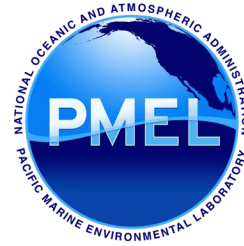




Unlearning Racism in Geoscience



URGE Resource Map for NOAA Pacific Marine Environmental Laboratory and affiliated NOAA Cooperative Institutes

This is a draft Resource Map for the PMEL Pod at NOAA and affiliated NOAA Cooperative Institutes. Reflecting on our experiences when we started, we noticed that groups at PMEL were siloed and informal activities such as lunches helped increase a sense of community. The physical layout of the buildings and lack of formal kitchen areas are not conducive for meeting up/community building. ***Bold and italicized*** are suggested actions to develop at PMEL.

A sense of belonging is important to the health and success of individuals, so finding a community is a safety and career consideration. Introducing a new Person of Color colleague (e.g., faculty, staff, students) to all staff and students is a proactive way to be inclusive, and can also reduce racial profiling and microaggressions. Establishing a supportive network may also require introducing new People of Color colleagues to various resources within the organization and broader community since these can sometimes be challenging to find.

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/).

Core work resources

Here are some key resources to starting at PMEL including Intranet for PMEL staff, calendars of seminars and events of interest, reporting policies and resources from NOAA.

- [PMEL Welcome Packet](#) - This has some useful resources including links to our internal website, information on the Seattle and Newport campuses, and some background on NOAA and PMEL.
- [Reporting Policy](#) for the various organizations at PMEL.
- [PMEL Intranet](#) with resources on federal purchasing policies, travel, new hires, safety, and general administrative and IT related procedures. This site can only be accessed when connected to PMEL VPN.
- [PMEL Slack Channel](#): NOAA allows use of Slack to share content in the spirit of collaboration and open government. Users must [agree](#) (fill out a form) to the NOAA Research Slack [Usage Guidelines](#)
- The publication process for all PMEL staff regardless of institution can be found on the [internal site](#).
- PMEL Listservs: PMEL has a variety of listservs managed on NOAA White Pages. Common ones are oar.pmel.all@noaa.gov (All PMEL staff), oar.pmel.seattle@noaa.gov (Seattle staff only), oar.pmel.newport@noaa.gov (Newport staff only) and each division

has a listserve (oar.pmel.od@noaa.gov, oar.pmel.ad@noaa.gov,
oar.pmel.edd@noaa.gov, oar.pmel.oerd@noaa.gov, oar.pmel.ocrd@noaa.gov)

- Seminars and Events at PMEL and affiliated Universities
 - PMEL Seminars and Events [Google Calendar](#)
 - NOAA One NOAA Science Seminars where you can find science and climate seminars and information across NOAA and constituents - <https://www.nodc.noaa.gov/seminars/>
 - UW Oceanography Events and Seminars - <https://www.ocean.washington.edu/events>
 - Hatfield Marine Science Center's Science Seminar Series and Science on Tap - https://events.oregonstate.edu/departments/hatfield_marine_science_center
 - **PMEL could consider setting up meet and greets after seminars and events for folks to network.**
- [Western Regional Center](#) information
 - [Campus map](#)
 - [NOAA WRC Administrative Offices map](#)
 - [WRC Campus Services](#)
 - [WRC Facilities Service Desk](#) - for facilities issues (burned out lights, electrical problems, janitorial)
 - 24-hour Emergency Guard Number (in case of lock outs/emergency on campus): (206) 526-4100
 - [WRC Status Line](#) (in case of inclement weather or conditions, Campus closures, late openings, and early dismissals): 206-248-7521
- [NOAA Library](#) resources - The library primarily serves the NOAA research community of federal and contract employees. The NOAA Central Library consists of 20 other NOAA libraries located throughout the United States each with its own uniquely-focused collection.
- NOAA's [Office of Human Capital Services](#) - The OHCS Intranet site houses documents, links, and contact information that you may need on a day-to-day basis. Good information for new employees.
- **Develop a code-of-conduct that addresses inclusivity and diversity, mental health, community norms, etc...**
- Conference and workshop participation (how often and who pays for it?)
 - Travel funds are set by each group. Each organization ([NOAA](#), [CICOES](#), [CIMRS](#), [JIMAR](#), [NRC](#)) has their own policies for travel requests and reimbursements.
 - **PMEL Leadership should consider providing travel funds for staff to attend workshops/conferences at societies such as SACNAS, NABG, AISES, GeoLatinas and others.**

