



This is what was developed by the AGU Earth and Planetary Surface Processes Pod on resource maps.

Resource Map for EPSP Community Members

Goal of podlet 1: A single, easy-to-reference “one-stop-shop” guide to all critical resources/lists and needs (including many developed in previous URGE Sessions)

- **Core work resources**
 - [AGU Meetings Code of Conduct](#)
 - [EPSP Code of Conduct](#) - example developed by EPSP Podlets 1 & 2
 - [AGU Reporting Policy](#) for misconduct allegations
 - [AGU Scientific Ethics and Integrity Policy](#)
 - [EPSP Reporting Policy](#) - example developed by EPSP Podlets 1 & 2
 - [EPSP Leadership - Executive Committee](#)
 - [EPSP Leadership - Student Committee](#)
 - [AGU Diversity & Inclusion Strategic Plan](#)

- **Mentoring plan**
 - How are new members connected with resources and mentorship? ([What resources do we have? What do we want?](#))
 - [AGU Mentoring Network](#)
 - [Mentoring365!](#)
 - [Sharing Science Mentoring Program](#)
 - [Fall Meeting First-Timer Mentoring Program](#)
 - Meeting expectations

- Communication resources and expectations (What do we have? What do we want?)
- Evaluation
- **Community support and mental health resources**
 - Organizational services
 - Specifics not known at this time.
 - Groups/communities with common identities/interests
 - [GeoLatinas](#)
 - [SACNAS](#)
 - [National Association of Black Geoscientists](#)
 - [The International Association for Geoscience Diversity](#)
 - [National Center for Faculty Development & Diversity](#)
 - Científico Latino
 - [Association for Women Geoscientists](#)
 - [American Indian Science and Engineering Society](#)
 - [Geoscience Alliance](#)
 - [500 Women Scientists](#)
 - [oSTEM](#)
 - [National Organization of Gay and Lesbian Scientists and Technical Professions](#)
 - [Earth Science Women's Network](#)
 - [Women in GIS](#)
 - International Communities:
 - France: [Femmes & Sciences](#)
 - Ireland: [Equality, Diversity, and Inclusion in Geoscience](#)
 - Canada: [GeoWomen](#)
 - Spain: [Mujeres y Geología](#)
 - Calendar(s) of events
 - [AGU Meetings Calendar](#)
 - Opportunities to meet other people of color
 - [SACNAS](#)
 - Communication venues (forums, mailing lists, etc.)
 - [Gilbert Club](#)
 - [Coastal List](#)
 - [EPSP Discussion Community](#)
 - [AGU Career Center Newsletter](#)
 - [Geomorph-list](#)
- **Professional development resources (What resources do we have? What do we want?)**
 - Find a job
 - [AGU Pathfinder](#) - allows user to filter career opportunities by job type, career level, education level, etc.

- Career Development
 - [EPSP Connects](#)
 - [AGU Career Development Webinars](#)
 - [GSA Career Development Webinars](#)
 - [CUAHSI - Land Your Dream Job Webinar](#)
 - [AGU On the Job blog](#)
- How to apply to graduate programs
 - [How to Correspond with Potential Graduate School Advisers](#)
 - [Resources compiled by Kate Huntington](#)
- Funding resources
 - Travel
 - [AGU Travel Grants for Fall Meeting](#)
 - [GSA Travel Grants](#)
 - Graduate
 - [American Indian Education Fund](#)
 - [Paul and Daisy Soros Fellowship for New Americans](#)
 - [Point Foundation](#)
 - [Hispanic Scholarship Fund](#)
 - [Microsoft Dissertation Grant](#)
 - [NSF GRFP](#)
 - [EPA Research Fellowships](#)
- Experiential resources (fellowships, internships, summer experiences, field course opportunities, etc.)
 - Meetings
 - [AGU Fall Meeting](#)
 - [GSA Annual Meeting](#)
 - [Ocean Sciences](#)
 - [CSDMS](#)
 - [EGU](#)
 - [JpGU](#)
 - [Goldschmidt](#)
 - [Coastal Sediments](#)
 - Field Course Opportunities
 - [AGU Virtual Field Trips](#)
 - [Ocean Sciences Field Trips](#)
- How/what/when to attend
- How/what/when to propose/organize
 - [AGU Session Proposals](#)
 - [GSA Session Proposals](#)
- Professional networking opportunities

- [AGU Networking Events](#)
 - [GSA Networking Events](#)
 - [EPSP Wonderful Coffee Hour](#)
- Outreach resources
 - Get involved with EPSP leadership and community
 - [Volunteer with EPSP](#) - This is an audit conducted by URGE Podlets 1 & 2 which outlines EPSP leadership opportunities, structures, and recommendations for future leadership and promotion
 - EPSP Resource compilations
 - [EPSP Resource List](#)
 - Onboarding advertisement?
 - Advertise way to be involved and propose a new activity within EPSP?

