



URGE Resource Map for the Natural Capital Project, UNM, Stanford GCB
April 30, 2021

This is a draft Resource Map for Natural Capital Project (NatCap) Pod at Stanford, University of Washington and University of Minnesota. 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](#).

1. Core work and wellbeing resources:

As NatCap is a network of organizations, we acknowledge that there is no single list of affinity and support groups applicable to all current and future members of our organization. Thus, we list them ordered by host institution, with a focus on Stanford University, where many NatCap members work.

Stanford:

[Stanford code of conduct](#)

Care and Healing

[Cardinal at Work Employee Support and Self-Care Resources](#)

[Faculty Staff Help Center](#)

[Office for Religious & Spiritual Life](#)

Education and Reporting

[Black Lives Matter/Black Mental Health Resources](#)

[Reporting discrimination at Stanford](#)

Care and Healing

[Wellness and Employee Resources](#) (Inclusion, Diversity & Health Equity site)

[Black Lives Matter/Black Mental Health Resources](#)

[Commission on Justice and Equity](#)

[Employee Assistance Program](#) or call 855-281-1601 (for SHC)
[UHA Employee Assistance Program](#) or call 800-227-1060 (for UHA)
[Spiritual Care Service](#)
[Reacting to Traumatic Events](#)
[Employee Well-Being Resources](#) (SHC)
[Employee Well-Being Resources](#) (SHC-VC)
Education and Reporting
[IDHE Anti-Racism and Equity Resources](#)
[Manager Resources](#) (only available to SHC managers on restricted SHC Connect Leadership site)
[Paul Georgantes HR Presents - "Why Black Lives Matter"](#)
[Black Lives Matter \(BLM\) Conversations Huddle Sheet](#) (only available to SHC managers on restricted SHC Connect Leadership site)
[Reporting Workplace Violence](#)
[Identify and understand the characteristics of white supremacy culture](#)
[Communities Against Hate](#)

Affinity groups on campus:

[Stanford University Staff Affinity Groups](#)

University of Minnesota:

- [Staff affinity groups](#)
- [New Employee Resources](#)
- [Student Unions and Activities](#)

University of Washington:

A list of [UW staff affinity groups](#) and more information about staff diversity can be found here. Links to additional resources can be found on the [Professional Staff Organization DEI webpage](#), as well as [resources for staff compiled by the UW College of the Environment](#).

For students, the [UW RSO directory](#) contains information about all student groups and clubs.

General Affinity groups:

Social media, such as Twitter can be a good place to find domain-specific community and affinity groups. These groups can be found by their Twitter handles or hashtags, for example, [@GeoLatinas](#), [@BlackInMarineScience](#), [@SACNAS](#), [#BlackAndSTEM](#), [#nativeInSTEM](#). This list is a very small sample of the type of on-line social media communities that you can find to support your professional and personal academic journeys. Some of these groups have organizations behind them and some are simply on-line communities.

2. Onboarding policy

NatCap has a long legacy of shared work and events. We acknowledge that this long legacy and close connections between members of the group can make it hard for new members to navigate social norms, assess all resources, and feel comfortable as a member of a team. This may be even more difficult if new hires are non-majority in terms of race, cultural background, language, and gender. Thus, Natcap at Stanford has a designated document with a list of internal abbreviations, recurring meetings, and responsibilities and contact persons for different needs. This document is shared with all new hires at Stanford, and new hires are walked through the document by our office manager. We are working on identifying by whom and if the same document (possibly with slight adaptation) can be also used at UNM and UW.

3. Mentoring plan

In addition to this effort, we hereby express the intent to develop a mentorship program that will pair each new hire with a mentor on a comparable level (e.g., postdocs with postdocs) to walk new employees through the initial period. We acknowledge that this is of particular relevance as NatCap is in many ways a 'virtual workplace' with many remote workers, making it difficult for some new hires to build personal relationships, feel as part of the team, and get the help that they need. That initiative will be kicked off in our weekly group meeting on May 4, 2021.

Mentors also help new hires to navigate access to resources, e.g., how to acquire equipment, attend conferences etc., if there are opportunities beyond what is fixed in each contract.

