URGE
Unlearning Racism in Geoscience

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URGE Resource Map for University/Organization - Example Deliverable

This is a draft Resource Map for incoming graduate students at UC Santa Cruz. 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 section is highly variable depending on a student's advisor and as such we have tried to make a general list of topics/logistical items to explicitly talk about with a supervisor.
  - Topics to cover when discussing plans and expectations with your advisor
    - Individual/Group meeting expectations
      - interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests
      - Expectations for hours worked per week and taking time off; working from home vs. working in person
    - Evaluations: rubric, the frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them
      - Set check-ins for short, medium, and long-term goal planning
    - UCSC "Engaging in Diverstiy" handout
      https://diversity.ucsc.edu/resources/images/engaging_in_diversity.pdf

- 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
    - http://www.edchange.org/multicultural/activities/groundrules.htm0
    - https://www.mnys.org/assets/1/6/ground_rules_-_arc_discussion.pdf
    - Good ground rules to set with advisor and group
      - 1. Listen actively -- respect others when they are talking.
      - 2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
      - 3. Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas and problems rather than people.

- 4. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
- 5. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
- 6. The goal is not to always agree -- it is to gain a deeper understanding.
- 7. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words
- 8. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
- 9. Maintain confidentiality. All stories shared in this space stay in this space unless explicit permission is given by the person sharing the story that it can be shared in another setting
    - 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
        - https://urgeoscience.org/index.php?gf-download=2021%2F02%2F2-Version-for-Submission_Reporting-Policy-Outline.pdf&form-id=4&field-id=6&hash=a624896d9fa1eb5addb053b2a044421d8d96e8a3ae15a0e7bd0b83cef919bde9
    - Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient "library" of hiking/camping/outdoor equipment
        - https://ucscgeodes.wixsite.com/home/gear-rental
        - https://drive.google.com/file/d/1PHQi3gWCR-9zYwBCcUNUJE2IyJ6UapG3/view?usp=shar

- Community support and mental health resources
    - Assistance finding accommodations, moving expenses/assistance
        - Queer Housing in Santa Cruz (@queerhaus_santacruz) • Instagram photos and videos
        - Graduate student housing email listserv
        - UCSC Community Rentals Office
        - UCSC Housing, Sublets & Roommates
        - Santa Cruz Housing
        - https://www.places4students.com/Places/School?SchoolID=%2f7UnHPDakTw%3d
        - Rent Assistance in SC: Santa Cruz rent assistance
        - Rental Workshop: Take the Renters Workshop
        - Disability Resource Center: Housing Accommodation Requests
    - Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.U
        - UCSC Resource Centers
          AFRICAN AMERICAN RESOURCE & CULTURAL CENTER

AMERICAN INDIAN RESOURCE CENTER

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- Office for Diversity, Equity, and Inclusion
- Basic needs assistance: https://basicneeds.ucsc.edu/campus-resources%20/index.html
  - Food:
    - UCSC food pantry: https://basicneeds.ucsc.edu/campus-resources%20/food.html
    - SC community fridge: https://www.instagram.com/sccommunityfridge/
    - Santa Cruz Peoples Kitchen: https://scpeopleskitchen.wixsite.com/scpk
- https://stars.ucsc.edu/(mainly for transfer and re-entry students)
- https://eop.ucsc.edu/(for first-generation, low-income, and educationally disadvantaged students)
- https://queer.ucsc.edu/index.html (LGBTQIA+ community)
- https://isss.ucsc.edu/ (for international students)
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- Encourage and assist in making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
  - https://boysandgirlsclub.info/
  - https://www.santacruzmentor.org/our-programs/one-to-one/
  - Geoscientist Mentorship Program: https://gems-program.org/
- 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?
  - https://www.santacruz.com/christianity-and-churches
  - https://www.santacruz.com/buddhism-and-temples
  - https://www.santacruz.com/environmental-organizations
  -
  - https://www.santacruz.com/hinduism-and-temples
  - https://www.santacruz.com/judaism-and-synagogues
  - https://www.santacruz.com/religion
- Community Organization/Mutual Aid Groups
  - BIPOC Abolition Study Group
  - Santa Cruz Hub for Sustainable Living
  - Santa Cruz Mutual Aid
    - https://sccmutualaid.wixsite.com/sccmutualaid
  - Barrios Unidos SC
  - Resource Center for Non-Violence
- Businesses or other needs, e.g. gyms, barbershops/hair services, etc.
  - https://www.santacruz.com/fitness-centers