Community support and mental health resources

- [NOAA Employee Resource Groups \(ERG\) - 2020-2022 contact lists](#)
 - African American - noaa.aa.erg@noaa.gov
 - Age - noaa.age.erg@noaa.gov
 - American Indian/ Alaska Native - noaa.ai_an.erg@noaa.gov

- Asian - noaa.asian.erg@noaa.gov
- Diversity Professionals Advancement Working Group - dpa_wg@noaa.gov, [DPAWG website](#)
- Hispanic (Latinos@NOAA) - latinos@noaa.gov
- LGBTQ+ - noaa.lgbtq.erg@noaa.gov, [NOAA Pride website](#)
- Pacific Islander - noaa.pi.erg@noaa.gov
- People With Disabilities - noaa.pwd.erg@noaa.gov, [ADAPT \(Accommodating Differently Abled People Team\) website](#)
- Veterans - noaa.vet.org@noaa.gov
- Women - noaa.women.erg@noaa.gov
- [Mindful NOAA](#)
- [NOAA Nursing Mothers Program](#) - Contact andrea.n.andrews@noaa.gov for more information about the NOAA Peer Support Program, which offers mothers opportunities to discuss breastfeeding topics, share ideas, and experiences with one another in a safe and comfortable environment.
- Affinity Groups:
 - NOAA Blacks in Government - noaa.big1@noaa.gov, [NOAA BIG website](#)
 - Federally Employed Women Seas & Skies Chapter - [FEW Seas & Skies website](#)
- [University of Washington Affinity Groups and Resources:](#)
 - [Asian & Pacific Islander American Association](#)
 - [Black Association](#)
 - [Gay, Lesbian, Bisexual, Transgender, Queer Association](#)
 - [Latinx Association](#)
 - [Native Association](#)
 - [wəłəbʔaltxʷ – Intellectual House](#)
 - [Q Center](#)
 - [Samuel E. Kelly Ethnic Cultural Center/Theatre \(ECC/T\)](#) (for students)
- OSU Cultural Resource Centers
 - [Asian & Pacific Cultural Center](#)
 - [Lonnie B. Harris Black Cultural Center](#)
 - [Centro Cultural César Chávez](#)
 - [Ettihad Cultural Center](#)
 - [Native American Longhouse Eena Haws](#)
 - [Pride Center](#)
 - [Hattie Redmond Women & Gender Center](#)
- Counseling Services:
 - [UW Counseling Center](#)
 - [UW CareLink](#)
 - [OSU Counseling & Psychological Services](#)
 - [UH CAPS: Counseling and Psychological Services](#)
 - NOAA [Employee Assistance Program](#) - Federal employees and their immediate family members may also contact the Employee Assistance Program (EAP) for counseling services.

- [Multicultural Counselors](#) - The Washington Counselors of Color Network serves an array of ethnic clients needing counseling and therapy from providers who understand the specific needs of people of color and various cultures. As licensed therapists and counselors, we have a variety of backgrounds, experiences, ethnicities and language skills needed to assist many ethnicities in Washington.
- [National Queer and Trans Therapists of Color Network \(NQTTCN\)](#) is a healing justice organization committed to transforming mental health for queer and trans people of color (QTPoC).
- Seattle Counseling Service [Support Groups](#) - LGBTQ-focused community mental health agency
- Employee Assistance Programs
 - [WorkLife4You](#) - WorkLife4You helps employees and their household members better manage daily responsibilities and life events. This program provides free access to work/life services — 24 hours a day, seven days a week
 - [Federal Occupational Health](#) - FOH4You provides valuable information, educational materials, resources, and self-assessments on key behavioral health topics, including depression, anxiety, relationship issues, alcohol abuse, and health and wellness, to help you live healthy and work well.
 - OSU [Employee Assistance Program \(EAP\)](#) - Beyond Benefits provides resources across life events and seeks to provide impactful, holistic solutions at times they are most needed. The EAP is available to Graduate Assistants, Postdoc Scholars, Classified Staff, Academic Faculty, Professional Faculty and their household members.
 - [Washington State Employee Assistance Program \(EAP\)](#) - free, confidential program created to promote the health, safety and well-being of public employees.
 - [NOAA Sexual Assault/Sexual Harassment Helpline](#) Resources
- Ombuds:
 - <https://www.washington.edu/ombud/>
 - <https://ombuds.oregonstate.edu/>
- Diversity Officers:
 - <https://www.washington.edu/diversity/cdo/>
 - <https://diversity.oregonstate.edu/meet-oid-staff>
 - <https://manoa.hawaii.edu/campusclimate/about-campus-climate-initiatives/>
- Seattle regional groups and resources
 - [Chinese-American Oceanic and Atmospheric Association \(COAA\)](#)
 - NAMI Seattle - [Black, Indigenous & People of Color Mental Health Resources](#)
 - Society for Women in Marine Sciences - [Seattle Chapter](#)
- Child care /tutoring
 - [Little Anchor](#) on NOAA Seattle campus
 - [NOAA Nursing Mothers Program](#) offers mothers opportunities to discuss breastfeeding topics, share ideas, and experiences with one another in a safe

