

URGE

Unlearning Racism in Geoscience



URGE Resource Map for CA Area Pod

This is a draft Resource Map for CA Area Pod. 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.

- Mentoring plan
 - *Summary of the intent of the resource map as well as the plan for working with new hires/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*
 - The intention of this resource map is to provide easier access to resources that will help navigate various situations you may face in our workplace/graduate program. It will provide a place to start to identify problems/needs.
 - *Individual/Group meeting expectations (interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests)*
 - Individual and group meeting expectations can be found in our code of conduct. [example:] In summary - you are expected to attend our [weekly/biweekly/monthly] group meetings and set up a regular individual meeting schedule with your advisor as well. The code of conduct is your resource for this.
 - Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them
 - UCLA EPSS: we fill out evaluations at the end of each academic year where you summarize everything you’ve done that year, you meet with your advisor and discuss whether this progress was satisfactory, satisfactory but slow, or not satisfactory. If you receive anything but “satisfactory”, you will create an academic plan for the following school year. No matter what - you will receive written feedback from your advisor and a reminder of instructions for any next steps you have to take (Oral

exams, etc). Your resources for this will be to ask your advisor and the graduate student advisor.

- UCLA AOS: create a contract with your advisor fleshing out your goals (achievable/ and reach goals) - An example PDF is available that can be used as a resource for this.

- Core work resources

- *Code-of-conduct - link, all members must sign a code of conduct that addresses inclusivity and diversity, mental health, publications or outputs, social media use, working hours, and vacation*
 - Our URGE session 6 deliverable contains our example code of conduct as a pod.
 - UCLA code of conduct for the entire university: <https://deanofstudents.ucla.edu/student-conduct-code>
 - UCLA EPSS field trip code of conduct: https://epss.ucla.edu/media/documents/PDFs/field_trip_policies_fillable.pdf
 - UCLA EPSS is working on a departmental, non-field trip code of conduct
- *Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate*
 - The resource for this is the Code of conduct we created for the URGE session 6 deliverable
- *Reporting Policy - link, 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*
 - NOAA: Insensitivity, harassment, discrimination (a 45 day limit to initiate) <https://www.noaa.gov/organization/inclusion-and-civil-rights/eo-counseling-complaints>
 - NOAA: Sexual Assault & Sexual Harassment (a different procedure) <https://noaasashhelpline.org/>
 - (General info/help about sexual assault): <https://www.rainn.org/>
 - UCLA Title IX Office: <https://sexualharassment.ucla.edu>
- *Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment*
 - UCLA Outdoor Rental Equipment: <https://recreation.ucla.edu/rec-programs/outdoor-adventures>
 - UCLA EPSS vehicle for field trip request: https://epss.ucla.edu/media/documents/PDFs/epss_vehicle_reservation_form.pdf
- *Conference and workshop participation (how often and who pays for it?)*
 - AGU Conference: <https://www.agu.org/>
 - DPS conference: <https://dps.aas.org/meetings/current>

- AMS Conference:
 - <https://www.ametsoc.org/ams/index.cfm/meetings-events/upcoming-meetings/annual-meeting/>
 - UCLA conference fund:
 - <https://grad.ucla.edu/funding/financial-aid/funding-for-continuing-students/doctoral-student-travel-grants/>
 - Be explicit about opportunities for this type of participation and at what point they will be expected to attend conferences
 - Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
- *Community support and mental health resources*
 - *Assistance finding accommodations, moving expenses/assistance*
 - UCLA Graduate student housing:
 - <https://portal.housing.ucla.edu/content/housing-single-graduate-students-and-students-families>
 - Incoming UCLA graduate students are guaranteed housing for the first 3 (this changes every year, check the website) Years if they want it.
 - *Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.*
 - UCLA: UCLA CAPS for mental health services:
 - <https://www.counseling.ucla.edu>
 - NOAA: Employee Assistance Program - includes several programs/webinars to improve mental health and wellness. Also programs on family, workplace, finances, etc.
 - General public: Finding a therapist -
 - <https://www.psychologytoday.com/us/therapists>
 - General public (US): National suicide prevention hotline: 1-800-273-8255
 - *Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)*
 - Find a mentor (general STEM/Earth Science programs):
 - <https://mentornet.org/> <https://mentoring365.chronus.com/>
 - UCLA EPSS just begun a mentor program - grouping undergrads and grads into families where we lay out what we want to get out of this mentorship family. - new, so no link yet.
 - *Calendar(s) of events or mailing lists to join*
 - Seismology/Geophysics:
 - IRIS listserv (includes job/program opportunities):
 - <http://ds.iris.edu/message-center/>
 - Interdisciplinary Deep Earth:
 - CIDER program (mailing lists also): <https://www.deep-earth.org/>
 - Geological Society of America - see links for opportunities, programs, job boards: <https://www.geosociety.org/gsa/faq/home.aspx>

