URGE
Unlearning Racism in Geoscience

UCI DEPARTMENT OF EARTH SYSTEM SCIENCE

URGE Resource Map for University of California, Irvine Earth System Science

This is a draft Resource Map for UCI ESS Pod at University of California, Irvine. 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. This deliverable is incomplete and will be edited further in the coming weeks/months.

Mentoring plan

Graduate students are given a handbook when they first enter the department that can be found here: https://www.ess.uci.edu/grad/handbook. In terms of a mentoring plan the graduate students are to fill out the Individual Development Plan (IDP) form with their principal advisor and committee. In the IDP the following are listed:

- Academic Course Planning
- Research Planning
- Conference/Publication Planning
- Career Planning
- Funding Planning
- Health and Wellness Planning
- Leadership Development Planning
- Dissertation Progress Planning

Core work resources

Code-of-conduct

- UCI code of student conduct
- ESS Inclusive Excellence Committee is currently drafting an ESS code of conduct

We recommend that faculty members each draft a document outlining group expectations, which should include the following information

    - Communication expectations, including ways that group members are expected to communicate and appropriate times for communication between group members.
    - Conference and workshop participation
        - How often should group members attend workshops/conferences/meetings
        - Who pays for it? Are students expected to seek their own funding? This information is required.
        - List of Opportunities to participate in workshops and Conferences
            - Be open to considering proposed workshops/conferences for groups like SACNAS, NABG, AISES, GeoLatinas and others
            -
        - When should group members attend these meetings? Be explicit about the expected timeline.
    - Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)
    - What skills or experiences are required for their work/coursework?
        - Non-academic skills: e.g., driving, hiking/outdoors activities, compass/GPS navigation, swimming/SCUBA, operating power tools, first aid, etc. Where is this training available?
        - 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?

Reporting Policy - URGE deliverable on Reporting Policy, address issues related to insensitivity, harassment, exclusion and what are the consequences (e.g. not everyone drinks alcohol; no “locker room” talk), provide additional contacts for reporting outside of advisor

Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment

- Gear used for the American Indian Summer Institute in Earth System Science AISIESS is held at department and can be potentially used as a way to rent equipment.

Community support and mental health resources

- Assistance finding accommodations, moving expenses/assistance
    - The department provides a $2000 moving budget for first year graduate students.
    - Graduate students have a slack page for information and communication. Due to funding issues graduate students will be switching to another platform.
- Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
    - UCI Counseling Center
- Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
- Calendar(s) of events or mailing lists to join

- Connecting with cohorts, organizations, social clubs with common identities and/or interests
    - UCI SACANAS
    - UCI Cross Cultural Center
    - UCI Latinx Resource Center
    - UCI Black Student Union
    - UCI Disability Services Center
    - UCI American Indian Resource Program
    - UCI DECADE
- We recommend that the department consider funding membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others
- *Businesses*[1]

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?
    - The University of California Learning Center is where students are assigned training depending on the needs of our lab.
- 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?
    - https://www.lib.uci.edu/instruction/specialty-workshops

Professional development resources

- Outline available resources for training/development or best practices in:
    - Teaching/pedagogy
        - The UCI Division of Teaching Excellence and Innovation offers a Certificate in Teaching Excellence Program for pedagogical training for UCI graduate students and postdoctoral fellows in a flexible, self-paced manner. More information here.
    - Project management/budgeting
    - Media training
    - Proposal writing
        - UCI Proposal Writing Guides
        - UCI Graduate and Postdoc Resource Center Writing Support
    - Public speaking
        - 8-week public speaking certificate program for graduate students and postdocs. More information here
        - Communications and cultural fluency resources
    - Networking
        - Networking resources for undergraduate students

[1] This point needs further discussion.

        - Networking resources for all staff from UCI Training and Development
    - Design/drafting of figures using Adobe Suite/Python/ArcGIS
        - Adobe Creative Cloud is free for UCI students and employees
    - Getting involved in professional societies
        - American Meteorological Society
            - Opportunities for students
        - American Geophysical Union
    - Additional coursework
- List fellowships, internships, summer experiences, field course opportunities
    - Summer Experiences
        - UCI Competitive Edge
    - Graduate Student Fellowships
        - NSF Graduate Research Fellowship Program
        - Ford Fellowship
    - Postdoctoral Fellowships
        - NOAA
            - Climate & Global Change Fellowship
            - Jack Eddy Fellowship
        - NCAR Advanced Study Program
        - NSF fellowships
        - UC President's Fellowship
- Departmental seminars
    - Weekly scientific seminars
        - Grad student group lunches are a way for graduate students to interact with the seminar speaker.
        - Students can host speakers.
        - Reach out to Elliot McCollum for more information.
    - Presentation opportunities
        - Weekly half-baked seminars is a graduate student run seminar where faculty and students present on a variety of half-baked

Outreach resources

- Volunteer programs at UCI: https://volunteer.uci.edu/
- Avenues for ESS members to get involved in belonging, accessibility, justice, equity, diversity, and inclusion efforts
    - Join the ESS Inclusive Excellence Committee
    - Request a town hall meeting
    - Be a DECADE faculty mentor, student representatives, or student council
    - Talk to or consider becoming a graduate student representatives
- The School of Physical Sciences has a list of outreach groups that one can partake in https://ps.uci.edu/outreach
    - CLEAN Program is run by students at UCI https://sites.uci.edu/clean/
- Here are listed outreach opportunities on the ESS website: https://www.ess.uci.edu/outreach-programs

- We recommend explicitly drafting a policy to limit the “time tax” put on people of color for participation in Be A JEDI activities and support clear path for opting out