

URGE

Unlearning Racism in Geoscience

URGE Resource Map for CSU, Chico Geosciences

Resource map introduction- CSU, Chico has intentionally made equity, diversity, and inclusion the University's top [Strategic Plan](#) priority in order to challenge and change that status quo on our campus and in society. This document is a guide for information for students, faculty & staff for CSU, Chico department of Geological & Environmental Sciences. This overarching document is designed to be shared in a drive accessible to faculty and staff. Sections indicated as Resources for Students are designed to be added to a new tab on our department website for students to access.

Resources for Students

If you have experienced or observed an issue with discrimination, the following resources are available to you through the university:

- Support for [any traumatic experiences](#)
- [WellCat Counseling Center](#)
- [Diversity Resources](#)
 - The university's Diversity Officer is [Dr. Tray Robinson](#), who is the director of the [Office of Diversity and Inclusion](#)
 - [Cross Cultural Leadership Center](#)
- To report or find support for [gender discrimination](#)
- [Not Anymore](#) training (mandatory for all students)
 - a. [Alternative to Not Anymore](#) training
- Faculty and staff of our department and across the university, who you can contact to help address the issue and to help you find resources that will be helpful to you.

Resources for Students

1. **Resources List for Students** that can be disseminated by faculty through course syllabi:
2. **Reporting Policy** - (link to document from URGE session 2), 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
3. **University Resources and support:**
 - a. University diversity resources:
 - Diversity leadership: <https://www.csuchico.edu/diversity/leadership/index.shtml>
 - Diversity Council: <https://www.csuchico.edu/diversity/udc/index.shtml>
 - Counseling and psychological services: <https://www.csuchico.edu/counseling/>
 - Ombudsperson: <https://www.csuchico.edu/ombuds/> (office is currently closed because Ombuds retired)

- Student clubs & affinity groups: <https://csuchico.campuslabs.com/engage/> or <https://www.csuchico.edu/sll/organizations/index.shtml>
 - Finding community: [Diversity Resource Guides](#) has information of courses, faculty and off campus resources of different communities on campus and beyond
- b. Calendar(s) of events or mailing lists to join
 - [Inclusive events list](#)
 - [Campus calendar](#) (also distributed through your CSU, Chico email)
- c. Activities/institutions to find connections & feel at home
 - Clubs through the [Office of Diversity & Inclusion](#)
 - Search for [recognized campus clubs](#)
 - Disciplinary organizations: [SACNAS](#), [NABG](#), [AISES](#), [GeoLatinas](#)

4. Skill set support

- To drive on field trips, you will need to take the 1 hour online defensive driver training
- See the **Resources List for Students** to find resources for tutoring, the writing center and resources through [ARC \(Accessibility Resource Center\)](#). The [Student Learning Center \(SLC\)](#) offers [study skills workshops](#).
- Support for students for whom English is not their first language is available through the [international student support services](#) and [ESL Support Services](#)
- [First Aid training](#) is offered through the Wildcat Recreation Center

5. Equipment and Gear

- Camping Gear: [Adventure Outings](#) (AO) offers outdoor adventure trips that may help you gain confidence in being outdoors, camping and finding adventures! AO also [rents gear](#) (tents, sleeping bags, boots, snow shoes, etc.) and the GEOS department has some for loan; local Thrift Shops have great deals!
- Research Equipment: see your advisor
- Technology for courses: CSU, Chico Office of Accessible Technology and Services ([OATS](#)) and the Resource List for Students

6. Professional development resources

(links and resources will be crowd-sourced moving forward)

- Available resources for training/development or best practices in:
 - Teaching/pedagogy for grad students: GEOS 606 and [NAGT Professional Development](#)
 - Proposal writing and budgeting: this will be very specific to the agency/organization to which you are applying, see your faculty advisor for guidance
 - Public speaking
 - Networking
- Getting involved in professional societies is important for making connections (networking) and learning about the diversity of disciplinary research in your chosen field. Below is a list of

example organizations, many of which also offer conferences, professional development workshops, fellowships, internships, research funding and mentorship:

- National/International Disciplinary organizations: AGU, GSA, ASLO, ESA, SEG, MSA
- Local organizations: [AGES](#) (GEOS department's student club), [Northern California Botanists](#); [Paradise Gem & Mineral Club](#)
- Professional organizations for people of color:
 - Society for Advancement of Chicanos/Hispanics and Native Americans in Science ([SACNAS](#)),
 - National Association of Black Geoscientists ([NABG](#)),
 - American Indian and Engineering Society ([AISES](#)),
 - [GeoLatinas](#)
- [GEOS Department Seminar Series](#), regional seminars, presentation opportunities, offer opportunities to meet with speakers for building a professional networks
- Students should contact faculty advisors for information about attending (and funding for) conferences and workshops in their disciplinary areas

7. Outreach resources

- a. Opportunities through professional organizations listed previously in **Professional Development Resources**
- b. [Gateway Science Museum](#)
- c. Community Action Volunteers in Education [CAVE](#)
- d. Opportunities through the [Office of Diversity & Inclusion](#)
- e. Discuss with your faculty advisor the extent of participation to avoid undue "time tax" put on people of color for participation

Resources for Faculty to Share:

1. **Resources List for Students** that can be disseminated by faculty through course syllabi
2. URGE documents (in Box) may be useful to faculty/staff, Hannah, Sandrine and Rachel are also happy to offer suggestions or resources we know of
3. Resources for faculty mentoring students in research projects or other activities:
 - i. Summary of plan *for working with research students for connecting them with resources that will be of most use to them, e.g. schedule for initial call(s) and/or meeting(s) to identify needs/interests*
 - ii. In working with students in courses, as advisees or in research experiences, we recommend faculty share the Resource Map (above) and provide the Resource List for Students
2. We recommend that research groups establish a [Research Contract](#), which includes a **Code of Conduct** that addresses individual/group expectations. We recommend you modify this document for your research group.