- AAS list of upcoming events: <https://aas.org/calendar/events>
 - Google Groups: comets mailing list: <https://groups.io/g/comets-ml>
 - *What activities/institutions will help them feel at home? Are there local clubs, religious or spiritual organizations, organizations, hobbies they were previously involved with that they can get connected with in the area?*
 - UCLA Clubs: <https://www.ucla.edu/campus-life/clubs-organizations-and-recreation>
 - *Connecting with cohorts, organizations, social clubs with common identities and/or interests*
 - UCLA: Society of Women Geoscientists, African Student Union, SACNAS, American Indian Studies Organizations, Queers in STEM, National Association of Black Geoscientists, Society of Women in Marine Science, Earth Science Women's Network
 - UCLA SWG: <https://swg.ucla.edu>
 - NWS: NWS Women in Science Facebook group
 - NOAA: NOAA Women in Science Facebook group
 - General: Earth Science Women's Network Facebook group
 - General geophysics (International group): Africa Array Facebook group
 - Young Scientists for Planetary Exploration: <https://www.facebook.com/groups/padawans4planets>
 - Lots of resources are always posted here for young career planetary scientists.
 - *Businesses or other needs, e.g. gyms, barber shops/hair services, etc.*
 - UCLA gyms/recreational centers: <https://recreation.ucla.edu/facilities>
 - *Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others*
 - UCLA: "Organization for African-American Students Excelling in STEM"
 - *Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)*
 - Your individual department's code of conduct is probably the resources for this. For my department (UCLA EPSS) - is it not specified for graduate students at all.
- *Skillset support resources*
 - Department of Commerce (NOAA) - Commerce Learning Center
 - Online courses on a wide variety of commerce-related topics: science, math, computer programming, communication skills, management, diversity and inclusion topics, software...
 - COMET - free (for anyone) online meteorology/oceanography courses for the geoscience community: <https://www.meted.ucar.edu/index.php>
 - *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.*

- UCLA EPSS geology majors are required to lead a lot of field work involving hiking, camping, driving department vehicles, and navigation skills.
 - *What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?*
 - UCLA EPSS does not necessarily offer or require any skill training. Your advisor may provide you with funding for skill developing workshops - you will need to stay vigilant for opportunities like this - if your group creates a code of conduct - this could be a great resource that lays out workshops.
 - Lick observatory workshop for young astronomers: <http://mthamilton.ucolick.org/EVENTS/2020/index.htm>
 - *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?*
 - UCLA: offers a free Matlab license, offers free codings workshops through the UCLA Institute for Digital Research and Education, has coding classes through the Computer Sciences department or many departments have classes that use coding and are somewhat introductory
 - Tutorial on Machine Learning and Deep Learning for the Environmental and Geosciences: <https://drive.google.com/file/d/1cCNuOXCAmr1f9Dbi3L498uNSUrV62Mtg/view?usp=sharing>
 - Matlab Onramp: <https://www.mathworks.com/learn/tutorials/matlab-onramp.html>
 - Python Basics for Geoscientists: <https://geo-python-site.readthedocs.io/en/latest/course-info/course-info.html>
 - Python for Geosciences Tutorials on github: https://github.com/koldunovn/python_for_geosciences
 - *Professional development resources*
 - *Outline available resources for training/development or best practices in:*
 - Teaching/pedagogy
 - UCLA: Center for Diverse Leadership in Science, Center for Education Innovation and Learning in the Sciences
 - *Project management/budgeting*
 - *Media training*
 - UCLA has classes on communication that include topics like media training: <https://comm.ucla.edu/undergraduate/courses/> (but you need to be a student)
 - *Proposal writing*
 - UCLA: Graduate Writing Center: <https://gwc.gsrc.ucla.edu/>
 - *Public speaking*
 - Opportunity to display your skills: UCLA grad slam: <https://grad.ucla.edu/life-at-ucla/events/2021-ucla-grad-slam-challenge/>

- UCLA extension program public speaking training: <https://www.uclaextension.edu/business-management/leadership-management/course/public-speaking-professionals-speech-x-4171>
- *Networking*
 - UCLA Career Center: <https://career.ucla.edu/grad>
- *Design/drafting of figures using Adobe Suite/Python/ArcGIS*
 - Kaleidagraph (costs money): https://www.synergy.com/?gclid=Cj0KCCQjw1a6EBhC0ARIsAOiTrkF4Sjys7ES7ruT3qJmElwLHdc6-09T05JVXttGCMIZzQdSv3R765tsaAuD-EALw_wcB
- *Getting involved in professional societies*
 - AAS: <https://aas.org/join>
- *Additional coursework*
 - UC Cross-Campus Classes: <https://grad.ucla.edu/academics/graduate-study/uc-intercampus-exchange-program/>
- *List fellowships, internships, summer experiences, field course opportunities*
 - Keck visiting scholar program: <https://keckobservatory.org/visiting-scholars/>
 - JPL's Planetary Science Summer School: <https://pscischool.jpl.nasa.gov>