and comfortable environment. Contact andrea.n.andrews@noaa.gov for more information.

- EverFi (a trusted NOAA partner) has shared additional NOAA-specific resources, via the [Family Portal](#), which provides direct access to over 100 interactive game-based lessons.
- The Federal Employee Education and Assistance (FEEA) fund has teamed up with Tutor.com (a service of the Princeton review) to offer free, personalized, academic tutoring for kids in grades K-12. The online help is available to federal employees earning less than \$100,000 a year who have children in school. If your salary is over the cap or you are not a regular hire federal employee, you can access [tutor.com](#) services for a fee. To learn more about FEEA, Tutor.com, eligibility requirements and how to apply, visit [Federal Employee Education and Assistance Fund](#).
- PMEL/Western Regional Center (WRC)
 - Coffee Hours - Every Friday at 10 am. These can be intimidating for new hires and introverts.
 - In the past WRC hosted an annual picnic as well as restoration events along the shoreline open to all staff. These may have been put on hold due to COVID
- **Future ideas to develop:**
 - ***Housing board for the Western Regional Center/Seattle area and Newport, OR area which can include recommendations on neighborhood, finding places, moving assistance, etc...***
 - ***Assess if to establish a subset of the Affinity Groups on the Western Regional Center for in person community building***
 - ***Provide more resources for parents about child care resources in the area***
 - ***Develop a community board for business or other needs (e.g. gyms, barber shops/hair services, etc.), religious or spiritual organizations, hobby/sports clubs, social clubs, etc...***
 - ***Fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others***
 - ***Outside of work community board/slack channels on***
 - ***Sports (e.g. soccer, softball)***
 - ***Environmental restoration work in a local park (Green Seattle Partnership)***
 - ***BBQs/food making activities***
 - ***Happy hours (like UW Oceanography used to have at least)***
 - ***Provide opportunities for team building activities such as online trainings (like the anti-racist bootcamps, URGE) for small groups at PMEL to work together and retreats***

Skillset support resources

Below are some groups and trainings that can support staff enhance their work skills:

- Tech User Group

- The Tech User Group is for folks interested in technology and software development such as Python, GitHub and more. They meet [monthly](#) on the second Tuesday of each month.
- Feel free join their slack channel with your NOAA email: <https://join.slack.com/share/zt-j8o2iq74-h2ULevjHaikE9TmlAwUS4w> or GitHub: <https://github.com/NOAA-PMEL/WRC-TUG>
- To join the oar.pmel.wrctug@noaa.gov listserv, contact [Daryn White](#) to be added.
- Artificial Intelligence (AI) User Group
 - This group is just starting and for now, currently taking over TUG meetings about once a quarter.
- First Aid and CPR Training:
 - [UW First Aid and CPR Certification](#)
 - [First Aid & CPR | Recreational Sports | Oregon State University](#)
 - University of Hawaii [First Aid/CPR/AED Certification Training](#)
- Diving Training
 - [NOAA Diving Program Training](#)
 - [UW Diving Safety Program](#)
 - OSU [Scientific Diving](#)
 - [OSU Academic and Recreational Dive Center](#)
- Other Safety Trainings
 - [UW Research and Lab Safety](#)
 - OSU [Environmental Health & Safety Training](#)
- GIS Community - <https://sites.google.com/a/noaa.gov/gis-community/>

Professional development resources

Below are some professional development opportunities for staff based on institution as well as general communication and teaching resources.

