
URGE Resource Map for Dept. of Geosciences, Colorado State University

This is a draft Resource Map for the Department of Geosciences at Colorado State University. This Resource Map is designed for new students, post-docs, staff, and faculty of color.

Resources within WCNR:

- Diversity and Inclusion in Natural

Resources: <https://warnercnr.colostate.edu/diversity/about/>

- Schedule a meeting with Dr. Rickey Frierson, Director of Diversity and Inclusion: <https://warnercnr.colostate.edu/diversity/schedule-meeting/>

- Diversity and Inclusion Program

Newsletter: <https://warnercnr.colostate.edu/diversity/newsletter-signup/>

- **Minorities in Agriculture, Natural Resources, and Related Sciences**

(MANRRS): <https://warnercnr.colostate.edu/student-organizations/manrrs/> is a national society that welcomes the membership of people from all racial and ethnic groups that participate in agricultural, natural resource, and related science fields of study. MANRRS provides a community of friends as well as a network of employers for its members. This network exists to support and sculpt their professional skills. We act as a springboard that launches members into the professional world. They start off their careers with the bountiful knowledge they have acquired from attending meetings and club outings. MANRRS offers students an opportunity to enhance leadership, organizational, and public speaking skills as they receive a professional critique of resumes and other documents in an environment full of supportive friends. When not working on perfecting their careers, one can find the members giving back to the community through volunteering!

Resources within CSU:

Cultural Centers

- **Asian Pacific American Cultural Center:** The Asian Pacific American Cultural Center (APACC) provides programs and services to support the retention, graduation and success of students. APACC runs educational and volunteer programs to help spread awareness of Asian American culture and build community among Asian Americans, Pacific Islanders, and their allies. The Center welcomes all students and seeks to create a safe place for students of all backgrounds. The Center contributes to an inclusive campus environment by providing resources for Asian Pacific American awareness, education, and identity development.
- **Black/African American Cultural Center:** <http://www.baacc.colostate.edu/> The Black/African American Cultural Center promotes a diverse, inclusive campus environment and serves as a resource to the campus community as well as surrounding communities, through academic, professional, cultural, and personal

development programs that embrace Black and African American experiences. The primary goal is to enhance the overall college experience so that students achieve academically and are able to compete in a global society. The office has as one of its foremost goals to enhance students' knowledge of the culture, history, heritage, and traditions that are unique to the African American experience. We are committed to improving the cultural and social awareness of the University, alumni, and surrounding communities by promoting programs that offer cross-cultural perspectives and by creating mutual opportunities for exchange through cooperative planning and support for all University services. Drop by our offices in the Lory Student Center to learn more about our work towards Student Development & Support, Diversity & Social Justice Education, and Cultural Education & Celebration.

- **El Centro:** <http://www.elcentro.colostate.edu/> El Centro provides an energetic, welcoming, and inclusive environment. We have resources to support personal, professional, social, cultural, and academic needs of all students who want to become involved with El Centro. We offer a place for discovering and appreciating diverse heritages, traditions, and cultures. Student can visit El Centro to relax, socialize, laugh, engage in dialogue, and build life-long memories. El Centro is a family, a “home away from home,” a place that provides a sense of belonging.
- **Pride Resource Center:** <http://prideresourcecenter.colostate.edu/> The Pride Resource Center supports and affirms the diverse identities and lives of lesbian, gay, bisexual, transgender, queer, questioning (LGBTQ), Two-Spirit, and same-gender loving people as individuals and as groups, especially as students, staff, and faculty of CSU and their families, friends, and allies, through the cultivation of safe space, educational outreach, advocacy, increased visibility of LGBTQ issues, information and referral resources, and academic and leadership opportunities.
- **Native American Cultural Center:** <http://www.nacc.colostate.edu/> The office of Native American Cultural Center (NACC) was established in 1979. The four primary advocacy and service areas include recruitment, retention, graduation, and community outreach. The office embraces and encourages a supportive environment based on the traditions and cultures of Native American peoples. We embrace diversity and commit to improving the campus climate of inclusion. All students are welcome in our office.
- **Women and Gender Advocacy Center:** <http://www.wgac.colostate.edu/> The Women and Gender Advocacy Center provides programs and resources focusing on all genders, social justice, and interpersonal violence prevention. Staff and volunteers also provide confidential advocacy and support for victims of sexual violence, stalking, sexual harassment, and relationship violence. Programs concentrate on examining the intersections of oppression and creating conditions that allow all people to equally access opportunities in a safe campus environment.

Office of the Vice President for Diversity: <https://diversity.colostate.edu/>

Reporting Incidents of Bias: - ([Link to Bias Reporting Document](#))

Student-specific Resources

- **Mental Health Support:** <https://health.colostate.edu/mental-health-resources>
- **Multicultural Counselling Services:** <https://health.colostate.edu/multicultural-counseling/>
- **Graduate Center for Inclusive Mentoring:** <https://graduateschool.colostate.edu/diversity/> Graduate Center for Inclusive Mentoring (GCIM) is a formalized program that highlights resources on campus, offers professional development activities and provides access to faculty mentors, while also supporting additional socialization activities to encourage professional networks.