Signatures of approval from Podlet 1: Kimberly Hill, Kate Leary, Julia Carr, Noah Snyder, Lisa Tranel, Colin Phillips, Alison Duvall, Anastasia Piliouras, Andrew Moodie, Katherine Kravitz

Draft by Podlet 2 Deliverable Group 1:

Part I Existing resources:

1. Onboarding plan
How to become a member of EPSP: EPSP home page (<https://connect.agu.org/epsp/about/about-epsp>): "To join the EPSP Section, log into your account at AGU. Select to update your "Profile" and choose "Earth and Planetary Surface Processes" as your primary "Area of Scientific Interest"."
2. Involvement resources (how to become more involved with the EPSP community): EPSP connects.
3. Professional development resources: AGU resources (<https://connect.agu.org/epsp/links-resources>)

Part II Resources that are needed not yet exist:

1. Funding to support the creation of spaces (e.g. EPSP identity groups) to support BIPOC members.
2. Create a DEI ribbon to hand out at specific conference events (DEI workshops, allyship training, etc.)--incentive to come to those events, and good advertising/peer pressure.
3. Complaints and Reporting Policy for EPSP regarding racism (link to deliverable 2_Flowchart of reporting https://drive.google.com/file/d/1Jq9_M8TC8MAzo6sg0yjU8jEqS67nfs9v/view?usp=sharing) Which level shall the complaints be reported to? AGU or EPSP?
4. Welcome new members:
 - a. EPSP "welcome" email for first-time signups or a 'welcome packet' (Came up in mega-pod meeting) that gets sent out to anyone who joins EPSP including:
 - i. what is EPSP
 - ii. what is Gilbert club
 - iii. resources for first time conference goers (i.e. what to expect, how to reach out to potential advisors/collaborators)
 - iv. short videos introducing a few community members

- b. Welcoming posters in poster hall.
- 5. Help members (especially new members) building connections:
 - a. Create An EPSP-wide slack.
 - b. EPSP buddy: current EPSP community members volunteer to be buddies for new EPSP community members. When a new community member wants to get involved with EPSP, they could request a buddy. The buddy's roles could be (depending on what works best for the specific partnership): introduce the new community member to others, meet up during Fall Meeting, attend events (like Gilbert Club) together, point toward resources, clarify questions, etc. This provides a feeling of "I already know at least one person" and helps to create belonging.
 - c. Have physical 'random breakout rooms' during certain sessions in a conference to create opportunities for networking.
 - d. Yearly reminder for professors to invite their students to join & connect with EPSP.
- 6. Suggestions for better organize/update resources
 - a. Resources related to different levels of involvement in EPSP (e.g. different career stages, academic, non-academic...)
 - b. Short (1 or 2 sentence) descriptions of the resources on the list especially for ones where what it is isn't super self-evident from the title?
 - c. More interactive way of updating/adding new resources (not only one person is in charge, but open it to more people).

Resource Map for New EPSP Leadership + Committee Members

Draft by Podlet 2 Deliverable Group 2

Goal: A single, easy-to-reference "one-stop-shop" guide laying out or linking to all critical resources/lists and identifying resources in need of development (including many that previous URGE Sessions began to develop)

*We have attempted to identify what kinds of resources a new member of the EPSP leadership needs to navigate and thrive in the EPSP leadership (beyond general resources needed by community members), to map any existing resources that meet these needs, and to outline any resources that are needed but don't yet exist (denoted with "**"). While most of these resources should benefit all new leadership members, they are especially important for new leaders from minoritized, BIPOC or other disadvantaged groups, who may need specific resources to overcome unique barriers, or have access to fewer personal resources (e.g., previous institutional experience, professional networks, mentors, etc.).*

The materials below are intended to serve as a template to be filled in and updated with existing resources or new resources as they become available, and as a guide for developing new resources that may not have already been recommended in previous URGE deliverables.

We recommend that AGU EPSP leadership and committees develop these materials into a full resource map to be provided as part of the onboarding process for new leadership and committee members (possibly with different subsections or variants for different committees, elected leaders, etc.).

