](#)
 - RAISE is a student based service that focuses on 3 pillars: Education and Advocacy, Peer to Peer Support and Community Building to address racism and xenophobia across campus. The aim is to create an environment for students that promotes equality and unity. The service is managed by the Waterloo Undergraduate Student Association ([Facebook page](#)).
- [Waterloo Indigenous Students Centre](#)
 - The services we provide are premised on understanding, respect, and trust, as well as a recognition of and sensitivity to the different cultural values and rights of Indigenous peoples and cultures.
We facilitate the sharing of Indigenous knowledge and provide culturally relevant information and support services for all members of the University of Waterloo community, including Indigenous and non-Indigenous students, staff, and faculty.
- [The Glow Centre for Sexual and Gender Diversity](#)
 - Glow is the oldest continually-running university-based LGBTQ+ group in Canada. Run entirely by dedicated student volunteers, Glow promotes a healthy attitude towards all sexual orientations and gender identities on the UWaterloo campus by providing a wide variety of peer support, social events, advocacy work, and resources.
- [International and Canadian Student Network](#)
 - The International & Canadian Student Network is a WUSA student-run service on campus. We strive to make all local, international and exchange students feel welcome here at the University, and in the Waterloo community. To do that, we

run a number of events each term so that you can explore the area and make meaningful connections with people from around the world! If you're looking to have a great experience at Waterloo, this is the service for you!

- [Black Association for Student Expression](#)
 - BASE as a club tries to effectively involve all of our members through the hosting of various events and discussions at the university of Waterloo. More than anything, BASE aims to:
 - Promote Cultural Diversity
 - Allow Peer Mentorship
 - Enlighten
- [UW Chinese Student Association](#)
 - The University of Waterloo Chinese Students Association (UWCSA) is the official Chinese cultural group registered under WUSA.
- [Latin American Student Association](#)
 - The Latin American Student Association (LASA) at the University of Waterloo is a social and networking club that is dedicated to promote the Latin American culture and provide cultural unity within the university community. With LASA, students born in Latin America will be able to meet and interact with one another, experience and enjoy the culture atmosphere away from home. Students not born in Latin America, but with a Latin American background will find a place where they can find out more about their ethnicity and culture. LASA will also provide opportunities for other students to discover more about the unique culture and participate in activities and events that they were not able to experience. LASA provides entertainment, educational value, and social and network opportunities to students of all backgrounds.
- [UW Muslim Students Association](#)
 - The purpose of this group is to inform students at the University of Waterloo regarding upcoming events, services, and initiatives hosted by the UW Muslim Students' Association (UWMSA).

Off-Campus Communities

- [African, Caribbean, and Black Network of Waterloo Region](#) (ACB Network)
 - A network focused on reducing social, political and economic barriers for people of African, Caribbean, and Black descent.
- [Caribbean Canadian Association of Waterloo Region](#)
 - The Caribbean Canadian Association of Waterloo Region is a non-profit organization serving Waterloo Region's Caribbean community. Organized in 1975, we are committed to strengthening and enhancing the quality of life of families and individuals by providing culturally sensitive programs, support, resources, education and training.

The CCAWR aims to promote the social, cultural and economic interests of, and advocate for, the Caribbean community in the Region of Waterloo.

- [African Canadian Association of Waterloo Region Area](#)
 - ACAWRA is a community based organization serving African Canadians locally and connecting to the community at large.
- Black-owned business in Kitchener-Waterloo
 - <https://www.instagram.com/blackowned.kw/?hl=en>
 - <https://conestogastudents.com/2021/02/21/black-owned-businesses-to-support-in-waterloo-region/>
 - <https://ontario.afrobiz.ca/Kitchener-ON>

Mental Health

Many studies find that students struggle with mental health challenges more than the general population. This is exacerbated when students experience harassment. The following services are available:

- [UW Counselling Services](#)
 - Counselling Services are provided, at no charge, in a private and confidential setting to University of Waterloo students who are currently registered or on a co-op term.
 - COVID-19 Update: Counselling Services is currently providing services by phone and video Monday 8:30 a.m. to 7:30 p.m. and Tuesday to Friday 8:30 a.m. to 4:30 p.m. To book an appointment please call **+1-519-888-4567 ext. 32655**.
- [EmpowerMe:](#)
 - **Toll-free, available 24/7/365: +1-833-628-5589**
 - Funded through your GSA Health Care Plan: Empower Me is a mental health and wellness service that seeks to contribute to a resilient student community by supporting existing on-campus and Studentcare mental health resources. Empower Me has a number of professionals with various domains of expertise, including **psychology, psychotherapy, social work**, nutrition, etc., to support you and respond effectively to diverse needs. You can access services via telephone, videoconference, or in person (when permitted in accordance with public health guidelines and COVID-19 advisories). Empower Me is confidential, multilingual, culturally sensitive, gender inclusive, and faith inclusive.
- [Equity office](#)
 - Assists students, faculty and staff from underrepresented groups navigate solutions to equity-related barriers.
 - To figure out who to talk to for support or for more information on our services and supports - check out the [Equity Office bios](#), or contact us at equity@uwaterloo.ca

Skillset support resources

- UW [First Aid Standard Course](#)- registration available via Workday
- Training for lab and field equipment use (FMA, LGR, GC, LiCor, drying ovens, etc.) will take place on an as-needed basis depending on the individual's project via Maria or other experienced lab members.
- <https://hikeontario.com/> has low-cost courses in hiking and navigation - individuals should work with Maria and other lab members to identify skills that need to be learned for excelling in the field
- Learning basic coding skills in R and Matlab could be useful for lab member's data analysis
- [Free Matlab course](#)- introductory (approx. 1 hour)
- For getting started in Python for science - <http://scipy-lectures.org/>
- Scientific Data Wrangling Course (GG606) offered through Wilfred Laurier as a part of the joint program- covers the data science skills using R comprising data visualization, data wrangling (cleaning, combining, modelling, etc.), and methodological and statistical design, which are an important part of the scientific method.

Professional development resources

- UW offers a variety of [online professional development courses](#) through the Centre for Career Action (CCA), they provide training and development in:
 - Teaching
 - Project management/budgeting
 - Media training
 - Proposal writing
 - Public speaking
 - Networking
 - HTML Coding
 - Getting involved in professional societies
 - Among others
- Presentation Opportunities:
- Environmental Graduate Student's Association Student Showcase/Conference: typically take place once a term, for specific dates check your UWaterloo email each term or the EGSA twitter account @EGSAuwaterloo each term
- [European Geophysical Union \(EGU\)](#) General Assembly, ~end of April
- [American Geophysical Union \(AGU\)](#) General Assembly, ~ mid-December
- [Society for Ecological Restoration \(SER\)](#) Conference, ~ end of June



- Field Course Opportunities
 - [Ontario Wetland Evaluation System](#)
 - [Ducks Unlimited wetlands training courses](#)

Outreach resources

*This section is currently under review and an updated version will be uploaded as soon as possible