- - - ○ Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others
        - [Doris Duke Conservation Scholars](#)
          - Mentoring undergraduates students
        - UCSC SACNAS Chapter: http://stemdiv.ucsc.edu/sacnas
        - http://www.nabg-us.org/
        - http://www.nabg-us.org/
        - https://www.aabe.org/

- Skillset support resources
  - 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.
    - https://oes.ucsc.edu/public-education/cpr-training.html
    - https://oes.ucsc.edu/arc-preparing_4_disaster.pdf
    - https://training.fema.gov/
    - https://www.eeb.ucsc.edu/academics/undergrad/majors-academic-planning/marine-bio-bs/marine-bio-bs-scuba-swim.html#:~:text=Unfortunately%2C%20because%20of%20COVID%2D19,currently%20not%20offering%20SCUBA%20courses.
    - https://www2.ucsc.edu/sci-diving/

Useful Resources	Link
Free software for UCSC students	https://its.ucsc.edu/software/student-software.html
Online computing	https://www.wolframalpha.com/
Textbooks (from library)	https://guides.library.ucsc.edu/reserves
Citation guide and tools	https://owl.purdue.edu/owl/research_and_citation/resources.html Zotero, EndNote, Mendeley
Unit Conversion Help	https://www.khanacademy.org/math/geometry-home/geometry-volume-surface-area/geometry-volume-rect-prism/v/conversion-between-metric-units
Finding scientific papers	https://scholar.google.com/ Web of Science
Tips on reading scientific papers	https://www.sciencemag.org/careers/2016/03/how-seriously-read-tific-paper https://www.sciencemag.org/careers/2016/01/how-read-scientific-

Math Basics	https://www.khanacademy.org/math
R/ statistics / data analysis	https://www.youtube.com/playlist?list=PLfhL43gLKJ5lBXJw5THlC2V0BZ1FuItuv
Mineral Database	https://www.mindat.org/
Interactive Periodic table	https://www.ptable.com/

- Professional development resources

Resume vs. CV	https://icc.ucdavis.edu/materials/resume/resumecv
How to write a resume	https://icc.ucdavis.edu/materials/resume https://careers.ucsc.edu/student/resources/resume_cover_letters/resume.html
How to write a CV	https://icc.ucdavis.edu/materials/resume/cv https://careers.ucsc.edu/student/resources/resume_cover_letters/Curriculum%20Vitae.html
Get your resume reviewed by UCSC Career Center	https://docs.google.com/forms/u/1/d/e/1FAIpQLSdhfS59dGsjoVG8pVCK3LY7xq0aHLx_7YQH2rIcnwnqHtG4Qw/viewform?usp=send_form
Recommendations and References	https://careers.ucsc.edu/student/resources/RecommendationsandReferences.html
UCSC Career Coaching and Peer Review	https://careers.ucsc.edu/student/coaching/index.html
Interviewing and Interview Prep	https://careers.ucsc.edu/student/resources/interviewing/index.html
Cover Letters	https://careers.ucsc.edu/student/resources/resume_cover_letters/coverltr.html
How to email a professor	https://medium.com/@lportwoodstacer/how-to-email-your-professor-without-being-annoying-af-cf64ae0e4087
How to network	https://www.reddit.com/r/geologycareers/comments/1mc7w5/how_to_network/

How to make a good LinkedIn page	https://business.linkedin.com/en-uk/marketing-solutions/blog/posts/content-marketing/2017/17-steps-to-a-better-LinkedIn-profile-in-2017
How to network on on LinkedIn	https://blog.linkedin.com/2020/may/june/12/four-tips-to-network-on-linkedin
GEODES Career Resources	https://sites.google.com/ucsc.edu/geopaths/resources/career-prep-webinars?authuser=0

- 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
    - Global Engagement Mentor: 1 year, 1-3 hours/weeks, $15/hour https://global.ucsc.edu/programming/student-programs/mentorship/become-a-mentor.html
    - Transition Mentors Program: unpaid
    - https://stars.ucsc.edu/about-us/tmp_2.html
    - CITL https://citl.ucsc.edu/teaching-resources/mentoring/
    - https://sip.ucsc.edu/
    - Geoscientist Mentorship Program: https://gems-program.org/
    - Office for DEI Co-Funding Program https://diversity.ucsc.edu/programs/co-funding/index.html