To further elevate that challenge, we will also hold a dedicated session on onboarding and mentoring experience (what was the experience in the past, what will happen in the future) during our annual team retreat. From that, we hope to extract expectations about the frequency and content of meetings with peoples' managers and the NatCap leadership (e.g., to discuss negative experiences such as paper rejections, roadblocks for current work or social interactions, and career opportunities).

At NatCap Stanford, we have a dedicated list of activities and useful resources for new hires. This list is available in our internal Google Drive folder, and thus attached to this deliverable.

4. Additional resources

Additional professional resources for professional development are available:

- [Postdoc learning and development](#)
- [Stanford STARS for professional development](#)

All new hires go through an university organized onboarding process in which those resources are discussed (together with benefits, healthcare and other resources).

- Skillset support resources
 - What skills or experiences are required for their work/coursework? e.g., driving, hiking/outdoors activities, compass/GPS navigation, swimming/SCUBA, operating power tools, first aid, etc.
 - What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?
 - Do they need to know how to code? If so, what languages? (e.g., R, Matlab, Python) If they do not have this skill, what resources/training are available?

- Professional development resources
 - Outline available resources for training/development or best practices in:
 - Teaching/pedagogy
 - Project management/budgeting
 - Media training
 - Proposal writing
 - Public speaking
 - Networking
 - Design/drafting of figures using Adobe Suite/Python/ArcGIS
 - Getting involved in professional societies
 - Additional coursework
 - List fellowships, internships, summer experiences, field course opportunities
 - Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network

Supplement: List of recreational activities, resources and help with day to day needs

Compiled by Mary Jane Wilder at Stanford, and handed to all new hires

SO YOU ARE MOVING TO THE BAY AREA

<http://supost.com/>

Stanford Classifieds. There are some housing listings on here in addition to many household items, etc.

<http://www.padmapper.com/>

Maybe the best way to look for apartments... (Or at least it was, when it was pulling data from Craigslist.) You might check out Mountain View, Sunnyvale, Palo Alto, East Palo Alto, Redwood City, Menlo Park...etc. (Our zip is 94305.) Padmapper is how I found my place, although I did find another excellent option via SUPost.

www.rentlingo.com

"If anyone is looking for a new apartment to rent, a startup led by 2 Stanford students have created a new rental search site which aggregates listings from all of the major websites and have social overlays so you can see where friends or those in the network have lived before and where they are searching." (I haven't tried it, but it seems promising...)

<http://transportation.stanford.edu/>

A very useful site about getting to Stanford, getting around in the area, etc. I commute to work via train or bus, others bike here. As you'll learn from this site, driving is discouraged as parking is limited, etc.

<http://groups.freecycle.org/MountainViewCAFreecycle/posts/all>

This is the Mountain View list, but you get the idea. This is a great way to get stuff for your new place.

<http://www.taskrabbit.com/>

A useful site for hiring a moving van, etc.

One option is to move into a temporary place while you look for something more permanent. This will probably run \$50 / night.

<https://www.stanford.edu/dept/rde/cgi-bin/drupal/housing/community-housing/short-term-visitors>

<http://www.stanford.edu/dept/rde/cgi-bin/drupal/housing/?q=community-housing/community-housing&/>

Info for Stanford affiliates.

http://icenter.stanford.edu/scholars/status/housing_utilities.html

Useful info, especially for those coming from abroad.

So You're Moving to the Bay Area II - On Having a Life

Many NatCappers, and indeed, many people in the Bay Area are not from here. The purpose of this doc is to collect links and info that can be passed on to new arrivals to help smooth their integration.

Everyone is encouraged to contribute to this information.

Places to Find Information

<http://sf.funcheap.com/> "A hand-picked recommendation list and events calendar of upwards of 50 cheap, fun and unique San Francisco Bay Area events each week." THIS SITE IS GREAT!!! eog

<http://www.eventbrite.com/> Search for events - more awesome than you may realize at first. Try it! eog

<http://www.thrillist.com/san-francisco> "Thrillist unearths all that's new, unknown, or under-appreciated in your area." eog

<http://www.thebolditalic.com/> "shares unique stories and events in San Francisco. We'll show you ways to get out and be a better local." eog

Shopping

<http://www.milkpail.com/> "European style open-air market" Great prices on fruits, veg, and cheeses. In Mountain View. eog

http://www.ikea.com/us/en/store/east_palo_alto Ikea in East Palo Alto! Join the "Family" for specials. Also, the as-is section can be great. eog