Graduate

- AGI Harriet Evelyn Wallace Scholarship
 - <https://www.americangeosciences.org/workforce/harriet-evelyn-wallace-scholarship/info>
 - Women specific, for either Master's or Doctoral degree
 - Can be entering graduate school or already enrolled in a graduate program
 - Will receive \$5000, and is eligible to receive a second scholarship of \$5000
- Hertz Fellowship <https://www.hertzfoundation.org/>
 - Due around October
 - Only first-year students eligible
 - Up to 5 years funding
- Ford Foundation Predoctoral Fellowship https://sites.nationalacademies.org/PGA/FordFellowships/PGA_171962
 - Due December
 - Students with minimum 3 years remaining in PhD program (3 year fellowship)
 - Focused on diversifying the nation's college and university faculties
- National Science Foundation Graduate Research Program: <https://www.nsfgrfp.org/>
 - Due around October

- Can apply as an undergraduate-graduate, or in your first two years of grad school. You can only apply ONCE while in grad school
- 3 years of funding
- Paul and Daisy Soros Fellowship for New Americans
<https://www.pdsoros.org/apply/eligibility>
 - Due around
 - Must follow New American Status (outlined on website) - immigrants or children of immigrants to US
 - Must apply in first two years grad school, must be younger than 31
 - Two years of funding
- National Defense Science and Engineering Graduate Fellowship Program
<https://ndseg.sysplus.com/NDSEG/Applicants/How-to-Apply>
 - Due October/November
 - Must apply in first or second year of graduate education (three years funding)
- Future Investigators in NASA Earth and Space Science and Technology Fellowship
<https://nspires.nasaprs.com/external/solicitations/summary.do?solId=%7b3E72ED7E-1FBD-F815-5A4E-2DA033EF7449%7d&path=&method=init>
 - Due late Jan-early Feb
 - All years eligible, typically 1st, 2nd, or 3d year students apply (up to 3 years funding)
- Ralph Cicerone Fellowship (NCAR)
<https://www2.acom.ucar.edu/ralph-cicerone-fellowship>
 - Due late February
 - Two year fellowship, financial support awarded for four months to work with NCAR scientists in the ACOM laboratory
 - Specifically for grad students with experience in, or working with, underrepresented communities
 - For atmospheric chemistry specifically
- AAAS Mass Media Science & Engineering Fellowship
<https://www.aaas.org/programs/mass-media-fellowship>
 - 10 week summer program
 - All years eligible
 - Focused on increasing public understanding of science and technology
- Ford Foundation Dissertation Fellowship
https://sites.nationalacademies.org/PGA/FordFellowships/PGA_171939
 - Due December
 - One year fellowship for final year of graduate education (Dissertation year)
 - Focused on diversifying the nation's college and university faculties

- Ford Foundation Postdoctoral Fellowship:
 - https://sites.nationalacademies.org/PGA/FordFellowships/PGA_171940
 - Due December
 - One year of support
 - Focused on diversifying the nation's college and university faculties
 - NASA Postdoctoral Program
 - Due March/Late Feb
 - 1-3 years funding
 - Assignments with NASA scientists and engineers at NASA centers
 - President's Postdoctoral Fellowship Program:
 - <https://ppfp.ucop.edu/info/fellowship-recipient/index.html>
 - Due November
 - 12 month period
 - Established to encourage outstanding women and minority PhD recipients to pursue academic careers at the University of California
 - AAAS Science and Technology Policy Fellowship
 - <https://www.aaas.org/programs/science-technology-policy-fellowships>
 - Due November
 - 12 month fellowship
 - For scientists and engineers to learn first-hand about policymaking while contributing knowledge and analytical skills to the federal policymaking process
 - AGU Congressional Scientist Fellowship
 - <https://www.agu.org/Share-and-Advocate/Share/Policymakers/Congressional-Science-Fellowship>
 - Due January
 - 1 year fellowship
 - To place scientists/engineers in the office of an individual member of Congress or committee
 - List of postdoc fellowships
 - https://www.pathwaystoscience.org/discipline.aspx?sort=ear-geosci_geological%20sciences#Graduate%20Students
- *Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network*
- Everyone is expected to attend the UCLA EPSS departmental colloquium: <https://epss.ucla.edu/seminars/epss-colloquium/>
 - You are also expected to attend your departmental - field specific seminars: Planetary lunch, Space physics seminar, Seismology
 - You can sign up to speak and have lunch with any of the speakers every single week by emailing the professor in charge of the seminar.

- UCLA grad slam:
<https://grad.ucla.edu/life-at-ucla/events/2021-ucla-grad-slam-challenge/>

- *Outreach resources*

- Outline opportunities, 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
- Information on honoraria and establishing/charging speaker fees