- NOAA
 - [NOAA's LANTERN Program](#) - Leveraging Abilities, Needs, Talents, Energies & Resources Network. LANTERN is a development program to promote employee growth, networking, and collaboration that offers in-person and remote opportunities that may be one-time/short-term efforts, require a few hours per week or month, or details ranging from 30 days to 1 year. Open to all federal employees.
 - [Commerce Learning Center \(CLC\)](#)
 - [NOAA Learning Team](#)
- University of Washington
 - [CICOES Professional Development Program](#)
 - [Certificate Programs](#)
 - [Professional and Organizational Development](#) (Open to non-employees on a space available basis)
- Oregon State University

- [OSU Continuing Education Courses and Certificates](#)
- Communication Trainings and Resources:
 - [AGU Sharing Science Program](#)
 - [COMPASS](#)
 - UW College of the Environment [Science Communication and Outreach](#)
 - [NOAA PMEL Media Training](#)
 - [PMEL's Creative Services Group](#) provides specialized digital and print-based solutions to help PMEL scientists meet their scientific objectives and effectively present their work.
- Teaching
 - UW [Center for Teaching and Learning](#) They cover topics such as engaging students, teaching inclusively and remote learning.
 - OSU [Center for Teaching and Learning](#) provides pedagogical support in eight core areas related to higher education instruction with an emphasis on course design, assessment, blended learning, instructional methods, and inclusive teaching.
- The PMEL Diversity and Inclusion Committee developed additional professional development resources [here](#).

Outreach resources

- PMEL is an active member of the scientific outreach community from K-12 events to mentoring interns to public lectures.
- Volunteer at NOAA campus wide events such as [NOAA Open House](#), [NOAA Science Camp](#), and Hatfield Marine Science Center's [Marine Science Day](#)
- [NOAA Administrative Order 216-106A](#) encourages employee participation in education and outreach activities, particularly related to science, engineering, technology, and mathematics (STEM).
- Volunteer with CFC charity events
- ***Future ideas to develop:***
 - ***A site for all to post outreach opportunities for staff such as at conferences or when on travel ([Storytellers Program at AGU](#), [Alaska Marine Science Symposium](#), [Smithsonian Expert is In Program](#)) as well as contacts at the various offices.***
 - ***Outline expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to engaged in belonging, accessibility, justice, equity, diversity, and inclusion (Be A JEDI) efforts***
 - ***Explicitly acknowledge, discuss, and suggest policies to limit the "time tax" put on people of color for participation in Be A JEDI activities and support clear path for opting out***

Mentoring plan

- Current mentoring opportunities for staff:

- The [NOAA Mentoring Program](#) is a 9-month program to connect Federal employees from all offices at all levels with seasoned mentors, and provide resources to help them achieve their professional goals, build stronger networks, and enhance their knowledge and skills. The program typically opens in the fall. Signs up are via www.mentoringconnection.com
- [AGU Mentoring Program](#) (for AGU members) - The AGU Mentoring Network helps broaden opportunities and limit the obstacles for early career scientists just starting out professionally in the Earth and space sciences
- [Mentoring Physical Oceanography Women to Increase Retention \(MPOWIR\)](#) - MPOWIR is a community-based program that provides mentoring to physical oceanographers from late graduate school through their early careers.
- [Society for Women in Marine Sciences Mentorship Program](#)
- [Association for Women in Science - Seattle \(AWIS\)](#) - A mentoring group consists of 5-7 scientists committed to meeting monthly to support one another with advice, encouragement and information
- The PMEL Diversity and Inclusion Committee have compiled some mentoring resources [here](#).
- New hires: Each group has set its own meeting expectation and should be reviewed during onboarding of new hires.
- Evaluations: Currently there are no evaluations for undergraduates, graduates or post-docs and advisors/mentors at PMEL.
- Students:
- **Resources that should be added/developed:**
 - ***PMEL should consider developing an evaluation form/process for interns and mentors.***
 - ***Share and/or develop mentoring best practices for PMEL, including co-mentoring across groups***
 - ***Buddy System***
 - ***Random lunch buddy (Join a group and get a random lunch buddy)***
 - ***Walk and Talks | Afterwork walks in Magnuson Park or another local park with colleagues, or lunchtime walks- could be in workgroups, or between workgroups***
 - ***New Hire Buddy (such as [NWS](#))***
 - ***Create a safe space to have discussions. Be ok with folks building community outside of work and having separate work/life.***