<http://www.daiso-sangyo.co.jp/english/> Daiso is the dollar store of Japan (here, \$1.50), but with better stuff! eog

Events

<http://www.calacademy.org/events/nightlife/> "Every Thursday night, music, creatures and cocktails come together for *NightLife* at the *California Academy of Sciences*. Each week features a live band or DJ..." eog

www.thetech.org/programs/after-hours "*After Hours* is the monthly evening event where adults 21 and older enjoy science, technology, entertainment, and cocktails together with their friends." eog

www.exploratorium.edu/afterdark/ "Evening hours for adults" eog

<http://deyoung.famsf.org/deyoung/fridays> "After-hours art "happenings" eog

<http://sf.nerdnite.com/> Third Wednesday of every month, topics vary "It's like the Discovery Channel...with beer." eog

<http://makerfaire.com/bayarea/2012/> Spring event, so awesome. Check out volunteering options for free tickets. eog

<http://sfopera.com> Opera at the Ballpark - annual event in the fall. It's free and so awesome! Highly recommended! eog

www.strictlybluegrass.com An annual free and non-commercial music festival held the first weekend of October in Golden Gate Park eog

www.fleetweek.us A US Navy, Marine Corps, and Coast Guard tradition involving a variety of events, including an airshow featuring the Blue Angels. Blue Angels + Golden Gate Bridge = a sight to behold! eog

<http://www.nps.gov/safr/historyculture/chantey-sing.htm> Sea Chantey Sing-Along - monthly, free, a very unique event! eog

www.sfbeerweek.org/ Exactly that! Happens February-ish, many locations. eog
<http://www.mvbuddhisttemple.org/> Obon Festival and Bazaar in late July - this is in Mountain View, there are other Obon festivals in the area (San Jose, Palo Alto, etc) eog
<http://www.yg2d.com/> "You're Going to Die '- Poetry, Prose, & Anything Goes," part open mic, part set performers, quite possibly the best SF has to offer - third Thursday of every month - eog
<http://themoth.org/> Every other week in SF. It's great! eog
<http://historicalseaport.org/sail-with-us/public-sail-schedule/> The Tall Ships Hawaiian Cheiftian and Lady Washington visit various ports in the Bay Area on a regular basis - check out the schedule for details - eog
<http://www.bayareascience.org/> Volunteered at it, which was fun, would be great for kids too - eog
<http://dickensfair.com/> Decidedly not free, and I've never been, but it's a thing! - eog
http://santacon.info/San_Francisco-CA/ This is also a thing! eog

Races

If you aren't into racing, considering volunteering! Also scroll down for races outside the bay area.
<http://zazzlebaytobreakers.com/> "A San Francisco tradition for more than 100 years; a 12k footrace held every third Sunday in May with serious runners and costumed participants alike." Register way early for the best price, like maybe the day it opens. Also consider spectating - it's basically a big party eog
www.thesfmarathon.com Full marathon or two different half options, register early to get a good price (Update - I did it and can't recommend it exactly - consider the first half. Also there were very few spectators. If you feel like doing something nice in the world, get up early and go cheer folks on.) eog
www.svturkeytrot.com "Start Thanksgiving Day off on the right foot at the Applied Materials *Silicon Valley Turkey Trot*. Before the big games, the big meal, the parades and the pies..." Haven't run it, but volunteering for it is pretty fun - volunteers get hooded sweatshirts! eog
www.escapefromalcatraztriathlon.com A pretty tough race! I volunteered at it, and just being involved was super cool - I recommend the swim/bike transition. eog
www.facebook.com/NWM26.2 Nike Women's Marathon - October Doesn't get the best reviews, but still an undeniably cool finish, etc. Update - I did it and it was fun, better than the SF Marathon. It certainly had a unique atmosphere. eog
www.bsim.org Big Sur International Marathon - not the closest, but kind of a big deal - Spring - sells out quickly. There is also a related half marathon in the fall. eog
<http://www.modestomarathon.com/> Haven't done this either, but I hear it's an excellent choice if you're looking for a "fast" course. eog

Transportation

<http://511.org/> "511 is your one-stop phone and web source for up-to-the-minute transportation information. It's FREE and available whenever you need it – 24/7" Sometimes more annoying than useful, depends! eog
www.caltrain.com Caltrain schedule eog
<http://www.bayareabikeshare.com/> Bay Area Bike Share - model similar to other cities, but new for us as of August 2013 eog

Cool Places to Go - Local

Our farmers' markets are wonderful. You can get fresh, local, organic produce all year long, chat with the farmers, meet people and swap recipes with strangers.
<http://sanfrancisco.cbslocal.com/top-lists/best-farmers-markets-by-county/>

The Bay Area also has a lot of open space for hiking and biking.

