



URGE

Unlearning Racism in Geoscience

URGE Resource Map for CU Boulder/INSTAAR

This is a Resource Map for GooseBarn pod at CU Boulder/INSTAAR. 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](https://creativecommons.org/licenses/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
 - A mentorship program for incoming students, postdocs, and PRAs who self-identify as an underrepresented and/or under-served junior scientist is currently being established at INSTAAR. The program will help mentees form connections, build confidence, exchange advice and encouragement, and create shared experiences and learning.
 - The JEDI taskforce is also currently creating a welcoming committee for new faculty, postdocs, and students from underrepresented groups, to help them to help them connect quickly with a supportive CU network.
 - Individual/Group meeting expectations (interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests)
 - Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them
- Core work resources
 - Code-of-conduct - 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
 - CU's code of conduct: <https://www.cu.edu/ope/aps/2027>
 - INSTAARs code of conduct in progress. Does everyone need to sign?
 - Discrimintaion and harrassment training: <https://instaar.colorado.edu/uploads/content-pages/Resources/discrimination-harassment-training.pdf>
 - Required within first 30 days, and only renewed every 5 years
 - Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate

- Reporting Policy - 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://www.colorado.edu/ova/mandatory-reporting-policy-cu-boulder#:~:text=CU%2DBoulder%20policy%20requires%20any.Equity%20and%20Compliance%20\(OIEC\)%20if](https://www.colorado.edu/ova/mandatory-reporting-policy-cu-boulder#:~:text=CU%2DBoulder%20policy%20requires%20any.Equity%20and%20Compliance%20(OIEC)%20if)
 - 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, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
- Community support and mental health resources
 - Assistance finding accommodations, moving expenses/assistance
 - Boulder housing coalition: <https://www.bhccoops.org/>
 - CU's graduate and family housing: <https://www.colorado.edu/living/housing>
 - Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
 - CU's Research and Innovation Office has a list of local resources and organizations for BIPOC, and other underrepresented groups. <https://www.colorado.edu/researchinnovation/persons-color>
 - The Office of Victim Assistance offers free and confidential counseling and advocacy to CU Boulder students, staff, and faculty who have experienced a traumatic or disruptive event, including experiences of bias. <https://www.colorado.edu/ova/>
 - Other health and wellness resources from RIO: <https://www.colorado.edu/researchinnovation/health-wellness>
 - Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
 - Calendar(s) of events or mailing lists to join
 - 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?
 - The Research and Innovation Office also has a list of various community resources, and contains information on local resources that may be available to help underrepresented groups feel more at home: <https://www.colorado.edu/researchinnovation/community-resources>
 - Connecting with cohorts, organizations, social clubs with common identities and/or interests

- CU's BIPOC community monthly meet-up group: <https://docs.google.com/spreadsheets/d/1nXso62ueUHQxT9pmnuSW8wMjxEA3IGvPL64bGB6PW88/edit#gid=838524148>
 - CU's National Society for Black Engineers: https://calendar.colorado.edu/event/national_society_of_black_engineers_nsbe_weekly_meeting?utm_campaign=widget&utm_medium=widget&utm_source=University+of+Colorado+Boulder#.YIsFLehKhaQ
 - Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
 - Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas (no fee for membership), and others
 - Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)
 - This was brought up in context of field work for long field seasons (in Antarctica) and needs to be addressed. No standards have been established.
- 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.
 - What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?
 - 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?
- Professional development resources
 - Outline available resources for training/development or best practices in:
 - Teaching/pedagogy
 - Project management/budgeting
 - Media training
 - Proposal writing
 - Public speaking
 - Networking
 - Design/drafting of figures using Adobe Suite/Python/ArcGIS
 - Getting involved in professional societies
 - Additional coursework
 - List fellowships, internships, summer experiences, field course opportunities
 - Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
- 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