Faculty and Staff Resources

- **Employee Assistance Program:** <https://eap.colostate.edu/> EAP strives to offer inclusive support to all employees at Colorado State University. The on-site EAP Coordinator offers assessment and referrals, management consultation, outreach to employees who may be struggling, and departmental support after impactful events or loss within a community.
- **Multicultural Staff and Faculty Network:** <https://msfn.colostate.edu/> Guided by the Principles of Community, our mission is to serve as a catalyst to positively impact campus climate and culture by supporting recruitment, retention, and development of multicultural employees. We are committed to promoting collaboration through visible and meaningful engagement with Colorado State University and the greater community.

Community Resources in Fort Collins

- **Diverse Fort Collins:** <https://diversefortcollins.com/> Diverse Fort Collins is a volunteer-driven community project advocating for antiracism and racial equity. We connect people with resources and each other.
- **Cultural Enrichment Center of Fort Collins:** <https://fococec.org/> Connecting participants with history, literature, arts, music, dance, traditions, and folklore of the African American experience.
- **Queen's Legacy Foundation:** <https://www.queenslegacyfoundation.org/> is a social justice and health equity organization in Northern Colorado that supports black families in civic education and engagement, financial resources for legal aid, and generational education.
- **New Eyes Village:** <https://www.neweyesvillage.org/> is a faith-based, grassroots, nonprofit organization founded to support the self-sufficiency of marginalized families in areas of mental health services, financial literacy, and wellness while collaborating with our community.

- **Fuerza Latina:** <https://fuerzalatinafoco.org/> Fuerza Latina is an organization of immigrants and allies dedicated to educating, informing, organizing, and promoting change to facilitate an improved quality of life for immigrants in our community.
- **La Cocina:** <https://www.lacocinahome.org/> La Cocina seeks to dismantle systems of oppression and co-create paths to liberation by providing full access to traditional and non-traditional forms of mental health and health equity support services.
- **Islamic Center of Fort Collins:** <https://www.icfc.org/>

Regional Resources

- **The BIPOC Alliance** (Larimer County): <http://www.bipocalliance.org/> Collectively, Black, Indigenous, and People of Color of Larimer County taking action to decolonize systems and institutions, redefine our relationship to the movement, and liberate ourselves and our people.
- **Northern Colorado Intertribal Pow-wow Association:** <https://ncipa.weebly.com/> The Northern Colorado Intertribal Pow-wow Association, Inc. celebrates our Native American heritage and helps to preserve our culture through honoring our ancestors and inspiring our youth while increasing public awareness. We do this by sharing our values and providing educational and cultural experiences through music, dance, food, and the arts.
- **NoCO Safe Space:** <https://nocosafespace.com/about/> Holding safe spaces for diverse communities. LBTQIA+ Inclusivity Training and Community Events.
- **CO Backpackers:** <https://www.coblackpackers.com/> Our mission is two-fold: 1.) To provide gear, outdoor excursions and outdoor education for free or at subsidized cost 2.) To connect participants with volunteer opportunities, internships, jobs, and post-secondary education resources to create a pipeline from outdoor recreation to outdoor industry careers. In these ways, we can create economic equity in outdoor recreation.
- **Latino Outdoors Colorado:** <https://www.facebook.com/groups/971297969615170/about> We inspire, connect, and engage Latino communities in the outdoors and embrace *cultura y familia* as part of the outdoor narrative, ensuring our history, heritage, and leadership are valued and represented.
- **Outdoor Afro:** <https://outdoorafro.com/> Outdoor Afro has become the nation's leading, cutting edge network that celebrates and inspires Black connections and leadership in nature.

National/International Organizations Supporting Diversity in the Geosciences/Science

- **National Association of Black Geoscientists:** <http://www.nabg-us.org/> The NABGG was organized to: Inform students of career opportunities that exist in the field of Geosciences; Encourage them to take advantage of scholarship programs, grant, loans, etc., that are established for minority students; Give financial support to students pursuing degrees in Geology and Geophysics; Follow the educational careers of the scholarship recipients; Aid minority students in the search for summer employment and aid corporate members interested in obtaining summer employees for positions that will enhance the students' background and marketability; Allow minority geologists and

geophysicists to establish professional and inter-company relationships; Assist in the development of professional standards and practices of members within their geoscience careers and entrepreneurial pursuits.

- **Black in Geoscience:** <https://blackingeoscience.org/> Black in Geoscience aims to acknowledge, amplify, and support the work of Black earth and planetary scientists from around the world.
- **GeoLatinas:** <https://geolatinas.weebly.com/> Our mission is to embrace, empower, and inspire Latinas to pursue and thrive in careers in Earth and Planetary Sciences.
- **Asian Americans and Pacific Islanders in Geosciences:** <https://www.aapigeosci.org/> Asian Americans and Pacific Islanders in Geosciences (AAPiG) is a grassroots, member-driven organization committed to building a community that supports AAPIs within geosciences.
- **SACNAS** <https://www.sacnas.org/> – Society for Advancement of Chicanos/Hispanics and Native Americans in Science – is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM.
- **AISES:** <https://www.aises.org/> American Indian Science and Engineering Society is a national nonprofit organization focused on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in science, technology, engineering, and math (STEM) studies and careers.
- **International Association for Geoscience Diversity:** <https://theiagd.org/> The International Association for Geoscience Diversity is 501c3 non-profit dedicated to improving access and inclusion for people with disabilities in the geosciences.
- **Earth Science Women’s Network:** <https://eswnonline.org/> We are a grassroots, non-profit, member driven organization. Our mission is to build a resilient community that lifts all scientists and moves the geosciences forward.