Santa Clara County parks:

<http://www.sccgov.org/sites/parks/Find%20a%20Park%20Here/Pages/Find-A-Park.aspx>

San Mateo county parks: <http://www.co.sanmateo.ca.us/portal/site/parks>

Mid-Peninsula open space: <http://www.openspace.org/>

East Bay regional parks: <http://www.ebparks.org/>

California state parks: <http://www.parks.ca.gov/>

Google - in Mountain View to see the Android statues.

Cool Places to Go - San Francisco

<http://www.presidio.gov/explore/Pages/andy-goldsworthy-spire-wood-line.aspx#.Ue1ncawSSKw>

Goldsworthy's Spire + Woodline in the Presidio eog

http://en.wikipedia.org/wiki/Wave_Organ An acoustic sculpture on the shores of San Francisco Bay eog

http://en.wikipedia.org/wiki/Sutro_Baths Ruins of the Sutro Baths, Lands End trail is nearby, etc. eog

<http://www.yelp.com/biz/the-16th-avenue-tiled-steps-project-san-francisco> Pretty! eog

<http://www.yelp.com/biz/filbert-steps-san-francisco> Famous (?) stairs and you end up at Coit tower - not free to enter, but the view from the hill is good too eog

Cool Places to Go - Oakland

<http://www.ctlcathedral.org/> If you're walking around Lake Merritt, it's worth a stop - interesting architecture, etc. eog

Cool Places to Go - Further Afield

The Monterey Bay Aquarium is fantastic: <http://www.montereybayaquarium.org/>

and while you're in the area, take a walk along the shore at Point Lobos:

http://www.parks.ca.gov/?page_id=571

<http://www.teamsk.org/arroyo/seco.html> a must do!!! more of a swim than a hike. eog

http://en.wikipedia.org/wiki/Big_Sur I mean, obviously. Less obviously, it's totally doable as a day trip. I've also heard of overnight hikes that involve hot springs. eog

http://en.wikipedia.org/wiki/Carmel-by-the-Sea,_California Ridiculously cute! RIDICOUSLY! eog

<http://www.carmelmission.org/> Came recommended, cool museum, etc from what I could tell on our brief stop. At the very least worth a look if you're in Carmel. eog

Recommendations for when you have visitors

Places to Eat

<http://www.7x7.com/eat-drink/20-best-dishes-under-10-mission> This particular entry is about the Mission, check out other neighborhoods as well. Best way to find the cheap eats in the City! Also, #7, La Cumbre, yes! eog

<http://www.source-sf.com/> Everything can be made vegan! A cool place pretty close to the SF Caltrain. eog

<http://www.yogurt-land.com/> Froyo - the closest one is on University Ave. Delicious! eog

<http://www.fraicheyogurt.com/> As long as we're talking about nearby Palo Alto yogurt. This is seriously life-changing. bck

<http://www.marinsunfarms.com/> You can get a totally sustainable grass-fed lamb-burger at the Cantor

Cafe. Or various Stanford dining halls. Or any number of bay area outlets they sell to. Or join the CSA! Best way to keep urban sprawl out of our Bay Area rangelands. (And for full disclosure, my husband works there.) bck

<http://somastreatfoodpark.com/> Easily accessible from Caltrain, have your choice of food trucks! eog

<http://cheeseboardcollective.coop/> Your life is incomplete if you haven't been here yet...turns out that is actually true. In Berkeley. eog

<http://www.humphryslocombe.com/> The very best ice cream you will ever have. Ever. Secret Breakfast! eog

<http://louissf.com/index.html/> Go super early for the very best seat with the very best view. Great little diner, overlooks Sutro baths, etc. eog

