
URGE Resource Map for WHOI PO(d)

*This is a non-exhaustive, living Resource Map for PO(d) at Woods Hole Oceanographic Institution (WHOI). 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](#). Notice this resource map is aimed for **BIPOC** students, postdocs, staff, scientists at WHOI Physical Oceanography (PO) department. In this resource map, we both list the existing resources at WHOI/MIT and also suggestions/feedback for future improvements.*

Mentoring plan

- Annual Review Form for JPPO graduate students: the annual review form is sent to students every winter, which encourages students to discuss some questions with their advisor. These questions include the meeting frequency of the advisor, the advisor's general expectation, the student's evaluation on the advisor, the area of improvements, and short/long term goals. This will help ensure that the student and advisor are on the same page about these issues. The student is required to send this form to JCPO and meet with the subset of JCPO every year. The meeting will be around 15 minutes to talk about those questions. The discussion and review form are confidential. Notice that the annual review form also similarly applies to other people at WHOI, including postdocs, staff and scientists.
- Mentoring Organizations:
 - [MPOWIR](#), which offers help in mentoring for early career women (including graduate students, postdocs, staff) in PO.
 - [AGU Mentoring Program](#)
 - Geological Society of America [On To the Future](#) program
 - MIT EAPS student mentoring group at MIT, which connects early stage graduate students to late stage students, as well as late stage students to postdocs.

Core work resources

- We encourage WHOI PO advisors to come up with a Participation Guide/Code-of-conduct for their group. Here is a sample [Participation Guide](#) from Ryan Abernathey at Columbia University which lists a code of conduct that addresses individual responsibility and expectations, inclusivity and respect, communication plan and self care.
- *We will also link our URGE pod's field work code of conduct document along with our reporting policy in the future.*
- Societies to consider joining (many include free membership for students)

- The Oceanography Society (TOS)
- American Geophysical Union (AGU)
- Association for the Sciences on Limnology and Oceanography Multicultural Program ([ASLOMP](#))
- American Meteorological Society ([AMS](#))
- Society for the Advancement of Chicanos/Hispanics and Native Americans in Science ([SACNAS](#))
- National Association of Black Geoscientists ([NABG](#))
- Black Women in Ecology, Evolution, and Marine Science ([BWEEMS](#))
- [Black in Marine Science](#)
- American Indian Science and Engineering Society ([AISES](#))
- [The Geoscience Alliance](#)
- AAPI in Geoscience
- [GeoLatinas](#)
- Funding opportunities
 - [J. David Lowell Field Camp Scholarship](#)
 - [Berkner travel fellowships](#)
 - [AGI Scholarship for Advancing Diversity in the Geoscience Profession](#)
 - [Fellowship for the Future](#)
 - [Expanding Representation in Geosciences \(ERG\) Scholarship](#)

Community support and mental health resources

- JCPO: besides asking help from their advisor, the students can also reach out to JCPO for help. The JCPO members as of Jan 1, 2021, are Glenn Flierl (Chair), Claudia Cendese (Education Coordinator), Magdalena Andres, Jake Gebbie, and Pierre Lermusiaux. In addition, the Education Coordinator, the JP staff at MIT and WHOI and the EAPS 9th floor staff are there to help you.
- MIT Mental Health Services: (617)253-2916. Walk-in hours M-F 2-4pm. However, we notice that most mental health providers are located near MIT, for students based at WHOI, it is a bit difficult to access mental health services. *We encourage advisors and JCPO leaders to improve on this.*
- [POC Therapist Directory](#) or use [Psychology Today](#)
- [Incoming welcome packet](#): incoming JP students and postdocs will receive a welcome packet. For JP students, the welcome packet includes both maps of MIT and WHOI campus maps, MIT Facts handbook, and housing handout to provide tips/suggestions for housing searching at Cambridge and Cape Cod. *We think it could be improved by including information on the Cape Cod/Boston area throughout the year (e.g. what can you expect with changing seasons, how should you prepare). We also find the welcome packet misses the information for people of color including grocery stores, hair salons etc, that is specific to them.*
- Annual Activities Fair: WHOI holds annual activities fair, a place to meet others with similar interests and cultural identities. We think it's a good opportunity for people of color to find their own communities.
- At MIT, there is a newly funded EAPS women's group ([WiXII](#)) and an unfunded student group focused to racial diversity and equity, TIDE.
- Student activism in the [MIT RISE campaign](#)

- Some resources can be found here: <https://wiki.whoiedu/>. A select few are included in this list below. This should be advertised more and made widely available for editing as well.
 - [WHOI Workplace Climate Committee](#)
 - [WHOI Committee for Diversity and Inclusion](#)
 - [Woods Hole Diversity Advisory Committee](#)
 - [GLOW](#)
 - [No Place for Hate Falmouth](#)
 - [Engage Falmouth](#)

Finding your community

- [Amplify Cape Cod](#) hosts a growing directory of BIPOC-owned businesses on the cape.
- The [Falmouth Bike Lab](#) is a great place to connect with the local community, learn how to fix your bike, and even volunteer.
- Religious institutions
 - [Unitarian Church of Barnstable](#)
- Grocery
 - [Hillside Caribbean Mart](#)
 - [Latinos Mini Market](#)
 - *Hyannis generally has much better options than Falmouth*

Skillset support resources

- In summer, WHOI will hold Data Carpentry Workshops open to the entire WHOI community to acquire tech skills (github, HPC work, data management and python).
- In addition, the WHOI summer session will hold Math Review for incoming graduate students, including the topics of algebra, calculus, ODE/PDE, signal processing, linear algebra.
- Equipment and first-time-at-sea training: for summer undergraduate students and JP graduate students, it is not uncommon some of them will be expected to conduct lab experiments at sea. *For those who are first-time going to sea (also including postdocs and staff), we encourage WHOI PO to provide handbooks/documents to teach them what is expected, where to access the necessary equipment and how to use the equipment on the ship.*

Professional development resources

- Proposal Writing Workshop: Twice a year, WHOI offers the proposal writing workshop that is intended to postdocs and early career scientists who are new to the process of writing proposals. The object is to write or revise a proposal during the course. For 2020, the workshop met weekly over Zoom for six sessions.
- [MIT Teaching and Learning Lab](#)

- The WHOI Postdoc Association hosts an annual academic jobs workshop for postdocs on preparing application materials and navigating the hiring process, including interviewing and negotiation.
- *There has been discussion of adding an event for non-academic jobs--at the moment there aren't as many resources for job searches outside of academia.*

Outreach resources

- The [WHOI Broader Impacts Group](#) is a student-run outreach group.

Recreation

- JP Kayak-share, including singles and doubles and stand-up paddle boards; ask your JP PO Representative for more information (*currently Jing He - jinghe@mit.edu*)
- There are a few public beaches in the Woods Hole area, notably Stoney Beach, the Knob, Woodneck Beach, and the WHOI shore-lab beach. Ask other people in your lab for their recommendations!
- *In the future we will include recommended safe bike routes between Oyster Pond housing and grocery stores. In the meantime, Jacob Partida (jpartida@whoi.edu) is happy to provide guidance.*

What's missing?

- *We encourage Cafe at Clark to provide more diversity of food options, and, for example, hold activities to celebrate the Black History Month and invite diverse guest chefs for popup events.*
- *Clearer guidance to both students and advisors about the requirement to live in Woods Hole and how students can request to live in Cambridge. Similarly, clarification of the residency requirement for postdocs.*
- *We think the community at WHOI would benefit from the establishment -- and institutional support of -- a BIPOC affinity group.*

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