1. Core EPSP/AGU Resources + Structure

- *EPSP mission/vision statements
 - Becoming a model professional organization that is people-centered rather than corporate-commercial-centered. Mission might involve EPSP core scientific interests and a Vision might involve implementing them in a DEI framework, i.e. opening up our science to make it relevant to current environmental problems, issues of justice, and diverse populations
- Codes-of-conduct
 - [AGU BOARD OF DIRECTORS CODE OF CONDUCT](#)
 - *EPSP Code of Conduct
- Bylaws
 - [AGU Bylaws](#)
 - [Student committee bylaws](#)
 - *Other committee bylaws
- *Organizational structure/leadership map + clear documentation of everyone's roles (who can you contact or rely on for what?)
 - [AGU Leadership & Governance Page](#)
 - [AGU COMMITTEES LIST](#)
 - [EPSP Executive Committee & Current Officers](#)
 - [EPSP Student Committee Members](#)
 - [EPSP Program Committee](#)
 - What are all the EPSP committees? Who is on them? Website lists Executive committee, student committee, program committee

2. Onboarding resources for new leaders/committee members

Intro to the resource map: This resource map is intended to be a single, easy-to-reference "one-stop-shop" guide laying out or linking to all critical resources and information needed by new AGU EPSP leaders and committee members.

- Other examples: Joel has a print-out he gives new "Connects" volunteers
- *Central repository: (google drive, etc) for all important materials/paperwork/documents (this resource map can then just link to specific documents/spreadsheets within this repository)
 - EPSP connects has a google drive/sheet
- Onboarding actions/requirements
 - *Annual new training/orientation (like the NAGT trainings, but for all new leaders/committee members)? AGU has things like this for the elected officers-- can we extend to all committee members?
- General duties & expectations
 - Mission statement: general mission/duty of the committee or officership
 - Specific expectations for committee members/officers:
 - Clearly defined roles/general job descriptions
 - Approximate time commitments

- List of any formal responsibilities
 - Reporting structures
- Communication resources & expectations
 - Communication venues (forums, mailing lists, etc.) - how do committee members/leadership communicate as a group?
 - Student committee - Has a Slack channel to communicate as a group, also uses email to make sure that members do not miss important announcements. For communicating to the community, the Student committee uses EPSP newsletter, Gilbert Club/ Geomorphology listservs, AGU EPSP websites.
 - Interactions/communicating with EPSP members: are leaders prepared to handle situations when issues are raised?
- *Leadership events calendar
 - Officer/committee meetings
 - Deadlines, etc.
- *Evaluation
 - How are committee members evaluated (they currently are not evaluated on most committees)?
 - Student committee members have evaluation as codified in the Student committee bylaws: *“Self-evaluation: Before December of each year, students will submit a short (250 word) reflection to the EPSP executive committee liaison of their engagement in the EPSP student committee and their goals for next year. In this reflection, student members will express if they would like to opt in and continue their tenure for another year.”*
 - What happens if they’re not fulfilling their duties?
 - Student committee bylaws: *“Removal from committee: If student committee members miss more than 6 months of consecutive meetings and are not actively contributing to the student committee objectives, the EPSP executive liaison with approval from the remaining student committee members can remove a member from the committee.”*
 - Resources for developing self-evaluation processes are available ([example](#))
 - AGU has a [Leadership-Governance Committee](#), which manages self-evaluation of AGU Board and Council, could be useful resource for EPSP self-evaluation

3. Conflict resolution + bureaucratic navigation resources

- [AGU Ethics & Reporting Policies/Resources](#).
 - [URGE Deliverable 2](#)
- How do you report minor (non-conflict) issues (something is broken, events are in conflict, etc)?

- Organizational services
 - Technical support
 - *EPSP/AGU “Parliamentarian”: person to contact with questions about rules and procedures (in EPSP and in broader AGU organization)

4. Initiative + further involvement resources

- How to become more involved with EPSP leadership and community?
- How do you start a new initiative? (currently: email Gordon/Dorothy)
- Info on how/what/when to propose/organize events
- Funding resources - are there internal funding opportunities to support new initiatives by leadership/committees?

5. Professional development + mentorship resources

- Professional training/development
 - NAGT trainings - teaching Earth Science to everyone (inclusivity)
 - DI&A Trainings: speak up/advocacy, bias, international/cultural sensitivity
 - Speaking Up to Bias workshop (Nicole attended last year - the facilitator was Stephanie Goodwin, and an acting group was part of process. So run by an organization that is not NAGT or AGU, but she's not sure who)
 - Bystander intervention training (ESWN may run)
 - ?
- *Professional Development Events Calendar (leadership conferences, workshops, seminars, trainings, opportunities, etc. for leaders/committee members)
- Professional networking and support venues
 - Groups/communities with common identities/interests
 - Opportunities to meet other people of color
- Mentorship resources (linked with larger AGU mentorship resources for leaders?)
 - *Cultural navigation mentorship for international leaders/members
 - *AGU/EPSP Mentor program/list to pair new committee members with mentors

Signatures of Approval by Podlet 2:

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