

URGE

Unlearning Racism in Geoscience

URGE Resource Map for University/Organization - Example Deliverable

This is a draft Resource Map for Distributed Midwest. 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
 - This resource map is intended to outline expectations for work, resources for health and well-being, and existing communities at the university, in the area, and nationwide. We intend to provide resources and expectations that allow for students and faculty have community, support, and success.
 - We expect students to perform academically in courses, demonstrate progress with research (defined not necessarily by # papers, but by continuing progress forwards), contribute to group discussions.
 - We encourage students to become involved in the communities of the department, university, discipline, and local community. Toward this end, we have listed several communities on campus that range from student government to specific organizations for students of color.
 - Students will choose advisors based on their research interests. Advisor-student relationships are key to student experiences, while we anticipate most relationships are productive, we acknowledge that there are also some relationships that are challenging. There are resources and pathways for managing such scenarios.
 - Students are evaluated by a committee that meets several times a year. Primary contact is between a student and their advisor, and students are expected to plan committee meetings without reminding.

ITEMS IN BOLD ARE THE LANGUAGE FROM THE EXAMPLE

- **Core work resources (This can be further edited)**
 - **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**
 - **Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate**

- **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**
 - **Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment**
 - **Conference and workshop participation (how often and who pays for it?)**
 - **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 and other events, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others**
- **Community and Support**
 - Welcome information for new hires/students including logistical information: housing (University classifieds with roommate/renting options), public resources, neighborhood resources/businesses
 - At MU: MU Geology Graduate Society (MUGGS), our department graduate student organization provides a welcome packet to all incoming graduate students in April for Fall admittees providing relevant housing and contact information of senior graduate students who can assist in moving to Columbia.
 - Health and Wellness resources that include physical and mental health support centers on campus and off-campus options.
 - At IU: CAPS - student health center (counseling)
 - At MU: MU Counseling Center: <https://counseling.missouri.edu>
 - University-appointed positions that specifically provide support to faculty and/or students for dealing with complaints and or harassment:
 - At IU: ombudsperson,
 - At IU: office of discrimination and harassment
 - Lists of on campus organizations and centers and groups:
 - At IU: Black Student Union, Latino Cultural Center, and the Asian Cultural Center
 - At MU: Social Justice Centers (for anyone on campus): <https://diversity.missouri.edu/offices-centers/social-justice-department/>
 - However the social justice centers are currently being “restructured”https://www.columbiamissourian.com/news/higher_education/mus-social-justice-coordinators-will-be-out-in-department-shakeup-students-protest/article_5cacdb1a-a122-11eb-bfcc-4f32ce43b23e.html
 - Many universities have effective student organizations that can lobby on behalf of student rights or a union.
 - At MU: Missouri Student Association (Undergraduate): <https://msa.missouri.edu>

- At MU: Graduate and Professional Council (Graduate):
<https://gpc.missouri.edu>
 - At MU: MU Geology Graduate Society (MUGGS), Departmental graduate student organization that focuses on community development and onboarding within the Department of Geological Sciences at MU.
 - At MU: Coalition of Graduate Workers (Grad Student Union):
<https://cgwmissouri.org>
 - Faculty take a proactive role in making sure that students and faculty feel a sense of community and support in the department that includes effective mentorship that is culturally sensitive and relevant. Encourage and support participation.
 - At MU: Jim Schiffbauer and John Huntley are strong advocates for graduate and undergraduate students in the Department of Geological Sciences.
 - At MU: Jeni Hart is the dean of the graduate school and is very approachable about issues students might experience.
 - At MU: Mannie Liscum in Biological Sciences is also someone who could provide guidance to students or faculty outside the Department of Geological Sciences.
 - In addition to departmental and university groups, this is a list nationwide groups for people of color:
 - SACNAS
 - GeoLatinas
 - National Association of Black Geoscientists (NABG)
 - National Association of Women Geoscientists (NAWG)
 - AAPI in Geoscience
 - Mention other efforts and events that can build community/share experiences:
 - #BlackInTheIvory
 - #BlackInGeoscience
- Skillset support resources
 - Research and course work involves some field work which can, but does not need to involve various levels of physical labor that includes hiking, sampling rocks, digging sample pits, surveying topography, or operating drones.
 - At MU: GEOL-7002: Remote Sensing
 - At MU: GEOL-7002: Advanced Field Methods
 - Numerical Languages may be helpful: R, Python, MATLAB, C++
 - Several courses that introduce numerical languages or explicitly teach numerical languages
 - At MU: GEOL-8800: Applied Numerical Analysis
 - At MU: GEOL-8650: Thermal Processes in Earth Science
 - At MU: GEOL-8085: R for Geoscientists (one time offering)
 - Teaching and Professional Development

- Courses that focus on andragogy and/or introduction to the academy as a career and/or transferable professional skills
 - At MU: GRAD-9010: Preparing Future Faculty
 - At MU: EDLPA-9456: The Professoriate
 - At MU: GRAD-9050: Building Leadership Skills
 - At MU: BIOSCI-8724: College Science Teaching
- Professional development resources
 - Teaching: Teaching center, National Association of Geoscience Teachers, SERC
 - Summer short courses: e.g. Preparing for an Academic Career, NSED
 - Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
- **Outreach resources**
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