

# URGE

## Unlearning Racism in Geoscience



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### URGE Resource Map for WICGE

This is a draft Resource Map for Women in Coastal Geoscience and Engineering (WICGE). 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/).

This resource map serves as a centralized list of support services and networking opportunities for our womxn peers of color in coastal geosciences and engineering. This map is specifically intended for our BIPOC colleagues in addition to our general resource list on the WICGE website (<http://womenincoastal.org/links-and-resources-2/>). Resources outlined below include: WICGE policies and initiatives, community support and mental health, skillset support, professional development and networking, and outreach. This resource map is also intended to be a living document, updated by WICGE leadership periodically. **This document was last updated on April 25, 2021 by the WICGE URGE pod.**

**\*Deliverable due Friday, April 30th.**

- Mentoring plan
  - WICGE is planning on starting a mentorship program at the end of URGE. Information regarding operation and resources available with this program will be provided after the mentorship program goes live.
- Core work resources
  - Communication plan and expectations:
    - Members communicate with each other through the Women in Coastal Geoscience and Engineering Slack group. New members are invited to join the Slack group after signing up (<http://womenincoastal.org/join/>). Members may also reach out to WICGE via an online form found at: <http://womenincoastal.org/contact/>
    - Members may also contact WICGE through Twitter ([twitter.com/WomeninCoastal](https://twitter.com/WomeninCoastal)) and Facebook ([facebook.com/WomeninCoastal](https://facebook.com/WomeninCoastal))
  - Reporting Policy:



- #BlackInGeoscience
  - #BlackInNature
- Mailing lists:
  - WICGE mailing list can be joined at: <http://womenincoastal.org/join/> under “Subscribe to updates to your inbox”. WICGE leadership plans on sending newsletters to the community periodically with updates about the organization and planned initiatives and programs.
- Mental Health Resources:
  - There are often mental health and counseling resources available at universities or provided through employers. Information about these support services can be found through the university’s medical/wellness offices and/or the human resources department.
  - Individuals may wish to seek mental health or counseling services external to their organizations for a variety of reasons. Below is a list of resources from Psychology Today on how to access these external services:
    - “The Decision to Begin Therapy”:  
<https://www.psychologytoday.com/us/basics/therapy/the-decision-begin-therapy>
    - “How to Find a Therapist”:  
<https://www.psychologytoday.com/us/basics/therapy/how-find-therapist>
    - “Costs and Insurance Coverage”:  
<https://www.psychologytoday.com/us/basics/therapy/cost-and-insurance-coverage>
  - WICGE acknowledges that while mental health and counseling services can be beneficial, they can also be unsafe spaces and perpetuate/worsen trauma for people of color (in both internal and external organization resources). We have also provided a list of resources of inclusive mental health and counseling resources for our BIPoC colleagues below:
    - <https://www.inclusivetherapists.com/>
    - <https://www.therapyincolor.org/>
    - <https://www.therapyforlatinx.com/>
    - National Queer and Trans Therapists of Color Network Health Practitioner Directory: <https://www.nqttcn.com/directory>
    - Black and Emotional Mental Health (BEAM) Collective: <https://www.beam.community/>
    - “How to Find and Fund Therapy as a Person of Color” (by A. Rochaun Meadows-Fernandez):  
<https://www.healthline.com/health/how-to-find-and-fund-therapy-as-a-bipoc> (includes resources outlined above and many more!)
- Skillset support resources:

- WICGE members encompass a diverse range of skills and experiences in and related to coastal geosciences and engineering with varying disciplines requiring different skillsets. We list several resources that may be of use to these disciplines:
  - Networking:
    - Join WICGE at: <http://womenincoastal.org/join-us/>
    - Slack group (specifically #introductions and #general channels)
  - Programming:
    - GitHub (code repository): <https://github.com/git-guides/>
    - R:
      - Download R at: [r-project.org/](http://r-project.org/) , and RStudio at [rstudio.com/products/rstudio/download/](https://rstudio.com/products/rstudio/download/)
      - There are many open source resources available to help learn R. A few of these include: cheatsheets at [rstudio.com/resources/cheatsheets/](https://rstudio.com/resources/cheatsheets/); post your specific R questions at [community.rstudio.com/](https://community.rstudio.com/) for the RStudio Community to help you answer; follow along with #TidyTuesday; <https://paulvanderlaken.com/2017/08/10/r-resources-cheatsheets-tutorials-books/> has compiled a list of free courses, books, cheatsheets, and tutorials; find free intro courses to each of the datacamp courses at [datacamp.com/](https://datacamp.com/)
    - MATLAB:
      - Download MATLAB at: [https://www.mathworks.com/products/get-matlab.html?s\\_tid=gn\\_getml](https://www.mathworks.com/products/get-matlab.html?s_tid=gn_getml) (includes free trial, information regarding campus or organizational access, and license information)
      - Free tutorials & training (full access may depend on individual license): [https://www.mathworks.com/services/training.html?s\\_tid=hp\\_ff\\_l\\_training](https://www.mathworks.com/services/training.html?s_tid=hp_ff_l_training)
    - Python:
      - Information regarding Python installation through Anaconda (free): <https://docs.anaconda.com/anaconda/install/>
      - Getting started with Python through Anaconda: <https://docs.anaconda.com/anaconda/user-guide/getting-started/>
      - Beginner's resources (free tutorials & literature):
        - <https://www.learnpython.org/>
        - <https://www.python.org/about/gettingstarted/>
  - Fieldwork:
    - WICGE plans to create and collect resources regarding field safety for coastal science (see URGE session 6 safety plan)

deliverable). A link to these resources will be added to this map once they are created after the URGE program is completed.