Museums

www.computerhistory.org "The world's largest *history museum* for the preservation and presentation of artifacts and stories of the Information Age located in the heart of Silicon Valley." LOVE it! eog

<http://discover.cityofpaloalto.org/> (Palo Alto) / <http://discover.sunnyvalelibrary.org/> (Sunnyvale) get free entry to local museums with your (free) public library card. gz

<http://www.museumca.org/> Go on a first Sunday - free! Spent the whole day there, couldn't even see anything, it's really fantastic. (And you're not from here, are you? Perfect.) eog

<http://www.cablecarmuseum.org/> Loved it! Perfect for anyone who delights in 'how things work', free! eog

<http://www.streetcar.org/museum/> Interesting, good first stop before cable car museum, free eog

Kid Related Stuff

<http://www.calacademy.org/visit/> They have quarterly free days, otherwise admission is kind of steep.

Note that you will likely have to wait a long time to get in on free days - bring games and snacks! eog

<http://www.redtri.com/san-francisco-kids> A great (and constantly growing) compilation of all things kids in the Bay Area. bck

<http://www.kindercycle.org/> Kids clothing swaps throughout the Bay Area, a great way to get handmedowns if you don't have nearby relatives or friends with kids older than yours. bck

<http://parents.berkeley.edu/> Maybe slightly more useful if you live in the East Bay, but still a great parenting resource. bck

Learnin' - recommend classes you've taken / want to take

<https://www.stanford.edu/dept/pe/cgi-bin/services/outdoor-education/wilderness-medicine/> Wilderness First Responder - held on campus, very convenient. (Also available at other, less convenient

times/locations: www.sierraescue.com/) This course was fantastic! If you've been wanting to do it - Carpe Diem! eog

<http://historicalseaport.org/> If you've ever had a dream of becoming a tall ship sailor, their Two Weeks Before the Mast program might just be for you - eog

http://www.baears.com/index.php?option=com_seminar&Itemid=59 Get your Ham Radio license! eog

Other

<http://www.bamru.org/> If you're interested in getting involved in search & rescue, this is just one of the groups in the Bay Area you could get involved with - eog

http://www.ci.mtnview.ca.us/city_hall/fire/programs_n_services/cert.asp This is Mountain View's CERT program - other communities and even Stanford have programs of their own. - eog

BONUS SECTION - LOS ANGELES BECAUSE IT'S JUST NOT THAT FAR AWAY, DARN IT AND YOU MIGHT JUST LIKE IT MORE THAN YOU EXPECT (it happened to me)

Consider taking the Mega Bus - cheap and easy. Whatever anti-bus-bias you have, get over it. The Tar Pits are amazing. Don't let anyone tell you otherwise. The naysayers have likely not entered the museum itself which is super cool! (Personally, I liked even just the pits themselves, but that's me.) Take some docent led tours.

The Museum of Jurassic Technology - also fantastic. Do you like weird stuff? Just go there.

Watts Towers - haven't been, but have heard good things. There's a maritime museum down there as well.

Having a car helps, but there is an extensive public transit system. LA is also a good jumping off place for the Salton Sea, Salvation Mountain (SO COOL), Joshua Tree, etc.

Plenty of you have way more LA experience - add it here! eog

Races

<http://www.lamarathon.com/> Of the three marathons I have done in CA, I liked this one the best. eog

BONUS BONUS SECTION - LET THE BAY AREA BE YOUR WINDOW TO THE (NEARBY) WORLD

Getting to Seattle and Portland can be very reasonable. Have you been there? Consider it! Also, Las Vegas! ETC. Include all related entries here - if we get a lot we can sort them into categories. Go on - inspire us!

Yosemite, duh!

There are NINE NATIONAL PARKS in California. Get out there!

Las Vegas?

Forget the strip, go to [Red Rock Canyon!](#)

Races

<http://runrocknroll.competitor.com/las-vegas> Not in the Bay Area, obvs, but it was all kinds of fun.

Register in December for the best deal. Recommended! Consider staying somewhere nice w a group or at a hostel + mega bus as transport for a very affordable trip...and be sure to go to the Peppermill Diner. eog

<http://www.seawheeze.com/> Also not here and I haven't done it...but it looks cool and flights from this area to Vancouver can be pretty reasonable, relatively speaking. eog