- Certifications:
  - There are a variety of certifications that may be beneficial to obtain. These include, but are not limited to:
    - Self-contained underwater breathing apparatus (SCUBA), scientific diver certification
    - Hazardous Waste Operations and Emergency Response (HAZWOPER)
    - The Global Learning and Observation to Benefit the Environment (GLOBE), education focus
- Professional development resources
  - Find Opportunities & Jobs
    - <http://womenincoastal.org/tag/jobs-opportunities/> or #job\_opportunities channel on Slack
  - Find Resources & Funding
    - <http://womenincoastal.org/links-and-resources-2/>
    - WICGE also plans to maintain a list of funding opportunities geared towards womxn and BIPoC scholars through a google form on their website (will be created after URGE). Here are some examples of what would be included below:
      - National Association of Black Geoscientists Scholarship: <http://www.nabg-us.org/scholarship-info.html>
      - SEAS Island Alliance: <https://www.seasislandsalliance.org/>
      - Alaska Natives in Science and Engineering Program (ANSEP): <https://www.ansep.net/about/>
      - Rising Tides program at annual CERF meetings: <https://www.cerf.science/risingtides>
  - WICGE blog
    - <http://womenincoastal.org/blog/>
  - Seminars
    - #seminars channel on Slack where members post about talks and lectures open to the community.
  - Professional Societies
    - General Geoscience Organizations:
      - American Geophysical Union (AGU): <https://www.agu.org/>
      - European Geosciences Union (EGU): <https://www.egu.eu/>
      - Asia Oceania Geosciences Society (AOGS): <https://www.asiaoceania.org/society/index.asp>
      - American Geosciences Institute (AGI): <https://www.americangeosciences.org/>
        - AGI Member Societies: <https://www.americangeosciences.org/member-societies>

- Australian Institute of Geoscientists (AIG): <https://www.aig.org.au/about-aig/>
  - African Geophysical Society (AGS): <https://afgps.org/>
  - American Association of Geographers (AAG): <http://www.aag.org/>;
  - Coastal and Marine Science Societies:
    - Coastal and Estuarine Research Federation (CERF): <https://www.cerf.science/>
    - American Shore & Beach Preservation Association (ASBPA): [asbpa.org/](http://asbpa.org/)
    - Coastal and Marine Speciality Group (AAG COMA): [/aag\\_coma.homestead.com/files/index.html](http://aag_coma.homestead.com/files/index.html)
    - Estuarine & Coastal Sciences Association (ECSA): <https://ecsa.international/>
    - Association for the Sciences of Limnology and Oceanography (ASLO): <https://www.aslo.org/>
  - BIPoC Associations & Societies
    - African Association of Women in Geosciences: <http://www.aawg.org/index.php>
    - National Association of Black Geoscientists (NABG): <http://www.nabg-us.org/>
    - Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS): <https://www.sacnas.org/>
    - American Indian Science and Engineering Society (AISES): <https://www.aises.org/>
- Outreach resources
  - New members to WICGE are encouraged to join the #urge channel on Slack if interested in engaging with Be A JEDI efforts. Information about the URGE program and its curriculum can be found here: <https://urgeoscience.org/>. Resources and relevant literature from the URGE program can be found here: <https://urgeoscience.org/resources/>.
    - WICGE URGE Deliverables will be posted to the website after the URGE program is complete
  - External Be a JEDI geoscience & engineering opportunities:
    - ADVANCEGeo Partnership: <https://serc.carleton.edu/advancegeo/index.html>
    - Undergraduate Field Experiences Research Network (UFERN): <https://ufern.net/>
  - We acknowledge that scientists of color (and especially womxn scientists of color) are often expected to participate in Be A JEDI activities in addition to the already time-consuming demands of their own research. As WICGE is an international community with members from a wide range of academic, federal, and private sector organizations, we understand that “time tax” put on our peers of color to do this type of work comes in many shapes and forms. WICGE also

acknowledges that BIPOC scientists & engineers experience and employ a variety of responses to racism and sexism in their work environments (Truong and Museus 2012; Ramos and Yi 2020), and adding Be A JEDI activities to their workload can sometimes be a burden and emotionally/mentally/physically draining and exhausting. We encourage academic departments, federal and private sector offices, and other coastal geoscience and engineering programs to find ways within their organizations to:

1. Compensate individuals (whether financially, with credit, or as a metric within evaluations/rubrics), especially our womxn colleagues of color, for their participation and work in Be A JEDI activities
2. Create policies to limit the “time tax” put on our peers of color for participation in Be a JEDI activities
3. Eliminate expectations and support clear paths for opting out of Be A JEDI activities for BIPOC scientists & engineers

### *References*

Ramos, D., & Yi, V. (2020). Doctoral women of color coping with racism and sexism in the academy. *International Journal of Doctoral Studies*, 15, 135-158. <https://doi.org/10.28945/4508>

Truong, K. A., & Museus, S. D. (2012). Responding to racism and racial trauma in doctoral study: An inventory for coping and mediating relationships. *Harvard Educational Review*, 82 (2), 226-254.